Antecedents and Outcomes of Non-Academic Behaviors Among University Professors

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Abstract

Background: There are certain expectations of academics due to having sensitive and specific tasks and missions; so the impact of their behavior in the communities can be doubled. Therefore in addition to direct impact on students, educational experience, perception and learning quality, their non academic behaviors can affect other areas of community indirectly, and endanger universities' credibility. Given the importance of this issue, in this paper attitude of university professors towards non-academic behaviors, causes and consequences of these behaviors has been investigated.

Methods: Given the nature of research, we used theme analysis method and for data collection interview is used. Also, snowball method has been used for sampling.

Results: In result of literature review and interviews with 32 expert professors, 7 factors have been identified as major causes of non-academic behaviors in Iranian universities; Inappropriate structure of universities specially the teachers evaluation and promotion system, financial problems and job insecurity, lack of autonomy and participation in community affairs, the lack of clear identity, lack of familiarity with the academic and non-academic behaviors, weakness of personality, faith and cultural issues. According to the results, the impacts of non-academic behaviors can be investigated in three levels: the individual, university and macro (society) level.

Conclusion: There is no doubt that scientifying academic culture, defining and clarifying academic identity for university teachers and students, improvement of teachers' evaluation and promotion system, valorizing moral values, improving the socialization of students, combining cultural-ethical and scientific-educational norms and revival of moral figures of university and seminary history, can help academics to improve status quo.

Keywords: Non-academic behavior, Academic ethics, Professional ethics.

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Professional Ethics in library and Information Sciences (students’ ideas)

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Abstract

Background: Many of professional leagues have established ethical regulations for guidance of their members, associations, professional organizations and also for retaining the public confidence. These regulations are related to ethical subjects and factors (codes) and are the formal statement of ethical values considering the ethical behaviors. Likewise, librarians need to such a regulation. To satisfy the need, many Library and Information Sciences (LIS) professional associations in various countries have built their own ethical regulations. Current study deals with identification and determination of the relative importance of ethical factors through LIS profession. Furthermore, the study investigates to the LIS students’ knowledge of ethical factors.

Methods: Basically, the study is a survey which uses an author-made questionnaire for collecting the data. The questionnaire is built upon a thorough review of related literature and is composed of two sections. The first one is related to demographic factors and work experience in addition to the samples’ familiarity with ethical factors. The second is comprised of 14 questions about the ethical factors. The questionnaire is formulated into a 5-point scale set. The population includes all Tehran universities’ LIS undergraduate students. Using random sampling method, 137 students were selected from Tehran, Tarbiat Moallem, Alzahra, Shahed and Allameh Tabatabaei universities. The gathered data were analyzed using various statistical tests.

Conclusion: It was revealed that 36.5% of students had sufficient familiarity with ethical factors. Familiarity of 63.5% was moderate, low, or null. Used statistical tests showed that the sex and the students’ occupational status had no impact on their attitude toward the importance of ethical factors. For the relative importance of ethical factors, the results showed that there is significant difference among the attitudes of students in various levels and also among students of different universities.

Keywords: Codes of ethics, Ethics in library and information sciences, Library and information sciences, Professional ethics

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The Relationship between Citizenship Rights with Social Behavior in University Students

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Abstract

**Background:** It seems not only awareness of the citizenship rights help individuals to achieve their rights better, but makes others' rights are respected and their right to be given. To examine this issue, this research was conducted to investigate the relationship between awareness of citizenship rights (civil, political and social) and social behavior of students.

**Methods:** The study is correlation. The statistical population included the university students of Behshahr and Neka branches of Islamic Azad Universities. The sampling technique was random classification among which 327 were selected randomly. The data gathering tools was two researcher made questionnaires. One used to measure the amount of students awareness of citizenship rights and the other one assessed students social behavior related to citizenship right. In order to analyse data Pearson correlation and multiple regressions were used.

**Results:** The results revealed that there were statistically significant relationship between citizenship rights with social behavior and three scales of citizenship rights (social, civil and political) were significant predictors of social behavior.

**Conclusion:** The results were clear that students’ social behavior is a reflection of awareness of their citizenship rights. So it revealed that for behavior commited to human rights, it is necessary to be aware of the rights contained in the constitution.

**Keywords:** Citizenship Rights, Social Behavior, University students

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Identifying the strategies and fundamental solutions of fostering and improving spirituality in organizations

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Abstract

Background: In recent years, spirituality has been regarded in the field of organizations and management & organizations experts also have joined to interested groups of spirituality. Many claims about the positive benefits of spirituality in the workplace have been presented and this leads to encourage fans to discover ways to enter spirituality to organizational environments and breeding it.

Methods: This article with utilizing expert opinions, aimed to develop solutions for fostering and improving spirituality in workplace and organizations. So, qualitative research method based on the Delphi method has been hired for gathering information through questionnaire to identify solutions for fostering spirituality in workplace and organizations.

Results: According to The results of the research and experts opinions, there are 10 strategies and fundamental solutions for fostering and improving spirituality in organizations, respectively including seeing important the spiritual values in workplace, sensitivity of employees and managers to spiritual health of each other so on.

Conclusion: Creating spiritual culture in the organization requires focus on two main areas of: "the quality of superior – subordinate relationship " and "policies of the organization ". In order to foster spirituality in the workplace, it is necessary that these two areas have been optimized; to this necessary conditions for the formation of spiritual culture in the organization can be possible.

Keywords: Spirituality, Workplace Spirituality, Spirituality fostering

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The Impact of Demographic Variables and Code of ethics on Ethical Perceptions and Attitudes of Managers

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Abstracts

Background: Ethics as a regulator of human relations always has a significant importance. In order to achieve ethical behavior criteria, and dominant of ethical principles in employees’ behaviors, effective factors on employees ethical behaviors specifically managers in organizations, should be identified. In this research, impact of demographic variables and presence of code of ethics in organization on ethical perceptions and attitudes of industrial development and renovation organization of Iran and its affiliated companies were examined.

Methods: In this research a sample in number of 90 was randomly chosen. Research method was descriptive in type of correlation method. In order to collecting data, a questionnaire consists of 58 questions in 4 parts was used. For analyzing research data in descriptive and deductive level, SPSS and SmartPLS software were operated.

Results: Research findings identified that: 1- Age of managers has significant impact on ethicalness of employees behaviors 2- Gender of Managers has significant impact on possibility of acting unethically 3- Gender and education level of managers has significant impact on evaluation of factors leading to unethical behaviors

Conclusion: Older managers believed in higher ethical standards and also women distinguished higher possibility for incidence of unethical behaviors among employees and women believed more in factors cause employees’ unethical behaviors and the more education level increased, the more faith existed. In addition the symbolic role of code of ethics and sometimes unawareness of employees about code of ethics were revealed.

Keywords: Ethical perceptions, Ethical attitudes, Code of ethics, Industrial Development and Renovation organization of Iran

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A Survey on Effective Organizational Factors on Employees' Professional Ethic Development

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Abstract

Background: One of the most important of efficient managers worries at various levels, the establishment circumstances of proper fields for human factors are to consider the ethical rules base on own business. The professional ethic In recent decade has been paid attention to Iran organizations. in present research, the study of the professional ethic in oil company of the west of Mazandaran state and the effective fourth fold organizational factors on it with the study of committers theories and several experts has been studied and selected by AHP technique.

Methods: The present research is with applied purpose and padding method for studying of the effective organizational factors on personnel professional ethic development in oil products distribution company of the west of Mazandaran state four organizational factors has been conducted that including the organizational structure, organizational culture, education Informative system. The statistics society of the present research involving on personnel of oil products company of the west Mazandaran state that are 217 people in total that among these people 139 people has been survived as samples by using of volume determining formula that is called Kokaram that has been selected with simple randomly sample method. for collecting of data of research has been used a questionnaire. for statistic analyzing of collected information has been used from descriptive statistic methods and used for research theories test at the level of inferential from multi-variables regression test.

Results: The obtained result of research point out the verifying of all of the research theories that clearly represent that the organizational structure, organization culture, personnel education and informative system affect on personnel professional ethic development in oil Product Company of the west of Mazandaran state.

Conclusion: The personals with having professional Ethic and values and authentic Ethic beliefs will get in this belief that their professional and thought development involve in having professional Ethic, so whatever individuals’ dependence to increase to organizational culture and community social approaches and individual’s identity and believes and values and job behaviors, the feeling of job responsibility will increase against overall organization and community.

Keywords: Professional ethics, Organization structure, Organization culture, Informative system

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Reflection of Global Ethics Concepts in Iran's Education Purposes

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Abstract

Background: Coexistence and better life in the today's world than it needs to have the global ethics. Since educational system is the best place for education, exercise, promote and applying global ethics, this study is followed up with considering the global ethics concepts, seeking to reflect these concepts in Iran's education purposes.

Methods: The study is done based on a descriptive method and statistical society is the approved aims of the courses in elementary, secondary and high school in Iran and Since the sample was equal to the statistical society, the census method has used. The data collection is done by reviewing the related literature and documentation and questions are made by researcher for collecting date that made based on the approved aims courses and global ethics; also the descriptive statistics were used for data analysis.

Results: The research results show that generally, peace has been completely ignored and Dignity, Hospitality, Patience, Trust and Friendliness have been neglected and Understanding, Responsibility, Commitment, Loyalty, Dignity and Respect have been considered. Also the most attention to the ethical concepts is in the ethical, social, religious aims, and lowest in the art-cultural, science-education and biologically.

Conclusion: In order to prepare learners to live and interact in today's world, is worthy that the education purposes with due attention to global ethics concepts - including neglected - been revised and to promote and deepen the concepts presented in the textbooks.

Key words: Education purposes, Global ethics, Iran.

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Operational Behaviors based on Organizational Values at the Levels of Top Managers

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Abstracts

Background: Cascading organizational values improve employee's behavior consequently (therefore) professional ethics will be the base of business. The excellent organizations are seeking Behavioral codes based on values. It has been less attention to require mechanism to cascade these values and transform them to operational behavior.

Methods: In order to create behavioral codes based on organizational values top executive management, in addition to review of the literature presented in this regard, we explain and analyze all obtained results of researches in this approach to explicit (overt) various aspects of the issue in a practical reveal ,through a case study survey at MSC in Esfahan. Hence, according to Morgan table and by AI, FFI methods of interview beside the questionnaires, 45 people were selected as a sample group among 54 people of top executive management as a Statistical Society for collecting requires data. The questionnaires' reliability was determined 0/846 by using of Cronbach's alpha coefficient and were analyzed by SPSS softwares.

Results: In this paper, we have studied the examined models used in excellent organization also the basic theory and finally result in "behavioral codes models based on organizational values" top executive management by using of AI & FFI methods.

Conclusion: In this paper, having identified behavioral codes based on sextet values of mentioned organization, we ranked these codes in order to implement and cascading them. For example “Institutionalizing teamwork” and " attending in teamwork” were determined as the most important behavioral codes in top executive management, we did similar process of ranking for other behavioral based on values.

Keywords: Ethical and Behavioral Codes, Operational Behaviors, Organizational Values.

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The Effect of Ethical Leadership on Organization Ethical Climate

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Abstract

Background: Organizational environment is one of the influential factors on employees’ behavior and attitude in the workplace. Thus, today, with increasing importance of ethics in business, attention to creating factors of organization’s ethical climate becomes important. Previous studies show that managers play a vital role in providing an ethical framework for organization’s members. The aim of this study is research about ethical leadership effect on organization ethical climate. So, after introducing two variables, ethical leadership and organization’s ethical climate, based on literature about this matter, relationship between these variables was investigated and research hypotheses were formulated.

Methods: This research is application based on aim and survey based on methodology. Statistical society was employees of governmental banks in South Khorasan so that sample was selected from 120 persons of them randomly. Data were gathered by two questionnaires, ethical leadership and ethical climate, and analyzed by regression analysis and structural equations model.

Results: Results of main hypothesis analysis showed that ethical leadership has significant and strong effect on organizational ethical climate ($\gamma = 4.79; \rho = 0.000$). Results of analyzing Sub-hypotheses confirmed significant effect between interpersonal interactions ($R^2 = 0.169; \rho = 0/000$), modeling ($R^2 = 0.452; \rho = 0/000$) and action oriented behavior ($R^2 = 0.364; \rho = 0/000$) of ethical leader on organization ethical climate.

Conclusion: Ethical leadership with establishing ethical interactions (interpersonal interactions), playing ethical model role for staff (modeling) and significant attention to ethics in organization, using improving ethical behavior methods and decreasing non-ethical behavior (action oriented behavior) can be effective on organization ethical climate.

Keywords: Ethical Leadership, Ethical Climate, Legal Climate, Professional Climate.

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