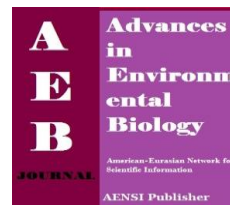




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Study of the Work Ethic Status in the Teaching Hospitals in Kermanshah: 2014

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ABSTRACT

Background: Work Ethics approval is an essential factor in the health care system so the purpose of this study is to evaluate the work ethics status in the teaching hospitals in Kermanshah in 2014. **Material & Methods:** This cross-sectional study was conducted 416 members and classified them in an orderly manner into three groups: administrative, clinical, and servicing, and 25 percent of each group were randomly selected. Demographic questionnaires were valid and reliable work ethics which have been used and had four aspects including: attachment and interest in the work, perseverance and hard work, healthy human relationships in the workplace, community spirit and participation in the formulation which was based on the Likert scoring method (from 1 to 5). The data were collected by using the descriptive statistics (mean - standard deviation and variance) and inferential statistics (correlation, T-Test and Pearson correlation) and were analyzed by SPSS version 18. **Results:** 233 (30.14 ± 01.56) of the patients who were enrolled in the study were male and the rest of 183 (47.14 ± 99.43) were female. The study shows that there is a significant relationship ($p = 0.001$) between dimensions of attachment and desire to work with perseverance and hard work in the hospitals. The overall score of work ethic in the hospitals was low. **Conclusions:** The situation of the work ethics in the hospitals shows a lack of paying attention to the personnel of these centers. So we suggest to establish a Missioner's office in the hospitals

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INTRODUCTION

Work ethic is a cultural norm that gives a positive spiritual value to the society by doing good and right things and it has an intrinsic value by itself [1]. Islam defines work ethics as a system of values, beliefs, principles, fundamentals, and should-not-be things that distinguish a good practice from a bad one [2]

Organizational ethic is a set of principles that develop similar behaviors among employees are useful in certain social responsibilities in the means of ensuring the provision of services to the community. It also helps the organization and the employees in solving problems within the system of processes, such as personal conflicts, paperwork and those cases. Organizations are the units of society that have complex and versatile structures.

Each organization is responsible for a specific task and the task, can affect the environment and at the same time can be affected by it. The structure of the institutional space, plays an important role in understanding the organization and its behavior, because behavior can cause the successful achievement of organizational and individual goals the different types of this unit space are :unique space, security and ethical spaces [3].

The moral atmosphere of a workspace is a part of that space which reflects the organization's guidelines and rules related to the moral consequences [4]. The workspace is often seen as a place in which the people have to deal with more than one type of ethical atmosphere. So that the occupational independence leads to the increase of job satisfaction and quality of ethical space also has a direct negative impact on the job satisfaction.

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Corporate training stems from the work ethic of the individuals, conditions and principles that can be a tendency to use the Charter of Rights to align to make it close monitoring [5].

Peterson [6] quoted the Boy and Jones [7], Wardy and Wiener [8] wardy [9] explains and divides the causes of deviant behavior into the demographic workplace, social, interpersonal and etc. All factors are somehow directly related to the work ethic in the organization's strengths and weaknesses. Victor and Cullen [10] believe that the moral atmosphere is an essential factor that leads to bias conduct or lack of bias of the different behaviors like misleading.

The findings of Victor and Cullen [10] refers to the shared perceptions of an organization's ethical climate of an organization about what is morally correct and how should the issues of ethics and values within the organization be reacted. Several researchers, including Deshpand, George and Joseph [11] have shown that the ethical climate within an organization, can significantly affect the employees' ethical behavior in the workplace. From this perspective the perceptions of the ethical climate within an organization are affected, not only the values but also the behavior of unethical behavior in the workplace are forecasted. According to Robinson and Bennett [12] there are deviant behaviors in the workplace, which are equally immoral. So we can say that theoretically predict deviant behaviors through collective perceptions of employees in the area of values and ethics in the workplace is reasonable. The ethical climate in an organization is known to the staff to determine the types of ethical dilemmas and make more ability to find solutions.

Barnett and Dysys [13], Joseph and Deshpand in 2000 and 2006, respectively [14] in their studies showed the theory of "the change in the moral climate can affect aspects of job satisfaction".

Nowadays, much attention is paid to the subject of ethics in medicine. This may be due to the progress and development of advanced technologies, changing disease patterns, rising life expectancy, with progress being worthy of having a moral code, differences in the type and volume of applications related to health services, creating new areas members, such as links, and etc. [15]

The researchers were therefore trying to study the work ethic in care hospitals of Kermanshah in 2014.

MATERIALS AND METHODS

This cross-sectional study was conducted. Statistical population of the administrative staff, clinical and therapeutic services to Imam Reza hospital and tertiary in Kermanshah are the reasons for choosing these hospitals. So more annual visits in the city of Kermanshah were done in 2014 with respect to the total number of staffs in two hospitals and 430 people were estimated through Farmers and Morgan table.

The population of the three groups was estimated using systematic classification of 25% of the questionnaires and using a randomly selected group of personnel. Inclusion criteria for more than one year's experience at the center and the satisfaction questionnaires were having lack of features in the study. Demographic questionnaires were valid and reliable work ethic that had been used in previous studies [16]. The questionnaires consist of four dimensions, attachment, and interest (6 questions), perseverance and hard work (6 questions), health and human relations in the workplace (5 questions), community spirit and participation at work (6 questions) which are scored from 1 to 5 based on the Likert scoring. If the score is derived from a study among 23 to 45 at the community level the work ethic is poor. If the scores of questionnaires are 46 to 69 and 69 above, respectively, a very good work ethic medium is analyzed. Data were collected by using descriptive statistics (mean - standard deviation and variance) and inferential statistics (correlation, T-Test and Pearson correlation) were analyzed by SPSS version 18.

Results:

430 people were surveyed but due to incomplete data for 14 questionnaires, only the data of 416 patients were analyzed. 233 patients (30.14 ± 01.56) were male and 183 (47.14 ± 99.43) of them were female. The highest and lowest levels of education among 236 students were (73/56%) associate degree and 46 (3.11%) bachelor, respectively. 151 people were divided into four age groups: (3.36%) in the age group over 35 years, and 55 patients (2.13%) in the age group 25-20 years had the highest and lowest frequency was experienced in 195 patients (87/46%) between 11 and 15 years maximum, and 73 patients (5.17%) over 15 years were the least abundant. 97/56% (237 people) of participants were employed at Imam Reza (AS) and 179 (02.43%) were employed in Taleghani Hospital of Kermanshah. Findings of the study, show the percentage of the work ethic according to the separation of two hospitals data (Table 1).

According to the equal percent of work ethic among hospitals participating in the study, the most participation is relevant to Imam Reza (1.51%), and the lowest is for the interest to work (6.36%) in the same hospital. So after that, Taleghani hospital has the highest percentage 45%. With regard to the points of work ethic weakness between 45-23, the findings have shown two other variables, more than Imam Reza hospital which has been in moderate condition, that are in a weak condition (table 1).

Analytical results have shown the 4 aspects of work ethic in both teaching-treatment hospitals in Kermanshah in 2014, by using the Pearson correlation test. (Table 2).

Table 1: The average of highest percentage of work ethic in the target hospitals.

	Taleghani Hospital	Imam Reza Hospital
Interest to work	45	36.6
Being serious at work	38.7	43.1
Islamic relationships	43.3	40.8
Work in partnership	44.7	51.1
total	9.42	9.42

Table 2: Descriptive indicators (mean and standard deviation) and correlations between variables in the two hospitals.

Variable	SD	mean	Work in partnership		Islamic relationships		Beingseriousat work		Interest to work	
			Taleghani	Imam Reza	Taleghani	Imam Reza	Taleghani	Imam Reza	Taleghani	Imam Reza
Interest to work	25.17	40.08								
Being serious at work	19.44	40.95							*0.024	*0.001
Islamic relationships	15.42	42.05					*0.015	*0.001	*0.015	*0.000-0
Work in partnership	19.28	47.90			0.401	0.415	0.275	0.451	0.430	0.054

*P<0/001

The findings showed a significant relationship between the perseverance and hard work with devotion and passion to work in both hospitals. Also in the case of Imam Reza hospital there is a significant and negative relationship between attachment and interest and healthy relationships in the workplace. (P = - 0.000)

The same relationship also exists in the case of Taleghani hospital but in a lower rate. Relationships between other dimensions are also shown in table 2.

Discussion:

The results of the study showed that there is a significant relationship between the dimensions of attachment and interest in work and perseverance and hard work. In means that any interest in doing business principles and standards is to say that a harder work is more important. Note that a healthy labor relations at work has a significant relationship with the working in both hospitals but in case of Imam Reza , its negative and significant.(P = - 0.000)

There are people who doesn't measure the healthy relationships at work with the interests in working, Although these individuals are few but it can in sensitive sectors may work in the situation which require the strict enforcement of the work of tasks and the opposite can also be present. So that healthy relationships in the workplace brings and less attachment to the staff's working environment to have a healthy environment without attending to the personnel's interest about the job.but personal interest in the work and duties notable notIt is explained in the generalizability of the results of other studies in the same field, that the caution should be observed, because the patients and health care workers have differences with different patrons of other organizations in the means of, for example, emergency patients, patients with incurable mental diseases, patients with chronic illness, and etc. so we can say that the environmental aspects and the guidelines and rules of governing hospitals can affect work ethic.

So the work ethic in the strict environments and un-favorable weather conditions may have poorer result in comparison with the conditions with more suitable weather. In 2012, Aditya have studied the efficiency of organizations in different conditions and its impact on the work ethic [17].

In the present climate of the city of Kermanshah we see a situation opposite to the balanced picture of the city. In other words, based on the work ethic of the hospitals studied, the mean scores did not meet the desired amount and this can influence the weather in the next tier of priority of influencing the work ethic that should be considered.

It looks that laws governing the moral condition of society in terms of personal relationships and a safe working environment, supervision and hiring of personnel in terms of physical and mental balance, discipline and education on ethical issues and encourage the timely could make circumstances in which a grand group of patients in hospitals and involves students improve their study to have a better work ethics based on the type and style of behavior of the staffs and their managers. Lack of appropriate policies and lack of transparency and ethical issues in large organizations lead to entrance of immoralities in the organization [18].

Due to a large number of applications, health care centers with different cultures and behaviors and comply with Sharia guidelines and requirements to be met but still these rules are not able to strengthen the work ethic among the staffs. Discrimination, Poor judgment and lack of normal monitoring and recruiting compliance guidance in the hospitals , clergymen lack of missionary hospitals continuously, lack of proper control and productive employment and personnel actions can be counted as the problems facing poor work ethic in the teaching-treatment hospitals. Due to the sensitivity of Appeals clearly in hiring staffs who have worked in a spirit of community health centers, Office of missionary hospitals, work ethic rules and constant monitoring and appropriate incentive systems can strengthen the work ethics in the health care organizations.

Abdollahi and Nejat, in their study entitled: "the values and work ethics among teachers in Rasht" :showed that there is a meaningful relationship between the level of work ethics with the believe to religious belief, cultural, political and economic vales. Work ethic index also indicates that the majority of teachers did their work diligently and aggressively, and 94 percent in office had friendly relations [19].

However, in this study, relationships in the workplace are poor so various factors such as culture, employment policies and economic situation of employees can be a reason for it. It can be said that the hospital sector is in line with the mission to bring educational mission which is because they both attempt to train the students and carry on the legacy of the mission they have been trained.

In another study in the health sector in Pakistan which was carried out among 80 nurses from private hospitals, it was shown that there is a significant positive relationship between Islamic work ethic and job satisfaction among the employees [20], however, it is inconsistent with the results of the present study. Though there may be slight differences in the type of services between public and private sectors, but given the same instructions about the behavior of staff and patients, this small difference can't be considered as the result of the work ethic.

Our findings indicate the status of the health care system as a warning to officials and planners. The morality isn't a variable which is defined by certain organizations or certain countries, but the rights of patients and staffs from anywhere in the world, at any time, with every color and race, or having any taste or religion may affect the issue of ethics in the workplace, especially the health sectors and the importance of this index is increasing.

Conclusions:

Teaching-treatment hospitals due to the large amount of the patients, and their relatives and other specific reasons such medical facilities, treatments' cost affording, greater oversight by the state and because of lacking more spending than the private sector and have become critical locations in terms of work ethic, which is clearly visible and its emphasis on the duties of the executive and supervisory bodies is obvious. So it is suggested that the hospitals with a high level of visits should be try to establish a religion advertising office and try to analyze the moral facts through teaching and the officers should also analyze the performance of the staffs based on the ethical criteria and indices.

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