

42. IMPACT OF WORKPLACE ETHICS ON JOB SATISFACTION AND JOB COMMITMENT OF SELF FINANCING COLLEGE PROFESSORS - A STUDY WITH SPECIAL REFERENCE TO THOOTHUKUDI DISTRICT

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ABSTRACT

"If you are not Rising with Ethics, you will Sink with Every Rise" – Mehmet Murat Ildan

Ethics is a moral philosophy concerned with the study of what is good and what is bad. The ethical culture prevailing in the organization leads to the emergence of new humanity of responsible leaders driven by values, virtues and wisdom which transform the working environment amicable. Healthy workplace culture motivates the employees to function beyond organizational expectations. Employees are motivated and their performance improves as they work under good culture. A strong employee culture has a positive impact on employee behavior and performance.

The concept of ethics is of critical importance to all the professions that serve society. It plays an important role in a teacher's personal and professional life. Identifying the ethical climate would provide the college with the evidence to support the need to make improving their colleges. The professional ethics, the values and

virtues practiced in colleges heavily influence the future leaders. Given this background, an attempt was made to carry out the research on the title "Impact of Workplace Ethics on Job Satisfaction and Job Commitment of Self Financing College Professors". The researcher has collected data from both primary and secondary sources. The primary data were collected directly from the respondents through questionnaire. The secondary data were collected from books, journals and websites. 20 professors from six self financing Arts and Science Colleges were selected at random. Hence 120 was the sample size. To analyse the data 't' test, Weighted arithmetic mean score and Karl Pearson's Co-efficient of Correlation were applied.

KEYWORDS

Ethical Culture, Ethical Behaviour, Job Satisfaction, Job Commitment

INTRODUCTION

In an organisation, employees are the most valuable and a very important resource of a business from planning to

implementation of rules and strategies, employees are the core ingredient. During the different stages of human life, human behavior is influenced by culture, society, values, morals, ethics and genetics. Human behavior consists of mental, physical, emotional and social activities. It cannot be same in different situations and different organisms. Human behavior is also influenced by intrinsic features, environmental aspects and their relationship with the situations and also other factors. That is why different people behave differently in same situation. Organizational climate can play a very essential role from the inception of the organization to its growth and to bring changes (Transformational and transactional changes) in the organization for both sustain and to grow with rapid rate. Organizational climate consists of policies, procedures, norms of the institutions, and expectations from the society for their welfare. It influences motivation, commitment and individual staff and group performance. Positive climates encourages, while negative inhibit discretionary effort. Institutional climate represents the quality of working environment. If people feel that they are valued and respected within organization, they are more likely to contribute positively to the achievement of business outcomes.

NEED OF THE STUDY

In this era of globalization and multinational competition, ethical practices in management are assuming importance as relationship with various management levels. The faculty members are shaped by ethical practices and mutual trust. Therefore, ethical decision making plays a vital role in a today's corporate world. It is important to remember that, there are many legal, moral and ethical issues are prevailing in front of our educational sectors. The major issues and challenges faced by the

educational sectors are lack of ethical practices, lack of job commitment, dissatisfaction with regard to the salary and rules and regulations in private educational sectors, non availability of infrastructure and lack of support from the top management etc. Among these issues, job satisfaction and job commitment of faculties are of the major components to cultivate a strong and healthy educational system. Teachers are the moulders of the future citizens. Faculties are responsible to shape the adolescent boys and girls. Only the satisfied and committed staff members can create healthy and ethical environment in their colleges. In Thoothukudi district, so many self financing arts and science colleges are providing education to the society. Hence an attempt is made to find out the relationship between workplace ethics and job satisfaction and job commitment of self financing college professors on the title "Impact of workplace Ethics on job satisfaction and job commitment of Self Financing College Professors with special reference to Thoothukudi District".

OBJECTIVES OF THE STUDY

The main objectives of the study are

- * To know the socio - economic profile of the sample respondents.
- * To analyse the level of perception of the sample respondents towards the ethical behavior prevailing in their institutions.
- * To analyse the level of perception of the sample respondents towards their satisfaction and commitment with their jobs.
- * To measure the impact of work place ethical climate on job satisfaction and job commitment of sample respondents in their institutions.
- * To offer suitable suggestions based on the present findings of the study

METHODOLOGY

The researcher has collected data from both primary and secondary sources. The primary data were collected from the professors working in self financing colleges through a questionnaire. The secondary data were collected from books, journals and websites. To find out the impact of workplace ethics on job satisfaction and job commitment, 120 professors from self financing arts and science colleges have been selected as sample by adopting convenience sampling technique. 20 professors from 6 self financing arts and science colleges have been selected as sample respondents to collect the data. The collected data are analysed by using Simple Percentages, Weighted Arithmetic Mean Score, t test, and Karl Pearson's co- efficient of correlation.

ANALYSIS AND INTREPRETATION OF DATA

The collected data are analysed under the following heads

DEMOGRAFIC PROFILE OF SAMPLE RESPONDENTS:

The major finding are

- 58 percentage of the respondents

were male.

- 47 percentage of the respondents were in age group of 31 – 40 years.
- 58 percentage of the respondents were married.
- 48 percentage of the respondents were completed PG with M.Phil.
- 43 percentage of the respondents are having from 5 – 10 years of experience.
- 40 percentage of the respondents earned a monthly income from Rs.10,000 – Rs.20,000 per month.
- 65 percentage of the respondents were in nuclear family.

PERCEPTION OF SAMPLE RESPONDENTS TOWARDS THE ETHICAL BEHAVIOR PREVAILING IN THEIR INSTITUTIONS

In order to find out the level of perception of sample respondents towards the ethical behavior prevailing in their organization, 't' test is applied. Mean, standard deviation, co- efficient of variation and 't' value are calculated. The null hypothesis framed is "The level of perception of sample respondents do not differ significantly towards the ethical behavior prevailing in their organization". The result of 't' test are presented in Table 1

TABLE 1

PERCEPTION OF SAMPLE RESPONDENTS TOWARDS THE ETHICAL BEHAVIOUR PREVAILING IN THEIR INSTITUTIONS - FACTOR WISE ANALYSIS

S.No	Factors	Mean	SD	CV	't' value	Rank
1.	Ethical behavior of colleagues	2.98	1.34	40.96	0.98	III
2.	E t h i c a l leadership behavior	3.65	1.40	38.93	1.35	II
3.	Organizational citizenship behavior	3.69	1.41	38.15	1.37	I

Significant at t0.05 level, Table value 0.05 level is 2.262.

Degrees of freedom (3-1) = 2.

From Table 1 it was observed that, with regard to perception of sample respondents towards the ethical behavior prevailing in their organizations, the mean scores of all the factors were above the neutral point (3) except the factor "Ethical behavior of colleagues" (2.98). Hence it was found that, the top level officials, management and the environment was ethical than the behaviour of colleagues in their institutions. It was also proved by 't' test at 5% level of significance. "Organizational citizenship behavior" got the least value of co-efficient variation (38.15) and so it was placed in first position. The last rank is allotted

to "Ethical behavior of colleagues" since it shows the highest value of co-efficient of variation (40.96). Hence it was concluded that the management should impose norms to cultivate more ethical values on the minds of college professors since they are responsible to mould their young minds as good citizens in India.

PERCEPTION OF SAMPLE RESPONDENTS TOWARDS JOB SATISFACTION AND JOB COMMITMENT – STATEMENTS WISE ANALYSIS

Perception of sample respondents towards job satisfaction and job commitment -statement wise analysis is presented in Table 2

TABLE 2
PERCEPTION OF SAMPLE RESPONDENTS TOWARDS JOB SATISFACTION AND JOB COMMITMENT – STATEMENT WISE ANALYSIS

S.No	Statements	Mean	S.D	C.V	T – value	Rank
	Job Satisfaction					
1.	I am very satisfied with this job.	3.33	1.30	39	2.77	V
2.	I frequently think of quitting this job.	2.92	1.3	49.34	0.67	IX
3.	The people I talk to and work with on my job.	3.27	1.19	36.52	2.48	VII
4.	The degree of respect and fair treatment I receive from my administration.	3.33	1.2	37.98	3.01	IV
5.	The feeling of worthwhile accomplishment I get from doing my job.	3.43	1.28	35.18	3.67	I
6.	The fairness of our tenure and promotional process.	3.35	1.38	41.43	2.76	VI
7.	The amount of support and guidance I received from my administration.	3.07	1.48	48.20	0.517	X
8.	The degree to which I am fairly paid for what I contribute to this organization.	3.38	1.39	40.80	3.2	III
9.	The amount of independent thought and action I can exercise in my job.	3.3	1.38	41.87	2.38	VIII
10.	The effectiveness of our shared governance process (i.e between faculty and administration)	3.47	1.46	42.23	3.50	II
	Job Commitment					
1.	I would very happy to spend the rest of my career with this organization.	3.57	1.30	36.41	4.80	II
2.	I do not feel 'emotionally attached' to this organization.	3.45	1.26	36.52	3.91	II
3.	I do not feel any obligation to remain with my current superior.	3.46	1.35	38.81	3.8	III
4.	I do not feel a sense of belonging to my organization.	3.27	1.34	40.97	2.99	VII
5.	I would be very hard for me to leave my organization right now, even if I want to do.	3.08	1.66	53.70	0.527	IX
6.	I owe a great deal to my organization.	3.05	1.51	49.76	0.326	X

S.No	Statements	Mean	S.D	C.V	T - value	Rank
	Job Commitments					
7.	Right now, staying with my organization is a matter of necessity as much as desire.	3.47	1.52	43.85	0.385	V
8.	Even if it was to my advantage, I do not feel it would be right to leave my organization now.	3.42	1.53	44.80	3	VI
9.	Too much of my life would be disrupted if I wanted to leave my organization.	3.17	1.45	45.74	1.28	VIII
10.	This organization has a great deal of personal meaning for me.	4.42	1.55	35.06	10.03	1
Significant at 0.05 level, Table value at 0.05 level is 2.262.						
Degrees of freedom (n-1) = 10-1 = 9.						

From Table 2, it was cleared that the perception of sample respondents towards job satisfaction, the mean scores of all the statements were above the neutral point (3) except only one statement. The statement is "I frequently think of quitting this job". It was also proved by 't' test at 5% level of significance. Hence the professors of self financing colleges are highly satisfied with their job and with their institutions and they do not want to quit from their job and from their institutions.

To find out the most perceived statement with regard to 'Job satisfaction' co-efficient of variation was calculated. The least value of co-efficient of variation is ranked as first and foremost perceived statement. Therefore 'The feeling of worthwhile accomplishment 'I get from doing my job' (35.18) got the first position. Hence it was concluded that the professors of self financing colleges are satisfied after completing any task with regard to their job.

With regard to the perception of sample respondents on 'Job commitment' the results showed that the mean scores of all the statements were above the neutral point (3). It was also proved by 't' test at 5% level of significance. Hence it was concluded that the professors of self financing colleges are committed with their jobs, colleagues and institutions.

To find out the most perceived statement with regard to 'Job Commitment' co-efficient of variance was calculated. The least value of co-efficient of variation is ranked as first and foremost perceived statement. Therefore, "This organization has a great deal of personal meaning for me" (35.06) was ranked as first position. Hence it was concluded that the professors of self financing colleges are highly committed and involved with their job, colleges and institutions.

IMPACT OF ETHICAL CLIMATE ON JOB SATISFACTION AND JOB COMMITMENT

The Pearson's product moment correlation is used to find out the relationship between work place ethical climate on job satisfaction and job commitment of sample respondents.

TABLE 3

CORRELATION BETWEEN JOB SATISFACTION, JOB COMMITMENT AND ETHICAL CLIMATE

Dimensions	Ethical Climate
Job Satisfaction	0.4700
Job Commitment	0.2701

From Table 3 it was inferred that, there is moderate degree of positive correlation between job satisfaction and ethical climate and there is low degree of positive correlation between job commitment and ethical climate.. Hence it was revealed that there is moderate relationship between job satisfaction and ethical climate and there is some relationship between job commitment and ethical climate. Hence it was concluded that the ethical climate prevailing in the institution may reflect or impact the job satisfaction and job commitment of self financing college professors.

PERCEPTION OF SAMPLE RESPONDENTS TOWARDS THE STEPS TO IMPROVE ETHICAL CLIMATE IN THEIR INSTITUTIONS

In order to improve ethical environment in their institutions, the following steps can be taken by the management as perceived by the sample respondents. The results are presented in Table 5 with the help of weighted mean score.

TABLE 4
PERCEPTION OF SAMPLE RESPONDENTS TOWARDS THE STEPS TO IMPROVE ETHICAL CLIMATE IN THEIR INSTITUTIONS

S.No.	Statements	SA	A	N	DA	SDA	Score	Rank
1.	Organization should create an ethical code of conduct for staff members.	(34) 170	(26) 104	(6) 18	(32) 64	(22) 22	42	IX
2.	Organization should encourage leadership with principles	(26) 130	(44) 176	(16) 48	(10) 20	(24) 24	44.22	VI
3.	Organization should form ethics committee to check unethical behaviors	(26) 130	(32) 128	(20) 60	(34) 68	(8) 8	43.78	IV
4.	Organization should have ethical policies to guide superior in making decisions.	(38) 190	(20) 80	(12) 36	(44) 88	(6) 6	44.44	V
5.	Organization should encourage staff to report unethical practices they have observed.	(36) 180	(36) 144	(8) 24	(26) 52	(14) 14	46	II
6.	Organization should reward people for good ethical conduct.	30 (150)	38 (152)	(8) 24	(26) 52	(18) 18	44	VII
7.	Performance appraisal should have items relating to ethical behaviors.	(34) 170	(20) 80	(16) 48	(32) 64	(18) 18	42.22	VIII
8.	Ethical values should be communicated through slogans like "Honesty is the best policy"	(26) 130	(40) 160	(14) 42	(32) 64	(8) 8	44.89	III
9.	Institutions should undergo ethics training programs.	(36) 180	(28) 112	(38) 114	(8) 16	(10) 10	48	I

From Table 5, it was observed that "Institutions should undergo ethics training programs" (48) was the most perceiving step to be followed to improve ethical climate in their institutions by the sample respondents. Hence the management of self financing colleges should arrange for ethics training programs to improve ethical climate in an effective way.

SUGGESTIONS

On the basis of the findings of the study, the following suggestions are made.

1. The staff members and the management should follow the ethical practices in order to bring out their students as good citizens of our country since they followed one or two unethical practices as revealed by the analysis. Eg: "Dishonest Advertising by the management" and "Charging more travelling allowances by the staff from the management".
2. The staff members should have empathy as their quality since the behavior of staff members will affect other people's job and also will affect the minds of the students.
3. In the present study, the staff members are more committed with their jobs and also with their institutions. They are satisfied with the job also. But there is low degree of positive relationship prevails between ethical climate and job satisfaction and job commitment. Hence, the management should formulate fair remuneration policy and promotion policy in order to avoid unethical practices by the staff members and to feel satisfied with their job.
4. The management should provide adequate support and ample guidance to the staff members to bring ethical climate in their institutions.
5. In order to improve ethical climate in the educational institutions, the management should undergo ethics training programs.
6. A healthy workplace climate motivates the staff members to function beyond institutions' expectations. A strong ethical climate has a positive impact on employee behavior and performance. So the management should take effective steps to bring out a healthy workplace climate in their institutions.

CONCLUSION

Ethics involves an individual personal belief system. Ethics are comprised

of society expectations of acceptable behavior. Norms of ethical behavior are naturally formed in social environments including work situations. In these certain environment, individuals tend to adhere to the code of conduct set by the management and should act in a similar way to their surrounding population. When individuals reject these established ethical norms when making an ethical decision, they are said to be ethical relativists. This study has analysed the impact of workplace ethics on job satisfaction and job commitment of self financing college professors. The staff members are more committed and satisfied with their jobs. The result proved that there is a moderate degree of positive relationship between ethical climate and job satisfaction and low degree of positive relationship between ethical climate and job commitment of self financing college professors. Therefore the management should take care of the remuneration policy, promotion policy continuously in an effective manner and also should allow freedom of autonomy and proper delegation of authority and responsibility in order to make their staff members to be more satisfied and more committed with their job that will reflect in the environment of their institutions.

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