

Investigating the role of managers' good character in predicting organizational commitment and professional ethics
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14

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Abstract

One of the most important resources of any organization is its human resources. The constituents of this force are people with feelings who, if they have enough motivation, will use their talents and skills in the service of the organization. Having ethics in work and commitment in the organization is very important in achieving high productivity of organizations. The aim of the present study is to investigate the relationship between the good character of principals, professional ethics and organizational commitment among primary school principals in 1400-1401. The descriptive research method is correlation type. The statistical sample was all principals of primary schools in Urmia city, who were selected by simple random method. The tools of this research are Qasim Zadeh's professional ethics questionnaire (2013), organizational commitment of Allen and Meier (1991) and the good character of Nasrasafhani managers (2013). The results showed that the relationship between good character and professional ethics is 0.648 and organizational commitment is 0.532 and has a positive relationship at 0.01 level. The direct effect of managers' good character on professional ethics is 0.67, which is positive and significant at the 0.001 level. The direct effect of managers' good character on organizational commitment is 0.78, which is positive and significant at the 0.001 level. Therefore, with in-service exams, increasing the job security of school principals, paying attention to their needs, fair payment of salaries and benefits, it is possible to raise the good character of principals and finally increase organizational commitment and work ethics in the organization.

Keywords: professional ethics, organizational commitment, good character of managers.

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Introduction

Considering the importance of this issue, it is necessary for organizations to consider the necessary measures in order to maintain and increase the commitment of their members and minimize and eliminate the factors that can lead to a decrease in their commitment. Failure to do so has led to an increase in huge costs due to employee resignations and recruitment of new employees, and requires the creation of a detailed and complex control and monitoring mechanism (Jafari et al., 2018). In this research, the seven dimensions stated by Barker and Koi were used to measure the goodness of managers. Considering the importance of the good character of managers in creating an atmosphere of commitment and ethics in the organization, in this research we are trying to analyze the effect of the good character of managers on the commitment and professional ethics of managers in the organization. Therefore, the aim of the research is to answer the question whether professional ethics and organizational commitment can be predicted by the good character of school principals or not.

Methodology

The method of carrying out this research is descriptive (non-experimental) and the research design is correlation of causal relationship modeling. Because in this research, the relationships between variables are discussed in the form of causal relationships. The statistical population of this research includes all principals of primary schools in the 1st district of Urmia in the academic year of 1401-1400, whose number reaches 180 people according to the recruitment of Urmia Education Organization. The statistical sample was also selected based on Morgan's table and by simple random sampling, the number of 120 people. In this research, the main tool of data collection based on the research variables was the following questionnaires: Managers' Good Character Questionnaire by Nasr Esfahani (2012), Ghasemzadeh's Professional Ethics Questionnaire (2014) and Alen & Meyer's Organizational Commitment Questionnaire (1991).

Results

According to the sample of 120 people, the descriptive findings showed that 51 people from the statistical sample were women and 69 people were men. Also, 58 people have a bachelor's degree, 51 people have a master's degree, and 11 people have a doctorate degree. Also, of this amount, 32 people were from a non-profit school and the rest (88 people) were from a public school.

The proposed conceptual model was tested through structural equation modeling using the maximum likelihood method. To check the fit of the model, the fit indices proposed by Giffen et al. (2000) were used. These indicators include the following. Chi-square ratio index to the degree of freedom ($X^2/d.f$), which values less than 3 are acceptable, comparative fit index (CFI), goodness of fit index (GFI), which values greater than 0.9 indicate a good fit of the model, and the adjusted index Goodness of fit (AGFI) values greater than 0.80 indicate a good model fit, root mean square error of approximation (RMSEA) values less than 0.08 indicate a good model fit.

According to table (3), the direct effect of managers' good character on professional ethics (0.67) with t (12.49) is significant at the 0.001 level, also, the direct effect of managers' good character on organizational commitment with a coefficient of 78. 0 and t 15.97 and on professional ethics with coefficient 0.94 and t value 17.62 and significant at 0.001 level.

According to table (4), the good nature of managers explains 0.41% of changes in professional ethics. Good character of managers predicts 0.78% of changes in organizational commitment. In Table (5), the fit indices of the tested model are reported, according to the criteria proposed by Giffen et al. (2000), the tested model has a good fit with the collected data.

Discussion and conclusion

The main goal of any research is to obtain findings that can be used to provide practical solutions. Also, using these findings can be a guide and open the way for other researchers in conducting similar researches. The main purpose of this research is to investigate the effect of the good character of the principals on the organizational threat and professional ethics of school principals.

According to the obtained results, the direct effect of managers' good character on professional ethics is 0.67, which is positive and significant at the 0.001 level. According to this finding, the third hypothesis of the research is supported and it can be said that there is a positive relationship between the good character of managers and professional ethics among managers.

Also, the results show that the direct effect of managers' good character on organizational commitment is 0.78, which is positive and significant at the 0.001 level. According to this finding, the second research hypothesis is supported and it can be said that there is a positive relationship between managers' good character and managers' organizational commitment.

These results are in line with the findings of Pandey (2022), Marcucci et al. (2022) and Decker (2022); Because each of the aforementioned researches have examined the relationship between the quality of work life and innovation.

According to the findings of this research and previous researches that indicate the existence of a relationship between the good nature of managers and the organizational commitment of managers, it is suggested that managers pay attention to giving their people around them some freedom of action in performing their duties and this service is given to managers so that Use their judgment in solving problems. More attention should be paid to the issues and problems of managers in the field of rights, human relations during work, and managers' behavior with employees, their self-confidence should be increased and they should be helped to be committed.

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