

The Effect of Ethical Climate of the Work on Happiness in an Organization (Case Study: Staff of Irancell Co.)

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Abstract: This paper tried to examine the effect of institutionalization of ethics explicitly and implicitly on staff's happiness and vitality. For this purpose, a descriptive-causal combined method was used and data were collected through a questionnaire. The statistical population were staff of Irancell Company. SPSS was used to analyze the data. The results confirmed the theoretical framework of the research, which was consistent with the results obtained from previous studies. In this research, the effect of institutionalization of ethics in general, explicitly and implicitly on the happiness and vitality of the staff was confirmed. The results also suggested that implicit institutionalization of ethics had a greater effect on staff happiness than its explicit form. According to the findings, managers of organizations should emphasize the institutionalization of ethical culture (explicit and implicit) to increase the happiness and vitality of staff. According to the results, implicit institutionalization of ethics is more important. Therefore, managers should pay more attention to their actions and behaviors, because the staff happiness is more affected by their actions and behavior than ethical codes, and the like.

Keywords: Happiness, Ethical Culture, Explicit Institutionalization, Implicit Institutionalization.

Introduction

Studies of 20th-century psychologists focused more on factors such as depression, anxiety, and emotional disorders, rather than on positive emotions such as happiness and well-being. The monopolistic focus on pathology has been somewhat ruling that has resulted in a sample of human that lacks the positive features that make life worthwhile. Hope, wisdom, creativity, thinking about future, courage, spirituality, accountability and perseverance are neglected, or are explained as a change of more precise negative motives (Armstrong & Francis, 2016). However, each of our actions is spurred by our desire for happiness. Happiness inside us is in the central part of our existence (James, 2012). Researchers claim that most people think they know what happiness is. Unfortunately, the thought that they already recognize the issue of happiness prevents them from studying happiness and learning about true happiness (Nasr Esfahani et al., 2012).

For thousands of years, philosophers and researchers have discussed the question whether people who are fair and ethical are happier than those who don't adhere ethics (Harvey, 2014). Happiness is achieved when a person uses his abilities and talents to achieve his goals. Talents are a set of mental, physical, and psychological abilities that are within each person that, if applied, will create a lasting sense of satisfaction and happiness (Fallah & Nik Farjam, 2009).

Experts believe that there are now clear signs of depression, negative emotions and neuroticism in some industrial societies, which have implications such as the decline in suicidal age, the increase in divorce and delinquency, work quitting and many social psychological problems as if happiness left the workplace and societies and replaced by burnout.

Stress, sadness and anxiety at work are associated with decreased productivity, increased absenteeism, decreased work performance, increased risk of accidents, conflict of employment relations, increased medical leave, mid-term and long-term disability, burnout, increased job turnover, various health conditions and increased health care costs and disability (Rostamkhani, 2007).

Therefore, to create a healthy society and dynamic and happy organizations and in general to increase positive emotions, we need solutions that can save the society and people lives from being depressed and static by creating happy life skills in the organizational environment. Turning to the above mentioned cases and the existence of many research gaps in this field and to investigate and confirm the above mentioned theories, and considering the increasing importance of employees' ethics and happiness in improving and developing the organizational efficiency and productivity, the study aimed to investigate the effect of institutionalization of ethics in the organization on the happiness and vitality of staff, and measures the coefficients of the effect of these elements through the structural equation sampling, and if the explicit and implicit institutionalization of ethics in the organization affects the staff happiness and vitality and how this effect is.

The organization of this paper is as follows: research literature is presented in the next section. The third section is devoted to the method and in the following section, results are presented. Conclusions are given in the final section.

Research literature

More than two thousand years ago, Plato argued that people should be fair and ethical, because adherence to ethics is the only source of true and lasting happiness. Ethic-adhered people are happy people (James & Chymis, 2014). Philosophers such as Plato and Aristotle, as well as religious leaders like Christ and Buddha considered the path to lasting happiness as godliness and morality. The scholars presented a "paradox of hedonism," in which they gain greater happiness in helping others instead of being self-oriented. The roots of this contradiction lie in two fundamental theories that explain happiness (hedonism approach and Nicomachean ethics (Aristotle's ethics)). Based on the hedonism approach, happiness is the result of avoiding pain and seeking pleasure, which is a self-oriented approach and emphasizes the acquisition of material goods. In contrast, Aristotle's ethics is based on the idea that happiness increases when a person is subject to and interact with the community. This approach emphasizes non-material goods. Aristotle was a fan of Nicomachean ethics (James & Chymis, 2014). Even Epicurus, whose wisdom has often been abandoned as an extreme hedonism philosophy, has the conviction that prudence and happiness are interdependent, and it is impossible to be happy and live happily without being careful, honorable, and fair (Kesebir & Diener, 2016). The medieval and classical concepts of happiness as "piety" and "perfection" have been largely overlooked in recent centuries or completely translated. Philosophical conceptions of the issue of human well-being in the present age are rarer than the past century; however, both social and behavioral sciences have begun to support considerable attention to this issue (Kesebir & Diener, 2016).

Happiness, reward and the result of piety seem to be the best thing in the world, and is God-like and blessed. If happiness is an activity consistent with piety, it can be argued that happiness must be in accordance with the highest piety, and this will be the best thing in us (Fallah & Nik Farjam, 2009).

In a study conducted in 2005, Selimen precisely examines the importance of research on gratitude and forgiveness, and explains that these pieties are in fact the keys to mental health and happiness of a person (Paezi et al., 2007). The scholar suggests that true happiness is facilitated by the development and application of pious features such as kindness, appreciation, optimism, curiosity, playfulness, humor, unprejudiced, and hope (Zarei Matin et al., 2011).

The relationship between money and happiness is surprisingly weak, part of which may return to the way of spending money. Money alone does not bring joy, but money can bring us things that make us happy. In the current society, psychologists can help people to increase their happiness by educating and presenting solutions on how to spend money to increase happiness (Dunn et al., 2015). In a study that investigated the relation between factors and aspects of the five-factor model of personality with happiness and mental and physical health, the results show that happiness and physical health are positively correlated with extraversion and accountability and negatively correlated to neuroticism and happiness has shown a positive relation with mental and physical health (Moghanloo & Agilar Vafaei, 2009). In another study that examined the relation between religious attitude and happiness among students, the results showed that there is a positive significant relation between happiness and religious attitudes Heidari Rafat & Enayati Novinfar, 2010). In another study conducted in Iran among students, a significant relation

was obtained between happiness of students and academic factors (Deyoung et al, 2014). Another research that examined the relation between the institutionalization of ethical culture and the quality of working life has shown that there is a significant correlation between the components of the institutionalization of ethical culture and the quality of working life (Zarei Matin et al., 2011).

Materials and Methods

Conceptual model

Considering the theoretical principles, this research attempted to study the effect of institutionalization of ethics on the happiness and vitality of the staff. For this purpose, the institutionalization of ethics and happiness of the staff is explained and the conceptual framework of the research and hypotheses are presented. Researchers and scholars describe the institutionalization of ethics as: the extent to which a company explicitly and implicitly pays attention to the ethical principles in its decision-making processes (Harvey & James, 2014). This measure consists of two dimensions: explicit and implicit institutionalizations that explicit ethical sections include ethical codes, policy guidelines, employee training equipment and programs, ethics conferences, management presentations, internal monitoring systems, and ethical headquarters. The implicit sections refer to the work space in which ethical behaviors are perceived as a vital factor for the organization's structure and performance by the employees, and include elements such as company culture, incentive systems, valuable behaviors, promotion policies, performance measurement systems, and management behavior. Also, the results of research on happiness showed that happiness can be presented in three dimensions: advancement and satisfaction, pleasure and power and health (Cheng & Furnham, 2003). Based on what has been said, the conceptual framework of the research is described as shown in Figure 1.

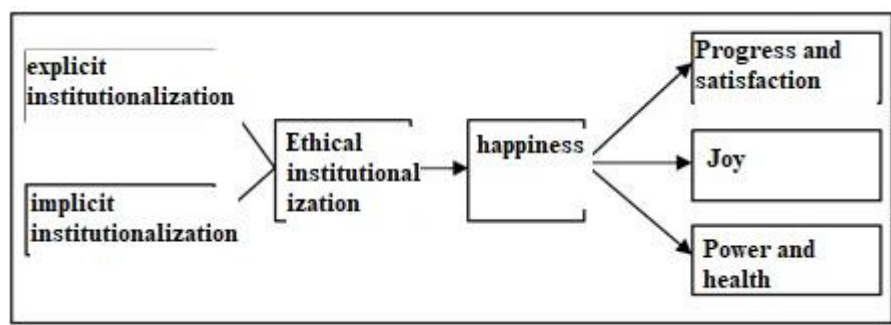


Figure 1. Conceptual model.

Methodology and Data

In the present research, Irancell's staff who are more than 70 people were considered as a statistical population. For sampling, random sampling method and Cochran formula were used. 120 questionnaires were needed. A total of 100 questionnaires were distributed among the staff, of which 70 questionnaires were collected and evaluated. To measure happiness, there are two traditional and common questionnaires; one of these tools, which is a tool for measuring happiness in this research, is the Oxford Happiness Index, which measures the general aspects of happiness in a relatively long period of time, and in fact it is a questionnaire to measure psychological well-being. The researchers divided the Oxford Happiness Index into five indicators: progress, satisfaction, pleasure, power and health. The results of factor analysis in their research showed that the subjects (10, 11, 7, 2, 28, 3, 4, 25, 24, 21) are related to the indicators of progress and satisfaction, subjects (18, 19, 27, 22, 20, 17, 23, 29, 9) are related to the pleasure index and subjects (12, 16, 26, 13, 8, 15) are related to the indicators of power and health (Cheng & Furnham, 2003). For data collection to institutionalize the ethics (ethical culture), the researcher scale was used. In the questionnaire, 16 questions were used for 2 dimensions of the institutionalization of ethics, items 25 to 32 of questionnaires were applied to measure explicit institutionalization, and items 33 to 41 to measure implicit institutionalization. In total, a 41-question questionnaire was developed based on a five point Likert scale from 1 as totally disagree to 5 totally agree. Finally, the questionnaire was used after consultations with some experts and making corrections. In the present study, structural equation technique is used to analyze structural relationships. This technique is based on two measurement and structural models. The measurement model refers to the way in which the measurement variables are gathered in the formation of the theoretical framework, which means that it

addresses issues related to the validity and reliability of the structures. The structural model also shows the relations between the structures (latent variables) and their power of explanation.

To assess the reliability of the questionnaire, the composite reliability coefficients (CR > 0.7) and Cronbach's alpha (Alpha > 0.7) have been used. If the coefficients are appropriate, it can be said that the questionnaire is reliable. The results of the questionnaire's reliability test are presented in Table (1).

Table 1. Reliability of research tools.

Title	Cronbach's alpha coefficient	Composite reliability coefficient
Progress and satisfaction	0.74	0.81
Pleasure	0.76	0.82
Power and health	0.7	0.81
Happiness	0.85	0.88
Implicit ethical institutionalization	0.76	0.83
Explicit ethical institutionalization	0.78	0.84
Ethical institutionalization	0.8	0.85

Source: Research findings

Study of the general fitness of path analysis model: To calculate the model's suitability index in PLS, we can use the following formula:

$$GoF = \sqrt{\text{communality} \times R^2}$$

Results

In SPSS, which is based on variance, the geometric mean of these two indicators is used as an indicator of general goodness of fit of the model. To do this test, we use two indices: the mean of cumulative index and the mean square of the correlation coefficient between structures. If the GOF is equal to or greater than 0.36, then it can be said that the model is generally significant and acceptable. In the research model, this value is calculated as follows.

$$GoF = \sqrt{0.39 \times 0.682} = 0.515$$

Given that the GoF value is equal to 0.515, we can say that the model has a good fit. Figure 4-1 shows the path coefficients in the research model in standard mode. In standard mode, the numerical comparison of the model coefficients is possible.

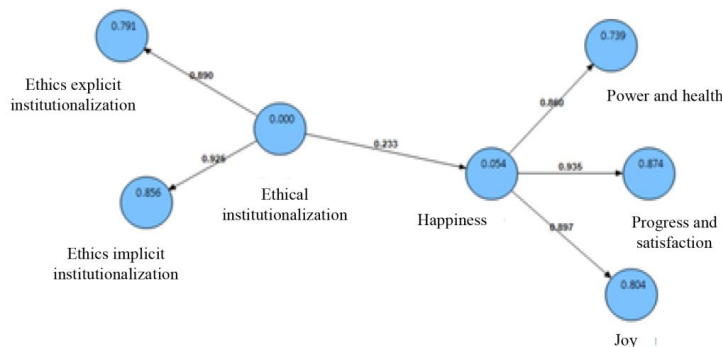


Figure 2. Path coefficients in research model in standard mode.

Figure 3 shows the significance of paths in the path analysis model. In a significance state at a confidence level of 95%, it is possible to decide on the significance of path coefficients based on the T value. If the t-value is greater than 1.96, then the path is significant and otherwise the path is not significant.

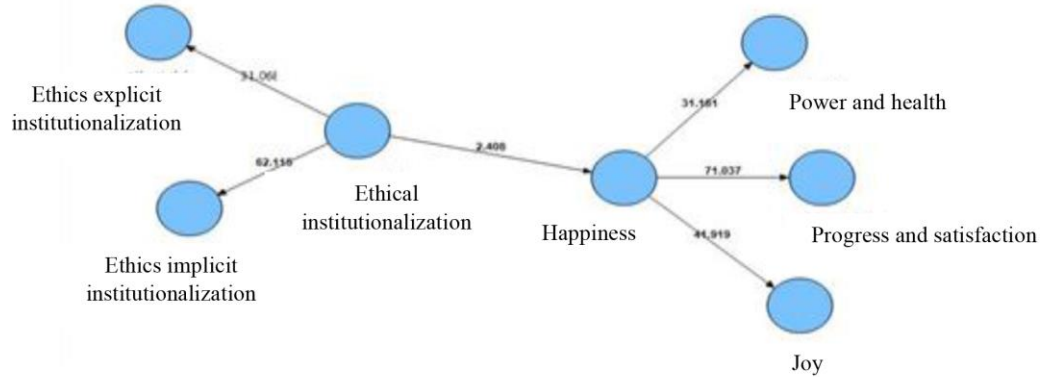


Figure 3. The research model in the significance state.

Based on the path analysis model in the standard coefficients and significance state, the research hypotheses are reviewed in Table 2.

Table 2. Review of hypotheses.

Hypothesis	Path coefficient	T-statistics	Test results
The explicit institutionalization of ethics directly affects the happiness and vitality of the staff	0.18	2.23	Accepted
The implicit institutionalization of ethics directly affects the happiness and vitality of the staff	0.22	2.37	Accepted
The institutionalization of ethics directly affects the happiness and vitality of the staff	0.23	2.4	Accepted

According to Figures 2 and 3, the coefficient between the variables of ethical institutionalization and the happiness and vitality of staff is 0.23 and the t-statistic of them is 2.4. It can be concluded that considering that t-statistics is larger than 1.96, institutionalization of ethics affects the happiness and vitality of the staff in 95% confidence level and this relationship is significant. Also, due to the coefficients obtained from the relation between explicit and implicit dimensions of institutionalizing ethics with happiness and vitality of the staff (0.22, 0.18) and their related t-statistics (2.37, 2.23) at 95% confidence level, it can be concluded that the explicit and implicit institutionalization of ethics affects the happiness and vitality of the staff, and since their t-statistics are higher than 1.96, then these coefficients are significant.

Table 3. Mean and variance and standard deviation.

		Statistics							
		AzmonOHI	Moragebat	Gavanin	Zavabet	Abzari	Karaiyi	MOshtagel	AzmonJavKari
N	Valid	5	5	5	5	5	5	5	5
	Missing	0	0	0	0	0	0	0	0
	Mean	42.80	15.00	13.00	13.40	18.80	12.00	11.60	83.80
	Std. Deviation	17.712	5.788	3.937	2.074	3.701	4.950	6.465	5.933
	Variance	313.700	33.500	15.500	4.300	13.700	24.500	41.800	35.200
	Minimum	27	5	6	10	14	7	7	78
	Maximum	66	20	15	15	23	20	23	92
		Statistics							
		AzmonOHI	Moragebat	Gavanin	Zavabet	Abzari	Karaiyi	MOshtagel	AzmonJavKari
N	Valid	10	10	10	10	10	10	10	10
	Missing	0	0	0	0	0	0	0	0
	Mean	45.90	15.80	14.30	14.20	18.80	11.10	12.60	86.80
	Std. Deviation	12.845	4.392	3.592	1.989	2.700	3.843	5.873	6.408
	Variance	164.989	19.289	12.900	3.956	7.289	14.767	34.489	41.067
	Minimum	27	5	6	10	14	7	7	78
	Maximum	66	21	20	18	23	20	23	96

		Statistics							
		AzmonOHI	Moragebat	Gavanin	Zavabet	Abzari	Karaiyi	MOShtagel	AzmonJavKari
N	Valid	5	5	5	5	5	5	5	5
	Missing	0	0	0	0	0	0	0	0
Mean		49.00	16.60	15.60	15.00	18.80	10.20	13.60	89.80
Std. Deviation		5.788	2.881	3.050	1.732	1.643	2.588	5.771	5.891
Variance		33.500	8.300	9.300	3.000	2.700	6.700	33.300	34.700
Minimum		42	14	12	14	17	7	8	81
Maximum		57	21	20	18	21	14	23	96

According to the table data, the mean of the test among women in the OHI test was 42.80, with a standard deviation of 17.712, a variance of 313.700, the minimum is 27, and maximum is 66.

Table 4. OHI test data.

	Mean	SD	Variance	Minimum	Maximum
Female	42.80	17.712	313.700	27	66
Male	49.00	5.788	33.500	42	57
Total	45.90	12.845	164.989	27	66

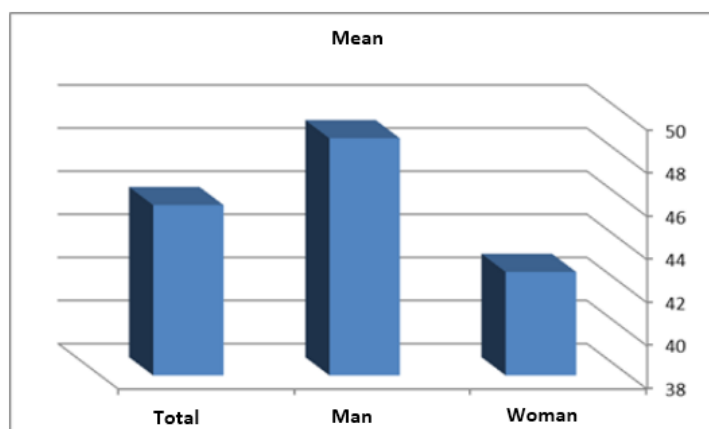


Figure 4. Chart between men and women in the test

According to the data of the table on test mean among women in the OHI test, with mean 42.80, with a standard deviation of 17.712, a variance of 313.700, minimum is 27, maximum is 66, and among men, with a mean of 49.00, with a standard deviation of 5.788, variance 33.500, minimum is 42, maximum is 57.

Table 5. Mean factors.

Subject	Female	Male	Total
Care and attention	5.788	2.881	15.80
Rules and regulations	3.937	3.050	14.30
Criteria	2.074	1.732	14.20
Tool	3.701	1.643	18.80
Efficiency-oriented	4.950	2.588	11.10
Independent	6.465	5.771	12.60

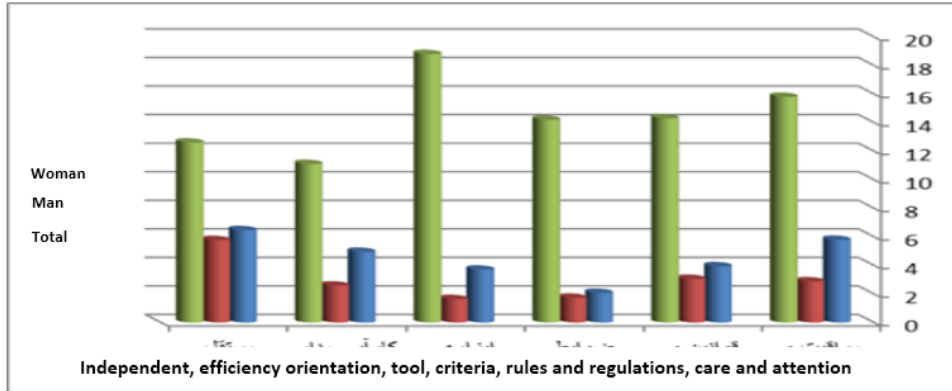


Figure 5. Mean factors among women and men

According to the data in the above table, the mean of care and attention in women (5.788) has the highest and among men (2.881) has the least amount.

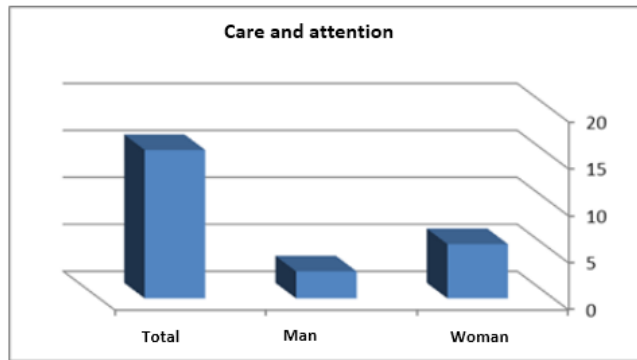


Figure 6. Mean of care and attention among women and men.

According to the above data, the mean value of rules and regulations in women with mean (3.937) has highest and among men with (3.050) has the lowest amount.



Figure 7. Mean rules and regulations among men and women.

According to the above data, the amount of rules and regulations for women with mean (2.074) has the highest and among men with (1.732) has the lowest rate.

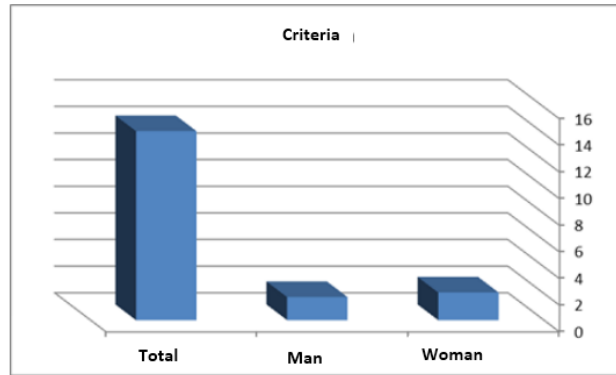


Figure 8. Mean of rules and regulations among men and women.

According to the above data, the mean rate of tools in the women with mean (3.701) has the highest and among men with (1.643) has the lowest rate.

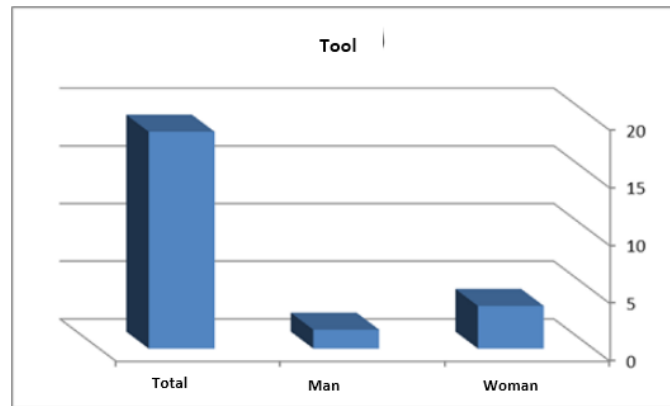


Figure 9. Mean tool among men and women.

According to the above data, the mean efficiency-orientation in women with mean (4.950) has the highest and among men with (2.588) has the lowest rate.

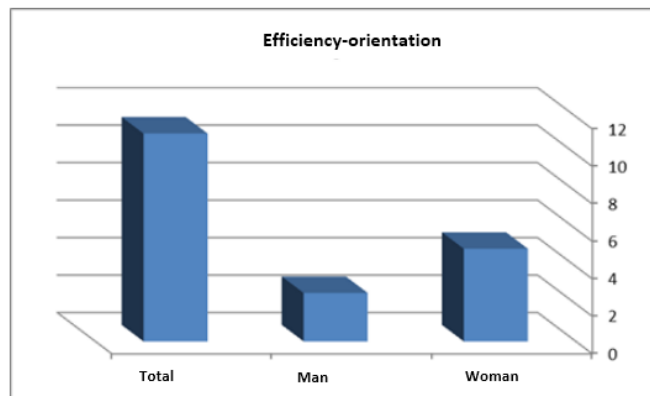


Figure 10. Mean efficiency-orientation between men and women.

According to the above data, the mean independent in women with the mean (6.465) has the highest and among men with (5.771) has the lowest rate.

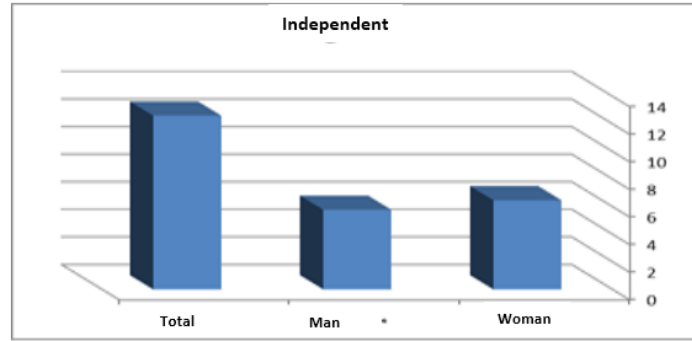


Figure 11. Mean of independent in men and women.

Correlation between data

Table 6. Correlation between statistical data.

		AzmonOHI	Moragebat	Gavanin	Zavabet	Abzari	Karaiyi	MOshtagel	AzmonJavKari
AzmonOHI	Pearson Correlation	1	-0.475	-.324	-0.308	-0.052	0.540	0.640*	0.286
	Sig. (2-tailed)		0.165	0.360	0.387	0.887	0.107	0.046	0.423
	N	10	10	10	10	10	10	10	10
Moragebat	Pearson Correlation	-0.475	1	0.673*	0.832**	0.662*	-0.618	-0.779**	0.516
	Sig. (2-tailed)	0.165		0.033	0.003	0.037	0.057	0.008	0.127
	N	10	10	10	10	10	10	10	10
Gavanin	Pearson Correlation	-0.324	0.673*	1	0.800**	0.454	-0.558	-0.589	0.587
	Sig. (2-tailed)	0.360	0.033		0.006	0.188	0.094	0.073	0.074
	N	10	10	10	10	10	10	10	10
Zavabet	Pearson Correlation	-0.308	0.832**	0.800**	1	0.339	-0.410	-0.620	0.657*
	Sig. (2-tailed)	0.387	0.003	0.006		0.337	0.239	0.056	0.039
	N	10	10	10	10	10	10	10	10
Abzari	Pearson Correlation	-0.052	0.662*	0.454	0.339	1	-0.405	-0.517	0.518
	Sig. (2-tailed)	0.887	0.037	0.188	0.337		0.246	0.126	0.125
	N	10	10	10	10	10	10	10	10
Karaiyi	Pearson Correlation	0.540	-0.618	-0.558	-0.410	-0.405	1	0.440	-0.031
	Sig. (2-tailed)	0.107	0.057	0.094	0.239	0.246		0.203	0.933
	N	10	10	10	10	10	10	10	10
MOshtagel	Pearson Correlation	0.640*	-0.779**	-0.589	-0.620	-0.517	0.440	1	-0.094
	Sig. (2-tailed)	0.046	0.008	0.073	0.056	0.126	0.203		0.796
	N	10	10	10	10	10	10	10	10
AzmonJavKari	Pearson Correlation	0.286	0.516	0.587	0.657*	0.518	-0.031	-0.094	1
	Sig. (2-tailed)	0.423	0.127	0.074	0.039	0.125	0.933	0.796	
	N	10	10	10	10	10	10	10	10

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Based on data of table resulting from SPSS, the OHI Happiness Questionnaire and the ethical working climate questionnaire based on the Victor and Cullen model have correlation of 0.286 (SIG 0.423) in a total of 10 population.

Table 7. Correlation between factors.

Subject	Rules and regulations	Criteria	Tool	Efficiency-orientation	Independent
Care	0.673 Sig 0.033	0.832 Sig 0.003	0.622 Sig 0.037	-0.618 Sig 0.057	0.0779 Sig 0.008

According to the SPSS data, there is a positive correlation between care and attention and rules and regulations (0.673) (sig = 0.033), there is a positive correlation between care and regulations 0.832 (sig = 0.003), there is a negative correlation between care and attention and tool 0.622 (sig0.037), between care and attention and efficiency-orientation 0.618 (sig = 0.057), there is a negative correlation between care and attention and independent correlation (0.0779) (sig0.008).

Table 8. Correlation between the rules and other factors.

Subject	Criteria	Tool	Efficiency-orientation	Independent
Rules and regulations	0.800 Sig 0.006	0.454 Sig 0.188	-0.558 Sig 0.094	-0.589 Sig 0.073

According to the SPSS table data, there is a positive relationship between the rules and regulations and criteria 0.800 (sig = 0.006), there is a negative relation between the rules and regulations and the tool 0.454 (sig 0.188), between rules and regulations and efficiency-orientation 0.558 (sig = 0.094), there is a negative relationship between the rules and regulations and the independent 0.589 (sig0.073).

Table 9. Correlation between criteria and other factors.

Subject	Tool	Efficiency-orientation	Independent
Criteria	0.339 Sig 0.337	-0.410 Sig 0.239	-0.620 0.0560

According to the SPSS data, there is a negative correlation between the criteria and the tool 0.339 (sig0.337), between the criteria and efficiency-orientation 0.410 (sig = 0.239), between the criteria and the independent 0.620 (sig0.056).

Table 10. Correlation between tool and other factors.

Subject	Efficiency-orientation	Independent
Tool	-0.405 Sig 0.246	0.157 Sig 0.126

According to SPSS table data, there is a negative relation between tool and efficiency-orientation 0.405 (sig = 0.246), there is a negative correlation between tool and independent 0.517 (sig 0.126).

Table 11. Correlation between efficiency-orientation and other factors.

Subject	Independent
Efficiency- orientation	0.440 Sig 0.203

According to SPSS table, there is a negative correlation between efficiency and independent 0.440 (sig0.203).

Discussion and Conclusion

The study aimed to investigate the effect of the institutionalization of ethics in the organization, both implicitly and explicitly, on the staff happiness and vitality. Researchers in a study conducted in the United States, Canada, Mexico, and Brazil in 2014 came to the conclusion that ethics is related to happiness and those who make ethical decisions are happier. In another study by the same authors in North America in 2014, they came to the conclusion that happiness increases ethical tendencies, and this further happiness will lead to improved moral judgments. Therefore, the improvement of ethical judgments and tendencies will increase life satisfaction. In another study, the researchers found that good managers' spirit had a direct positive relation with employees' happiness, and the good managers' spirit affects staff happiness. The results indicate that there is a significant relation between happiness and organizational commitment. What seems important is that organizational commitment and increased productivity have a special relationship with happiness. Turning to previous studies in this field, the results of this study are also consistent with the results of previous studies. Given the theoretical principles of the research, these results were expected because individuals once endorse the existence and observance of morality and ethics that witness its practical and public implementation and had directly experienced the practice of ethics. What distinguishes the present research from similar research is the division of ethics in two explicit and implicit forms, and more interestingly, the results showed that implicit institutionalization of ethics had a greater effect on the happiness and vitality of the staff and their satisfaction with the organization.

Undoubtedly, various environmental factors have a profound effect on happiness, such as work, money, leisure activities, etc. Among them, since the work and working environment dedicated the highest staffing time to itself, the importance and role of work and the workplace in the happiness and vitality of the staff is hundredfold. Among the various characteristics of the organizational environment, ethical culture and ethics, as indicated by the previous and the present research, have a special effect on the happiness and vitality of the staff. There has been little research on the direct effect of institutionalizing ethics on staff happiness; however, researchers and thinkers of management and organizations have been aware of its importance over the past years. As the results of this research confirmed, ethical institutionalization, either explicitly or implicitly, plays an important and effective role in increasing the level of happiness and vitality of the staff.

Turning to the results of the present research, the amount of the implicit institutionalization of ethics on happiness is more than the explicit institutionalization of ethics. Therefore, it seems that organizations by adopting measures for the implicit institutionalization of ethics can increase the happiness and vitality in their staff, and besides it, achieve high job satisfaction, less absenteeism, decreased fatigue, etc. Among the measures that organizations can take for this purpose are as follows:

Establishing a supportive organizational culture full of respect and healthy, identifying and selecting good leaders at all levels of the organization, providing fair behavior, safety and identification, providing a proportion of job - person and organization - person and so on.

Considering the fact that the research was carried out in Irancell Co., and implies that implicit institutionalization of ethics has a greater effect on the happiness and vitality of its staff, the management of this company is suggested to consider ethical principles more and culturalize in this field to implement ethical behaviors and in general, instead of apparent emphasis on ethics to practice. In other words, the managers of the organization must adhere to ethics in every work to be an example for employees, and besides this issue, employees will be pleased to work in such an organization by seeing this behavior, as the results of the present study confirm, and the organization will eventually benefit from this happiness and satisfaction of its employees. Irancell Company should always act ethically in all its functional areas such as performance evaluation, appointments, all decisions, whether about staff or not, if the staff are informed about it or not to achieve its results which are satisfaction of staff, more productivity and so on.

Conflict of interest

The authors declare no conflict of interest

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