ISLAMIC WORK ETHICS AND ORGANIZATIONAL HEALTH IN THE PRACTICE ARENA: A CASE OF TEHRAN GENERAL DIRECTORATE OF EDUCATION

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ABSTRACT

The objective of the present study is to study the Effect of Islamic Work Ethics on Organizational Health in Education Department of Tehran. The research methodology of the project from Purpose of the study point of view is applied research, from the point of time horizon is cross sectional and from point of data collection is a descriptive study and survey method was used as the design of the study. The target population of the study includes all Staff working in General Directorate of Education in Tehran. By using Morgan and Krejcie Sample size table, a sample of 212 was used and a simple random sampling was used to select the sample size. For the purpose of data collection, revised version of Organizational health Inventory (OHI), and Ali’s (1988) Islamic Work Ethic Standard questionnaire were used. The validity of the questionnaires was evaluated through content and construct validity and reliability of the survey was explored through pilot study of 30 staff and the calculated Cronbach Alpha was 0.814 and 0.911 respectively. For data analysis, descriptive statistic including frequency and percentage tables, line chart of Means, central tendency indicators: SD, skewness and kurtosis; and inferential statistics including Pearson Coefficient Correlation, One Sample t-test, Independent Sample t-test and One way ANOVA test were used. The findings of the study indicate that according to the staff, Islamic Work Ethics are affecting and improving Organizational health in General Directorate of Education in Tehran.

KEYWORDS: Organizational health, Islamic Work Ethics, Education Department, Staff, Tehran.

INTRODUCTION

The role of morality and its values in deferent arenas of life have ever been important in the history of human being. This consideration is more because of that the human temperament has had a deniable tendency toward divine and human values (Ali and Alkazemi, 2007). One of the important issues that underlie various problems for organizations worldwide has been the problems of corruption and immoral behavior in different communities (Yousef, 2001). Failure
to comply with certain ethical standards has created much concern in the public and private sectors. Falling standards of behavior in organizations has prompted researchers to search for a theoretical basis of this relationship in order to provide the right direction of the executive (Givariyan and Dindarfarkoush, 2011). Ethics in the organization as a system of values must be defined and should not be determined on the basis of good and bad practice to distinguish well from evil. Generally, humans are moral dimensions of personality and specific features of the thoughts, words and deeds which will shape them. People in an organizational position, may change his/her thoughts, words and deeds by some factors which may affect on organizational efficiency and effectiveness. Different ethical behavior as employees in a linear range between healthy organization and corrupt organization is analyzable and the quality of organization health plays a significant role in the success of the organization's mission, the implementation of strategies and programs and ultimately in achieving organizational goals. The first step in achieving these goals is correct understanding of the concept of ethics and recognizing the effectiveness factors of ethical behavior of employees in organizations (Tavallaee, 2009); that we tried to classify them in this study.

Considering that modern humans live in a society that is dominated by organizations, or in other words, man is born in organizations and dealing with various organizations in his lifetime; therefore, development of each community is essential to having a healthy and dynamic organization. In a healthy organization, manager treated his staff quite friendly and supportive, and is uniqueness in his own programs. Employees are also more willing to stay in the organization and do things more effectively. “Miles” believes that organizational health points to the viability and adaptability of the environment and their ability for more adapt. "Herzberg" says that factors such as attitudes and perceptions of personnel practices, administration, policy organization, the nature and extent of supervision, job security, working conditions, status, salary level, the establishment of mutual reciprocity, supervisors, peers and subordinate, and employees' personal lives are necessary to provide and maintenance the organizational Health. He also believes that lack of these factors may affect employee dissatisfaction so that they left the organization and put it in danger.

The Islamic work ethics can have effect on and other factors of efficiency in organization and society. Thus, according to the discussed topics with regard to the effect of Islamic ethics as one of the most important affecting factors on organizational health, in this study, we sought to answer the question of whether work ethics can have an impact on organizational health.

**METHODOLOGY**

**Research Design**

The present study is a descriptive in nature and survey method was used to collect the required data.
Population and Sample

The population of the study included all employees of the General Directorate of Education in Tehran, who have been reported about 470 people. In this study, by using the random sampling method and based on the Krejcie and Morgan (1970) sample size table, a sample of 212 employee were chosen. For this purpose 220 questionnaires were distributed among the target population, then incomplete questionnaires were excluded and 200 questionnaires were collected for data analysis.

Research Instrument

The instruments of the study include the researcher made questionnaire of organizational health with 44 items and Ali (1988) Standard Questionnaire of Islamic work ethics with 46 items. Content validity was used to determine tools validity. For this purpose, the specialists familiar with the subject were asked to make judgments about the validity of the questionnaire and generally, it was concluded that the questionnaire, in terms of narrative content validity is acceptable. Furthermore, to ensure the reliability of the questionnaire, the questionnaire was pilot tested in a sample size of 30 employees, and the reliability was estimated by calculating Cronbach's alpha. So that the stability of organizational health questionnaire was 0.814 and for Islamic work ethics questionnaire it was 0.911; which represents the high reliability and internal consistency of the questionnaire.

Data Analysis

For data analysis, descriptive statistic including frequency and percentage tables, line chart of Means, central tendency indicators: standard deviation, skewness and kurtosis; and inferential statistics including Pearson correlation coefficient, to estimate the relation between variables of the study were used.

FINDINGS

$H_1$: Islamic work ethics affect institutional integrity in the Tehran General Directorate of Education.

Table 1: Pearson correlation coefficient for the relation of Islamic work ethics and institutional integrity

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>institutional integrity</td>
<td>2.7420</td>
<td>0.57889</td>
<td>0.354**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.52685</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 1, the calculated Pearson correlation indicates a positive and significant relation between Islamic work ethics and institutional integrity. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on institutional integrity in the General Directorate of Education in Tehran.
**H2:** Islamic work ethics affect director influence in the Tehran General Directorate of Education.

Table 2: Pearson Correlation coefficient for the relation of Islamic work ethics and Director Influence

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director Influence</td>
<td>2.5720</td>
<td>0.55819</td>
<td>0.365**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.52685</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 2, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and director influence. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on director influence in the General Directorate of Education in Tehran.

**H3:** Islamic work ethics affect consideration in the Tehran General Directorate of Education.

Table 3: Pearson Correlation coefficient for the relation of Islamic work ethics and Consideration

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Significant Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>consideration</td>
<td>2.6025</td>
<td>0.62867</td>
<td>0.376**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.52685</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 3, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and consideration. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on consideration in the General Directorate of Education in Tehran.

**H4:** Islamic work ethics affect initiating structure in the Tehran General Directorate of Education.

Table 4: Pearson Correlation coefficient for the relation of Islamic work ethics and initiating structure and

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiating Structure</td>
<td>2.7420</td>
<td>0.57889</td>
<td>0.354**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.52685</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 4, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and initiating structure. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on initiating structure in the General Directorate of Education in Tehran.

**H5:** Islamic work ethics affect resource support in the Tehran General Directorate of Education.
Table 5: Pearson Correlation coefficient for the relation of Islamic work ethics and Resources Support

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources Support</td>
<td>2.4260</td>
<td>0.5102</td>
<td>0.253**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.5268</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 5, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and resource support. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on resource support in the General Directorate of Education in Tehran.

H₆: Islamic work ethics affect Morale in the Tehran General Directorate of Education.

Table 6: Pearson Correlation coefficient for the relation of Islamic work ethics and morale

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morale</td>
<td>2.6150</td>
<td>0.5138</td>
<td>0.395**</td>
<td>0.000</td>
</tr>
</tbody>
</table>

According to the Table 6, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and morale. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on morale in the General Directorate of Education in Tehran.

H₇: Islamic work ethics affect academic emphasis in the Tehran General Directorate of Education.

Table 7: Pearson Correlation coefficient for the relation of Islamic work ethics and Academic Emphasis

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic emphasis</td>
<td>2.5069</td>
<td>0.5045</td>
<td>0.543**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.5268</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 7, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and academic emphasis. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on academic emphasis in the General Directorate of Education in Tehran.

H₈: Islamic work ethics affect organizational health in the Tehran General Directorate of Education.
Table 8: Pearson Correlation coefficient for the relation of Islamic work ethics and Organizational Health

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>r</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Health</td>
<td>2.5618</td>
<td>0.39828</td>
<td>0.472**</td>
<td>0.000</td>
</tr>
<tr>
<td>Islamic work ethics</td>
<td>3.3951</td>
<td>0.52685</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the Table 8, the calculated Pearson correlation indicates a positive relation between Islamic work ethics and organizational health. Therefore, the null hypothesis is rejected and the research hypothesis is accepted i.e. Islamic work ethics effects on organizational health in the General Directorate of Education in Tehran.

DISCUSSION AND CONCLUSIONS

Since the findings of this study suggest a positive and significant effect of Islamic work ethics on all aspects of organizational Health in the General Directorate of Education in Tehran, and also with regard to the positive impact of work ethics on other organizational indicators such as trust, organizational commitment and justice, job satisfaction and so on, attention to the ethics has growing importance and role in organizations.

Considering the all above mentioned debate, the following suggestion is introduced to improve the level of ethics in the organization and improve the organizational Health of teachers:

- Strengthening the ethics among employees and managers can have an impact on organizational Health, and consequently leads to a better efficiency, effectiveness and success of the organization.
- Conducting short-term training programs and apprenticeship to make the staff familiar with the various concepts of organizational health and Islamic work ethics.
- Providing more and better arrangements, facilities and areas to enhance organizational health
- Enhancing intimacy and cooperation among staff.
- Appreciation of the outstanding work and achievements of each
- Try to create an open and dynamic environment in department, because such an atmosphere of organizational Health will be better

Today, the country's education system, have detected commitment to moral obligation in its actions. Hence, it is recommended that it be strengthened through the following policies:

- Integration (internalizing) the ethical standards of the organization;
- Developing moral charters (regulations or codes);
- Create
- ing innovative ways to promote ethics principles;
- establishment of moral support units;
- Evaluation of functions ethical and moral behavior and awarding bonuses and determine punishment for their behavior;
- Establishing ethical committees and modifying internal structures to link with other levels of ethical standards
- Observing ethics in dealing with internal and external stakeholders to increase the legitimacy of the organization and the benefits arising from the multiplicity increases and eventually leads to performance improvement and competitive advantage.
- Promotion of the moral status of the organization will promote and improve the organizational factors such as performance, efficiency, effectiveness and organizational health

REFERENCES