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Surveying the Impact of Ethical Climate on Organizational Trust and Organizational Commitment of Physical Education Teachers

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ABSTRACT

Background: Aim of this study was to investigate the impact of organizational ethical climate of organizational trust, commitment of physical Education teachers in high school level in Babol city. **Objective:** Research method was descriptive correlative and statistical population of this research consists of teachers in high school of Babol city that was 132 people. Sample size and random sampling using sampling formula finite population confidence level of ninety percent of the total sample size of 77 out of the 90 questionnaires were distributed to the 84 questionnaires returned, it was. Data gathering tools included three standard questionnaires: Cullen's, Victor's and Bronson's ethical climate questionnaire Scott's organizational trust and Allens and Meyer's organizational commitment. To analyze the data SPSS22 software was used. **Results:** The research finding shows that based on the path analysis model in coefficient standard and significant model, in the 95% confidence level, on the one hand, there is significant relationship between the ethical climate and trust and commitment and on the other hand there is significant causal relationship between trust and commitment. **Conclusion:** Company profit, efficiency, friendship, teamwork spirit, Personal morality influence on organizational trust and organizational trust were also the strongest influence on efficiency and friendship. Self-interest, friendship, teamwork spirit, social responsibility, personal morality impact on organizational commitment, while the maximum effect was related to friendship dimension.

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INTRODUCTION

Doing moral behaviors in an organization primarily depends on valuing to moral values by general politics and management task in each organization. Moral sensation management haps to improve the employee's standards adoptions [5].

One of the elements in forming organization internal relation and employees ideas is moral atmosphere. Moral behaviors in an organization are an important fact for management and management should improve the moral behaviors. Today, an organization notice moral behaviors and in fends to increase moral standards. Moral atmosphere in an organization influence employee's moral behaviors in work environment [16]. Trust, is one of the most important subjects human's relations and behaviors, which influences the relation between employees and management and organization behavior and organized like. And also employees don't let themselves to hurt others while they are in troubles. Responsibility increases with trust [20]. When a person believes in an organization and its manager, he will increase his responsibility and will reveal some problems and trust relates on staying or leaving and organization. For increasing organization responsibility they should hire people agree with organization values and also should provide positive social conditions and satisfaction and increase the trust in the organization. [7]. Resonblatl, Shapeer & Lichinchinki (2010) indicate that in last two decades, wide investigations has been doing a bout examining the moral atmosphere and the majority parts has been done by Colon and his coworkers [25]. This research about moral atmosphere was nearly new and attracts allenfions [22]. Okpara & Wynn (2007) researched among organization managers and industry and transformation part, it shows that different moral atmosphere have positive influence on job satisfaction [21]. Also this research showed that different moral atmosphere have positive influence on organization responsibility (organized

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identity, organized struggle, faithful to organization). One of the consequences of positive perspective and behavior Remerge from moral behavior is job satisfaction in organized psychology and management, when the job satisfaction is general observation of a person about a job [21]. Job satisfaction shows how much people like their job. This satisfaction is presents through employee's benefits and satisfactory job, and evaluates their job atmosphere. A person who is satisfied with his job has positive view and a person who is not, has negative view.

Lack of satisfaction decrease employees motives and influence on their actions. Responsible employees accept organization's targets and hope to stay the organization and try hard to sublime it [24].

Shafer in 2007 in his research moral atmosphere, professional and organized presentation, organized responsibility which he had done among Chinese accouters found that self-respect, moral principles, both personal and organized one relate to each other moral atmosphere personal respect, organizing, moral principles has negative relation with emotional responsibility [27]. Eart *et al* (2012) in the research influence of organization trust and organized supports on leaving service in Turkish universities found that understanding trust to on organization has negative effects on leaving series [13].

In many researches they show how organized trust relates to moral atmosphere. Managers and employees as a main factors have basic roles in organizing trust. The truthful person should have necessary abilities to influence others and should like others to trust others and prepare moral atmosphere [11].

Honesty in an organization will result in comfort among employees to work fairly and trust to an organization and their managers. If there is trust in an organization an employee feels that his job is vital for the organization and employees diminish the stress in the organization [15].

Responsibility increases with trust when a person trust a manager an organization his responsibility raises. Trusting on one organization increases responsibility and even shows employees problems [17]. Moral values of an organization are an important sign for organization responsibility. Evaluating organization moral values by researchers includes employee's understandings about manager's behaviors and anxiety about moral issues. When people are in moral atmosphere and accept moral atmosphere, they can be more responsible to their organization for increasing organization responsibility they should hire people with the suitable organized values agree with the organization which can prepare positive social condition and satisfaction and also increase trust. [25, 7]. This article follows different targets; first it tries to examine the influence of moral atmospheres on trust and organized responsibility. Second, it searches the relation between organized trust and organized responsibility, and present essential suggestions to improve moral conditions among physical education teachers.

Methodology:

This research is among functional researchers pulpous fully and it is describing research among editing method. Statistics shows the research among all educational teaches in Babol city between 132 people with 8% and accuracy of 90%.

Using sample formula with sample of 77, they distributed 90 question sheets which 84 of them were returned. Among 84 last samples were 44 people (52.38%) men, 40 (47.62%) women. Age group were equal 32 people (38.1%) were about 40, and 52 people were (61.7%) were 41 and higher for job experience, 34 people (40.48%) were under 15 and 50 people (59.52%) were more than 15 years. For educational level 20 people (23.8%) were diploma or more and 64 people (76.2%) had M.A degree and B.A degree. For editing and collecting data they used 3 question sheets as follow. For evaluating organized moral atmosphere which was provided and used by Cullen *et al* (1993) questioner (9), they recognized 3 features , 1) personal interest, organization interest, functional 2) friendship group working motives, social responsibility 3) personal moral, laws, organization methods, professional and principles laws which are finally in a question sheet with 33 questions. The coefficient for Cronbach-Alfa for question of moral atmosphere was 0.78. Evaluating organization trust required Scott questioner sheet which is used by Ruder in (2003) for evaluating organization trust. It is built from 9 parts and is done in 3 studies by Cronbach-Alfa 80%, 77%, 91%. The Cronbach-Alfa coeffienty for this question sheet is 89%, for evaluating organization responsibility they used question sheet 24 Allen & Mir (1990) questioner [1] with 82%, 22%, 79% Cronbach-Alfa the coefficient for responsibility question sheet was 89%. For analyzing data they used Regression Test and SPSS₂₂ software.

Results:

Table 1 examines the accuracy of relation between moral atmosphere and Trust. As you observe in table 1 the variance analysis. The sig is under 0.05 and the liner theory among variants is accepted.

Table 1: Variance Analysis.

Model	Average squares	DF	Total squares	F	Sig
Regression	1.152	9	10.365	10.86	0.001
Remaining	0.106	74	7.847		
total		83	18.213		

Table 2 shows coefficient and meaning of each variance. According to sigs except personal interests orders and organization methods and social responsibility have effects on organization trust. The final sig is under 0.05. The most influences are on organization trust and friendship and performances. Final sig isn't under 0.05 so, personal interest doesn't effect on organization trust of physical education teacher. Also, social responsibility doesn't effect on organization trust. Organization methods and laws doesn't effect on organization trust either.

Table 2: Regression Coefficient.

model	Changer unscaled	Scaled changes		F	Sig
	B	B	Std. Error		
fixed		0.195	0.704	0.277	0.782
Self interest	0.206	0.145	0.81	1.781	0.79
Functional	0.747	0.645	0.216	2.991	0.004
Personal morality	0.177	0.170	0.85	1.994	0.50
Organized interest	0.301	0.296	0.124	2.386	0.20
Friendship	0.627	0.533	0.211	2.521	0.14
Organized laws	-0.384	-0.356	0.223	-1.597	0.115
Professional laws and principles	-0.437	-0.510	0.161	-3.178	0.002
Social responsibility	-0.400	-0.328	0.178	-1.839	0.70
Group work motives	0.390	0.544	0.172	3.168	0.002

Table 3 examines the accuracy relation between moral atmosphere and responsibility. As 1.04 observes in variance table the final sig is under 0.05 and according to linear theory it is accepted.

Table 3: Variance analysis.

Model	Average squares	DF	Total squares	F	Sig
Regression Remaining	17.75	9	1.972	67.188	0.001
total	2.172	74	0.29		
	19.922	83			

Table 4 shows variant coefficient and meaning of each variant according to final sig except organization interests, functional, laws, organization rules, professional principles other influences effects on organization responsibility. The final sig is below 0.05, and the most influential part relates to friendship. The final sig isn't under 0.05. So, organization interest doesn't affect the organization responsibility of physical education teachers. Also, function doesn't influence on organization responsibility. Law and organization methods and orders and professional principles doesn't influence on organization responsibility either.

Table 4: Regression coefficient.

model	Changer unscaled	Scaled changes		F	Sig
	B	B	Std. Error		
fixed		0.367	0.96	0.262	0.794
Personal interest	0.171	0.42	-0.126	-2.960	0.04
Functional	0.20	0.114	0.18	0.160	0.873
Personal morality	0.119	0.44	0.120	2.706	0.008
Organization interest	0.88	0.64	0.91	1.410	0.163
Friend ship	0.328	0.107	0.284	2.644	0.10
Organization laws & methods	0.183	0.120	0.177	1.482	0.142
Professional principles & laws	-0.13	0.85	0.16	-0.194	0.847
Social responsibility	0.267	0.94	0.229	2.450	0.17
Group work motives	0.128	0.90	0.186	2.063	0.043

Table 5. Exam in the accurate relation between responsibility and trust. As observed in variance table final sig is under 0.05 and according to linear theory relation between organization trust and organized responsibility is accepted.

Table 5: Variance analysis

Model	Average squares	DF	Total squares	F	Sig
Regression Remaining	1.834	1	1.843	8.358	0.005
total	18.080	82	0.220		
	19.922	83			

According to final sig in table 6 we can say that organization trust has influential meaning on organization responsibility. As the final sig is below 0.05, so organization trust influence on physical education teacher's organization responsibility.

Table 6: Regression coefficient

model	Changer unscaled	Scaled changes		F	Sig
	B	B	Std. Error		
fixed	2.634		0.495	5.325	0.001
Personal interest	0.318	0.304	0.110	2.891	0.005

With 0.95 accuracy level there is meaningful relation between moral atmosphere and responsibility and trust in one hand and between trust and responsibility in the other hand.

Discussion and conclusion:

Trust and organization responsibility is remarkable for managers due to its influence an performance of employees and functionality of organization many researches have been done on influential factors on trust and responsibility. Recently, they are interested in moral behaviors and moral principles and moral spaces on employee's responsibility. One of the major factors in constructing relation in organization and employees perspective is moral space which has remarkable effects on organization results. Through improving trust among employees and managers and increasing employee's responsibility, following moral principle will be increasing. The employees who understand their organization morally and also understand the fair behavior of their organization can be responsible to their organization, for this, this article and research researches on different moral atmosphere based on trust and organization responsibility among educational teachers. Findings shows the organization interest, functions, friendship, group work motives, personal morality as important factors in organization trust, and also shows functional friendship more effective. Personal interest, friendship, group work motives, social responsibility, personal morality effect on organization responsibility. Research indicates that organization trust influence on organization responsibility according to theory's are confirmed and first and aren't confirmed. In meaningful position in accurate level 0.95 we can make decision T value according to coefficient meaning. If T is more than 1.96 the meaning path is available, otherwise its meaningless according to analysis model in standard position and model meaning in 0.95 accuracy level there is relation between moral atmosphere and trust in one hand and the responsibility in other hand according to this research finding we can declare that educational system should reinforce the positive atmosphere as well as other organization fill they can provide trust and responsibility among teachers and employees.

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