Editorial Ethics

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Abstract

Background: Talking about ethics, particularly editorial ethics, in a circumstance that human being gradually steep in electronic virtual space is not only a vital necessity to life but also an indispensible definition that lies within life. People can acquire the necessary respect when the morality and ethics are followed and organized. At first, this paper introduces the definitions of moral principles and the then presents the material in international principles of professional ethics of publishing, editing, editor and editorial ethics and its principles and responsibility of editor as a manager.

Methods: The study based on library research with search in databases.

Conclusion: after reviewing editorial ethics of different dimensions, with refer to editor as editor responsible for policy maker; we can conclude that the decision making in the editorial area is not realistic without paying attention to ethics and social responsibility. As a result, the future of the editorial ethics depends on ethics leadership profession and in academies should focus on calling individuals to excellence. By presenting the importance of high ethical standards, teaching the personal integrity, we summon current and future editors to his or her nobility. This article, with comprehensive review of editorial obligations and his judgment and creativity about his future performance as a manager and planner, has been provided the framework. In addition it has been presented an instruction to confirm or deny holograph.

Keywords: Editorial ethics, Moral principles, Editorial responsibilities, Editorial board.

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Recognizing professional and ethical indicators in University teaching from the perspectives of postgraduate students: A qualitative approach

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Abstract

Background: The present study has considered the ethical characteristics of teaching from the perspectives of postgraduate students.

Methods: The research has utilized a qualitative approach and has benefited semi-structured interview. Population for the study included all postgraduate students studying at TMU in 2011. A number of 32 students were selected through snowball purposed sampling method for interview purpose. Content analysis was used to analyze data collected from interviews. Open coding as well as selective coding was used to categorize the data.

Results: The results revealed that teaching under ethical principles should consider 8 components: efficiency in teaching methods, efficiency in providing subject matter, professional interaction, professional development of students, respect for colleagues, open discussions, respect for the classroom environment, adequate evaluation.

Conclusion: The results of this research are more or less in harmony with that of Moray and his colleagues in terms of seven variables. However, in the present research, respect with the institution and secret keeping were not observed and respect with classroom was added to the previous research conducted by Moray.

Keywords: postgraduate students; professional ethics; qualitative research: teaching ethics.
Abstract

Background: Many reputable universities around the world have imposed laws to prevent academic dishonesty. However, in the higher education system of Iran has not yet developed a comprehensive legislation to prevent the lack of scientific integrity. This study compared the academic honor codes of selected American, British and Iranian universities to pave the way for preparing an honor code system for Iranian higher education system.

Method: The research method was descriptive-comparative. The research population was all American, British and Iranian universities. Four universities were selected from each country as research sample. The data were compared based on two main components of academic honor codes (goals of academic honour codes and examples of academic dishonesty). The differences and similarities of two main categories were identified in the selected universities. The data were analyzed using George Bredy's method.

Results: The results showed the main importance of the honor code legislations is the promotion of the scientific integrity. The results also showed cheating, plagiarism, collusion, forgery or falsification of data, multiple submission and facilitation of academic dishonesty are the main real instances of the rules of the honor codes.

Conclusion: The first step for preventing academic dishonesty and internalizing academic integrity in universities, we should develop an academic honor code system. Therefore, Iranian universities should have specific laws and policies to institutionalize academic integrity, to value it in academic society and also to prevent the behavior of academic dishonesty.

Keywords: Academic Honor Codes; Academic Dishonesty; Academic Integrity; Cheating; Plagiarism

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The Effects of Unethical Climate in Working Environment on Organizational Anti-Citizenship Behaviors

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Abstract

Background: Unethical behaviors in organizations are among the most important difficulties of the present age which emphasize the necessity of developing ethical issues. The more unethical behaviors are shown on the part of personnel, the more organization performance in affects and its external image is altered. It can be claimed that dominance of ethical values on the organization and observing them by the personnel have significant effect on the success of organizations and lead to the institutionalization of ethical values in the organization which enhance the effective relations of personnel and organization.

Methods: The present study, besides identification of the ethical climate dominating organizations and organizational anti-citizenship behaviors, intends to propose suggestions for promoting ethical climate of the work environment and reducing organizational anti-citizenship behaviors aiming at promoting social and mental maturity of personnel, developing ethical climate of the organization, directing managers' policies for human resources on the basis of ethical requirements, and developing criteria as well as reconstructing dominant ethical climate. Survey method has been used in this study and 100 top and middle managers of Refah Kargaran Bank constituted its participants.

Results: The findings of this study reveal that first, there is a significant relationship between promotion of general ethical climate in the organization and reduction of organizational anti-citizenship behaviors; second, there is a significant relationship between the aspects of the defects of ethical climate in the organization and types of organizational anti-citizenship behaviors.

Conclusion: Development of ethical issues dominating the organization which affect professional behaviors of the personnel must be considered as a self-control and self-supervision instrument in the organizations. Further, development of the constitution of professional behavior in which criteria of ethical behaviors are explained, enhancement of religious beliefs, work conscience, promotion of ethical culture, and institutionalization of ethical issues through education must be the focus of organizations. Identifying ethical dimensions accepted by the personnel of every organization guarantees the survival and growth of the organization on the one hand, and directs managers in making policies on development and improvement of human resources, on the other.

Keywords: Anti-citizenship behaviors, Ethical climate, Organizational ethics, Unethical behavior, Work environment.
Impact of Moral Intensity and Ethical Climate on the Decision-Making of Financial Managers in Governmental Organizations in Fars Province

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Abstract

Background: The aim of this study is to examine the relationship between morality intensity, ethical climate and ethical decision-making, and the moderating effect of ethical climate on the relationship between morality intensity and ethical decision-making between financial managers in Governmental organizations in Fars province.

Methods: A survey study was conducted. To investigate the relationship between these variables, three hypotheses have been put forward and Pearson's coefficient of correlation and Simple Linear Regression analysis were used to analyze the data.

Results: Results showed that there was not any significant relationship between morality intensity, ethical climate and decision-making of financial managers in Governmental organizations in Fars province.

Conclusion: Since the results of this study do not confirm the findings of previous similar studies, it seems that financial managers in Governmental organizations in Fars province do not have any familiarity with ethical concepts and they follow personal beliefs to solve the moral dilemmas in their working environmental.

Keywords: Ethical climate, Ethical decision-making, Financial managers, Governmental organizations

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Ethic in Sale and its Effect on Quality of Customer-Organization Relationship  
(One of the Men's Clothing Company in Tehran City as a Case Study)

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Abstract

Background: Sales employees of companies undertake the major responsibility for company’s sales and profitability. As a result, they are under pressure to promote their performance which, in some cases, causes to resort to some improper and unethical methods for more sales. Even though this behavior is morally unacceptable; from organizational perspective, salespersons are in fact the company’s representatives which having the most contact with customers. The customer's perceived image of the company, and thereafter their tendency to maintain or stop the relation with company will be formed depending on how the salespersons interact with customers.

Methods: This study is a descriptive study was conducted through a survey. The statistical population of the study is customers of a selected men's clothing company. The sample size estimated to be 190.

Results: The ethical sales have a significant and positive influence on the four independent variables of study namely: trust, commitment, satisfaction and customer loyalty. The fitting indicators suggest that data have been fitted well with the model.

Conclusion: According to the research findings it can be claimed that in order to generate a quality and long-term relationships with customers, companies compelled to observe the ethical issues in their transaction with customers. Also, the findings indicate that ethical sale have significant impact on customer perception towards company's business and also on quality of organization relationship with customer.

Keywords: Ethical sale, Customer satisfaction, Customer relationship with organization, Customer loyalty.

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Affecting Factors on Ethical Attitudes of Business Students

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Abstract

Background: This research aims to define the affecting factors on ethical attitudes to business through reviewing the literature and survey it within business students in Iran.

Methods: This is a survey research, which used questionnaire as a tool for information gathering within 4 business schools in Tehran, and a sample of 320 business students. The gathered data are analyzed by using SPSS and Lisrel software. Results are prepared by deploying some statistical tests like t-test and ANOVA and Structural Equation Modeling.

Results: Findings depicted that sex and place of living (birth and growth) do not have any effect on the ethical attitudes of students to business but age, education and work experience effects, are significant.

Conclusion: This paper tries to introduce the ethical attitude to business and it’s affecting factors as well, which help us to manage it better as one of the most important issues in the ethical research fields. Then ATBEQ is proposed as a model of measuring ethical attitudes to business and modified through CFA in order to be customized to this research context.

Keywords: Age, Business, Education, Ethics, Gender and Religion.
Reviewing the Subject of Overtime and Controlling the Unnecessary Overtime Problem in Organizations

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Abstract

Background: Today's Organizations, even by having clear goals & efficient structures, need powerful & committed man-power to reach their objectives completely. Capability and specialty are matters which are achievable through the process of selection and training, but the subjects of commitment and moralities in organizations require cultural activities and if necessary, controlling and standardization of organization activities becomes essential. Experience shows that the subject of overtime, despite its agreed time periods and the related work activities, has created an opportunity for misuse and non-professional behaviors by some personnel and if management don't pay attention to this problem by showing a suitable reaction it, undesirable effects might result.

Methods: the present descriptive-analysis article, described and reviewed the results obtained from a case study while documentary reviewing the subject matter documentarily by using the related literatures in order to show the different aspects of the problem in a practical case. The present research is a combination of practical studies and experiences.

Results: Based on the experiences and studies regarding the subject, a model was determined for assessing different jobs based on which each job will be categorized considering its nature and the organizational facilities and in addition for each category a suitable managerial reaction was determined in order to control unnecessary overtime periods.

Conclusion: Work during overtime periods is an agreement for performing organizational activities, but controlling the personnel's behavior during these hours, requires managing their operations and culture creation on commitment and moralities basis consequently, according to the presented pattern, we can increase the individual's commitment toward the organization and prevent immoral behaviors, such as idle hours while improving the productivity for the individuals and the organization.

Keywords: Organizational commitment, Overtime hours, Professional ethics, Unnecessary overtime.
The effects of ethical climate on organizational identity and turnover Intentions among salespeople

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Abstract

Background: This study seeks to investigate the relationship between new concepts of organizational ethical climate as well as organizational identity on employees' turnover for their purpose the impact of four dimensions of organizational ethical climate on firm's identity and employees' intentions to leave were studied.

Methods: Based on the objectives of the survey research and its nature of applied and descriptive data were collected from 156 randomly selected salespersons of a food manufacturing firm in the city of Mashhad. Structure equation modeling was utilized to analyze research data and validate conceptual model.

Results: The results indicated that the organizational ethical climate and relevant dimensions have a positive and significant impact on organizational identity and a negative impact on employees' turnover. It was also noticed that while ethical norms directly and indirectly (through organizational identity) affects intention to leave, such impact appears to be higher through promotion of organizational identity.

Conclusion: according to the finding of our research, predominant organizational ethical climate is related to employees' turnover, through organizational identity promotion. The outcome provides managers with practical suggestions to improve organizational ethical climate which in turn may lead to an improved rate of turnover.

Keywords: Ethic, Organizational ethical climate, Organizational identity, Turnover intentions
Abstract

**Background:** Despite the fact that increasing attention is being paid to moral aspects of second language classrooms, moral dilemmas teachers face has attracted less attention. For this reason, the present study aims to investigate and compare likely differences between the type and frequencies of moral dilemmas which experienced and less experienced, male and female teachers encounter.

**Methods:** Research method is descriptive survey. Using non-probability sampling technique, the researchers selected forty teachers. Data were collected through the use of stimulated recall and focus group interviews and were analyzed using content analysis.

**Results:** The analysis of the data showed that there is a significant difference in the number of moral dilemmas experienced and less experienced teachers recalled; on the other hand, teachers’ gender made only a slight difference in the number of moral dilemmas males and females reported. As to the type of moral dilemmas, seven moral categories were extracted with Rules and Regulations being the most frequently recalled category.

**Conclusion:** We found that experience somewhat affects the pattern of moral dilemmas teachers faced in different groups. Gender, however, don't result in significant changes in the pattern of moral dilemmas male and females encountered.

**Keywords:** Morality, Moral dilemmas, English teachers, Gender, Experience