The Role of Professional Ethics in Relation to Organizational Culture and Organizational Growth

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A B S T R A C T

The current research aims to mediate the role of professional ethics in relation to organizational culture and organizational growth of primary school teachers in Mamsani city. The statistical population is all primary school teachers of Mamsani city. The data collection tool in this research included a standard questionnaire. Statistical operations were performed using spss and amos software. There is a significant relationship between professional ethics on the organizational growth of elementary school teachers in Mamsani city (P=0.001≥0.05 and r=0.654). The professional ethics variable with a value of 0.54 has a direct effect on the organizational growth of elementary school teachers in Mamsani city. There is a significant relationship between professional ethics on the organizational culture of primary school teachers in Mamsani city (P=0.001.05 and r=0.598), professional ethics variable with a value of 0.61 on the organizational culture of primary school teachers in the city Memsani has a direct effect. There is a significant relationship between organizational culture and organizational growth of elementary school teachers in Mamsani city (P=0.001≥0.05 and r=0.601). The variable of organizational culture with a value of 0.56 has a direct effect on the organizational growth of elementary school teachers in Mamsani city. Professional ethics with a mediating role in the relationship between organizational culture on the organizational growth of elementary school teachers in Mamsani city and also the z value is greater than the absolute value of 1.96. and based on the reported P-Value, it is significant at a level less than 0.05.

Keywords

Professional Ethics, Organizational Culture, Organizational Growth

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1. Introduction

An organizational growth program is a long-range, planned and sustainable effort that is based on a national strategy and tries to implement a transformation program by logically and systematically identifying difficulties and by mobilizing all available forces and resources. Organizational growth efforts are considered one of its harms, because in cases where the cost system is based on "short-term and quick profits", a lot of delay and waiting cannot be accepted, but if a transformation occurs and takes root. Receiving, the management of the organization and its employees must be committed and attached to the long-term implementation of the program and support it and strengthen the process that looks at long-term goals and short-term goals by payment (Zabani et al., 2017).

The focus of the organizational development program is to change attitudes and behavior. Although the processes, working methods, orders and fields of this number undergo transformation in the organizational growth program, but the main goal of the transformation always focuses on the attitude, behavior and performance of people within the organization. Organizational growth efforts are primarily focused on groups. The basic assumption is that in order to take a step towards organizational health and effectiveness, groups and categories are basic units that must be transformed or modified. Personal learning and personal transformation also appear in organizational growth programs, but only as secondary rays of the program, because such personal and individual transformations are not among the primary goals of organizational growth. Organizational growth efforts have a functional nature. All the interventions and efforts that the organization and its members participate in, are aimed at the goal that after the end of that effort and activity, something will change and find heaven. Human capital is one of the main capitals of organizations. This capital creates a competitive advantage for organizations more than other capitals (Morovati et al., 2018). In this attitude, human capital or employees, in addition to performing their duties, feel responsible for the ups and downs of the organization and help the organization in times of need. Such employees are the dreams and ideals of every organization. One of the indicators of reaching this type of employees is resorting to personal ethics and work ethics. Because the existence of ethical employees and the observance of ethical values is the basis for achieving a committed human force. In this regard, the purpose of this study is the role of professional ethics in relation to organizational culture and organizational growth of primary school teachers in Mamsani city. In the way of achieving this goal, the following three hypotheses are proposed:

1- Professional ethics has a significant effect on the organizational growth of elementary school teachers in Mamsani city.

2- Professional ethics has a significant impact on the organizational culture of elementary school teachers in Mamsani city.

Funding

Objectives, Assumptions, Fundamental Values and Strategies Although organizational growth is a relatively new scientific endeavor that emerged in the years after the Second World War and there is still no complete agreement on many of its features, its general and general objectives can be counted as such. Increasing the level of trust and support of organization members from each other, increasing the frequency of dealing with organizational difficulties, both within groups and between groups, creating an environment where the authority resulting from the official role is strengthened by the authority resulting from personal knowledge and skill. Increasing the openness of horizontal, vertical and corner-to-corner or side-to-side communications. Raising the level of enthusiasm and personal satisfaction in the organization. Finding creative group solutions to overcome the difficulties that occur so often. Raising the level of personal and group responsibility in planning and implementing work

Origins:

In order to understand the importance of organizational growth and the mission of this promising movement, it is appropriate to start its origin from the beginning of the industrial revolution. From the beginning of the 19th century, a trend of transformation in industrial methods and ways of directing social and economic organizations emerged in England. A person named "Jerome Adolphe Blanqui" called these transformations in 1837 as the Industrial Revolution. The industrial revolution in the general sense is a set of transformations that are focused on a number of manufacturing and manufacturing processes and organizations, and it refers to the transition from the agricultural and traditional economy and manual work to an economy in which industry and machinery dominate. At this time, hard efforts were made to take advantage of scientific findings in the industry and innovation in spinning and weaving was created in a way that renewed textile, increased efficiency and reduced production cost. The use of devices led to mass production, and mass production led to mass consumption. As a result, large industrial and commercial companies were created, production was organized. Workers and employees were recruited based on special orders in these factories and companies, and scientific and bureaucratic management emerged in the 20th century American Winslow Taylor, the father of scientific management, presented the principles of scientific management to the world to prevent the wastage of human resources and increase efficiency. The summary of the message of these principles is as follows (Suri & Modaresi., 2024).

There is a best way to do everything. There is a best way to do everything. To do any work, one must first find the best way to work and the best means of work through scientific study and investigation. "Max Weber" with his understanding of the capacity of development and expansion of industrial efforts, started military design, which has special characteristics. He believed that in order to push forward the great efforts of the group and the growth and prosperity of industry and commerce and the direction of various public services, there is no other way than to create a system that is based on human knowledge and wisdom. He called his new system "Bureaucracy". Bureaucracy by using organizational classification, division of work and popularization of specialized work, employing people based on expertise and job skills, setting uniform work rules and orders, determining the scope of duties and authority, keeping organizational behavior and actions away from personal affection and hatred. Separating management from ownership, giving importance to archiving and maintaining work history and finally creating rational and logical discipline was able to establish large and extensive organizations where a large group of employees work regularly (Ayla et al., 2018).

Winning means organizational growth

In the 1950s and 1960s, a type of integrated education emerged, which was called organizational growth. Organizational growth is an intervention strategy that uses group processes to pay direct and deep attention to the entire culture of an organization in order to bring about planned transformation. Organizational growth tries to transform beliefs, attitudes, values, structures and spirits so that the organization can better adapt itself to technology and live with the sharp pace of transformation.

Organizational growth emerged in response to needs. Conventional training methods to create better organizational behavior have often yielded limited success, so a new method was needed. "National Educational Laboratories" and "Esso Standard Oil Company" worked on this and finally organizational growth came from their efforts. (Houshmand et al., 2024).

Characteristics of organizational growth

A number of characteristics lie in the definition of organizational growth, and these characteristics are fundamentally different from those of a typical training program. These features are re-examined in the following paragraphs and are revealed in the following figure. Organizational growth is a learning program that pays attention and attachment to the actions of various parts of the organization that affect each other. Organizational growth depends on work ties and personal ties among employees. It pays attention to the structure, process and attitudes of all three together.

Its main concern is: How can all these components work together and work? The emphasis is on the connection and connection of the parts to each other, not on the parts separately from each other (Taghizadeh, & Tari., 2019).

- Taking advantage of the transformation factor: organizational growth takes advantage of one or more transformation factors that have the role of stimulating and coordinating transformation within the group.

- Collective bias: In today's society, there are so many transformations that organizations must bring all their parts together to overcome the difficulties and take advantage of the opportunities that arise through transformation.

Steps of the organizational growth process

1- Initial diagnosis: The organizational growth consultant meets with senior management to determine the nature of the organization's difficulties, the organizational growth methods that have the highest probability of success, and to obtain the full support of senior management.
At this stage, the consultant can gather data through conversations with various people in the organization.

2- Data collection: Surveys are used to determine the quality of the organizational environment and behavioral difficulties. Raizen usually visits the groups away from their work to gather information through the following questions:

- What type of work situation helps your work effectiveness the most?

- What kind of work situation is contrary to your work effectiveness?

- In the current situation of the work of the organization, what do you want to change the most?

3- Feedback of information and confrontation: working groups are obliged to review the collected data, and to mediate the areas of disagreement among themselves, and to provide priorities for transformation.

4- Action planning and problem solving: groups use the data to make special orders for transformation. The investigation revolves around the real difficulties in the organization.

Programs are clear and specific. The responsible people and the time of the end of the action will be made clear.

5- Group building: Throughout the group meetings, the organizational growth advisor motivates the groups to look at and evaluate the group work style.

Raizen helps to make them aware of the value of open communication and trusting as prerequisites for better and desirable teamwork.

Team building can go a step further and each of the managers and their subordinates can participate in organizational development meetings as a group and work together.

6- Breeding between groups: after breeding small groups, it is possible to breed larger groups that are made up of several small groups.

7- Evaluation and follow-up: Raizan helps the organization to evaluate the results of organizational growth efforts and provide other programs in the fields where additional results are needed.

For example, in an organization, Raizen asked the manager to provide him with the tapes of their group meetings that they had set up in pursuit of the organizational growth program. Raizen reviewed these tapes and based on them, he had a conversation with each of the managers and noted how much they applied the learnings of the organizational growth program.

The steps taken in organizational growth are all part of a general process.

Therefore, whenever an organization intends to enjoy all the benefits of organizational growth, it must apply all of them.

An organization that uses only two or three steps, such as diagnosis and grouping, is likely to be disappointed with the results. However, all processes can produce desired results.

Characteristics of growth process:

-It is a form of applied behavioral knowledge.

-It is based on experience.

- Emphasizes goal setting and planning (Taghizadeh, & Tari., 2019).

Data analysis

The results of this study showed that 64.5% of the research samples were women and about 35.5% were men. These people in the age category below 30 years had 21 frequencies, the age category between 30-40 years had 112 frequencies, and the age category above 40 years had 87 frequencies. Among the research samples, 117 people had a bachelor's degree or lower, 65 people had a master's degree, and 38 people had a doctorate degree.

Kolmogorov Smirnov test was used to check the normality of data distribution. According to this test, when the data distribution is normal, the value or significance level is greater than the critical number at the 0.05 level.

Table 1- Kolmogorov Smirnov test results

Type of variables	Z	Sig	Data distribution
Organizational Culture	1.69	0.097	Normal
Professional work ethic	1.45	0.078	Normal
Organizational growth of teachers	1.654	0.095	Normal

Hypothesis 1: Professional ethics has a significant effect on the organizational growth of elementary school teachers in Mamsani city.

Table 2- Pearson correlation coefficient results for testing the first hypothesis

Professional ethics		Variables
The correlation coefficient (sig)	significance level (r)	
0.001	0.654	Organizational growth

** Correlation is significant at the 0.05 level.

According to Pearson's correlation coefficient test and the results presented in Table 9-4, it can be seen that there is a significant relationship between professional ethics on the organizational growth of elementary school teachers in Mamsani city (P=0.001≥0.05 and 0.654 =r), there is a significant relationship, so the research hypothesis is confirmed.

Table 3- Estimation of the effect of professional ethics on the organizational growth of primary school teachers in Mamsani city

P. VALUE	Critical ratio	Indirect effect	direct impact	The Dependent Variable	Direction	independent variable
0.002	6.599	does not have	0.54	Organizational Culture	<---	Professional production

Hypothesis 2: Professional ethics has a significant effect on the organizational culture of elementary school teachers in Mamsani city

Table 4- Pearson correlation coefficient results for hypothesis testing

Professional ethics		Variables
The correlation coefficient (sig)	significance level (r)	
0.001	0.598	Organizational culture

** Correlation is significant at the 0.05 level.

According to Pearson's correlation coefficient test and the results presented in Table 11-4, it can be seen that there is a significant relationship between professional ethics and the organizational culture of primary school teachers in Mamsani city (P=0.001, P=0.05 and 0.598). =r), there is a significant relationship, so the research hypothesis is confirmed.

Table 4- Estimation of the effect of professional ethics on the organizational culture of primary school teachers in Mamsani city

P. VALUE	Critical ratio	Indirect effect	direct impact	The Dependent Variable	Direction	independent variable
0.002	6.101	does not have	0.61	Organizational Culture	<---	Professional production

The variable of professional ethics with a value of 0.61 has a direct effect on the organizational culture of elementary school teachers in Mamsani city.

Conflicts of Interest

As a result of the accelerated rate of change in the new environment, organizational development is increasingly being considered and used as a technical method to make organizations more creative, effective, and satisfactory. Advanced organizational development is the art of programmatic change. Of course, numerous criticisms have been expressed, including by some experts who have questioned the direction and state of organizational growth and expressed dissatisfaction. Technical organizational growth is alive and expanding. A considerable part of it has been completed during the previous growth and surely more work should be done in the future. Organizational growth is used in the international framework and in various organizational fields, such as industrial, governmental, and welfare institutions. Most of the theoreticians are of the opinion that more experimental studies should be done in the field of relationships between different intervention processes and organizational variables. There is still a long way to develop effective techniques for dealing with external systems and issues related to power-authority.

-Inferential research results

The results of the first hypothesis of the research showed that there is a significant relationship between professional ethics and organizational growth of elementary school teachers in Mamsani city ($P=0.001 \geq 0.05$ and $r=0.654$). The variable of professional ethics with a value of 0.55 has a direct effect on the organizational growth of elementary school teachers in Mamsani city.

The results of the second hypothesis of the research showed that there is a significant relationship between professional ethics and the organizational culture of elementary school teachers in Mamsani city ($P=0.001 \geq 0.05$ and $r=0.598$), so the research hypothesis is confirmed. . The variable of professional ethics with a value of 0.55 has a direct effect on the organizational culture of elementary school teachers in Mamsani city.

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