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Investigating the Relationship between Different Dimensions of Professional Ethics and Social Responsibility and Productivity of Employees in Road and Urban Development Industry

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ABSTRACT

This study aimed to determine the relationship between professional ethics perception and social responsibility and employees' productivity in the General of Road and Urban Development in Isfahan, Iran. All 388 participants in the present study were employees of the Department of Road and Urban Development in Isfahan. Among them, 193 employees were selected as sample using Cochran sample size formula and stratified random sampling. Data was collected through three questionnaires; Professional Ethics Questionnaire (Cadozir, 2002), Productivity Questionnaire (Hersey, Blanchard & Goldsmith, 1980), and Social Responsibility Questionnaire (Gylbers, 2010). The Validity of the questionnaires was confirmed by using the comments of the supervisor and some members of the population. The reliability coefficient for three questionnaires was estimated using Cronbach's alpha coefficient. In order to analyze the data, descriptive and inferential statistics including Pearson correlation coefficient, multiple regression, and multi-way ANOVA tests were used. Results showed that there was a significant relationship between professional ethics and its aspects with social responsibility ($p < 0.01$, $r = 0.50$) and also between professional ethics and its aspects with productivity ($p < 0.01$, $r = 0.602$). Furthermore, Stepwise regression analyses showed that in the first step among aspects of professional ethics, competitiveness and striving for superiority and in the second step justice and fairness were the best predictors of productivity and social responsibility. Considering respondents' views, there was a significant difference in professional ethics based on the degree of education and work experience. However, based on demographic factors there was no significant difference in productivity and social responsibility.

Keywords: Productivity, Professional Ethics, Social Responsibility

Introduction

Nowadays, managers believe that rules and regulations and adherence to them are not the only solution for successful management of organizations but other powerful tools such as professional ethics are also required. According to management science experts, to manage the organization better, it is essential that the rules be on the side of ethics and self-controlling should be replaced by other-controlling factors. Therefore, today professional ethics competitive advantage for organizations (Mirsepassi, 2007). In other words, in today business world this conviction grows that the promotion of ethical principles and reinforcement of the spiritual culture will create strategic opportunities.

Ethics have specific meanings in the Professional settings. Therefore, we must first recognize them and then according to the conditions and the atmosphere of each profession, we must explain about professional ethics specific to that profession. A person, who follows ethical practices, adjusts his demands for the benefit of others and by reinforcement of spiritual aspects always will act in the service of mankind. Observance of ethics in the workplace and with customers is one of the most important principles of each profession. The laws and regulations of ethics and behavior which people should observe in business activities are called professional ethics (Gharamaleki, 2009).

Ethics in organization is a system of values and a set of dos and don'ts based on which the strengths and weaknesses of the organization are defined. It's also used to determine good and bad in organization and to distinguish bad practice from good one as well. Organizations with ethical behaviors will have more chance of success in comparison to organizations with unethical and dishonest behaviors. The most successful organizations have cultures that are aligned with strong ethical values. Unethical behavior stimulates business environment against itself and leads the organization to failure. Ethical justifications for actions in organizations and people's perceptions of ethical performance in each organization are the integral parts of each organization which will help it to improve its performance and achieve the success. Thus attention to ethical principles is of high importance for organizations and makes the legitimization of organization (Alwani & Ghasemi, 1996).

On the other hand, a company or an organization, as a legal entity that enjoys the effective social life, is responsible for a lot of people including indoor employees and managers, shareholders, customers, stakeholders, and outdoor society and environment. Ethical responsibilities of organizations are much more complex than those of individual-personal and individual-professional. In individual-personal ethical responsibilities, human behavior can be ethical or unethical in both internal behaviors and external communications. Each person employed or not, has ethical responsibility for his behavior toward himself, his family, citizens, and society. In this regard, this type of ethics is superior to any other type; because ethics are beyond the job and social title of person and refers to the person himself. Even ethical organizations are the result of ethical concerns of managers and other individuals associated with those organizations. On the other hand, in individual-professional ethical responsibilities, individual responsibility is important not only as an individual aspect, but also as a professional aspect.

In these approaches, there is the attitude of individualism, while the organization has a collective identity and a legal entity which are distinct from the real characters of people work in it. The ethical responsibilities of organizations include all the sides and aspects of the organization. Ethical responsibilities of organization are first based on holistic and systemic attitude and then, they have a comprehensive definition of professional ethics. In fact, what is called ethics depends on the levels of ethical behavior (Gharamaleki, 2004). In short, the legitimacy of the actions in terms of employees and observation of justice in different systems of organizations are those that organizations can do such as selection and employment, salary, developing code of ethics, and implementation of ethical educational programs for employees and managers (Khalili Iraqi & Yaghinlu, 2005). It seems that social responsibility of organization is one of the issues related to the professional ethics.

Company social responsibility focuses on some tasks such as no pollution in the environment, no discrimination in employment, failure to do unethical behavior, informing consumer of products' quality, and positive participation in people lives. In other words, social responsibility is a set of tasks and obligations that organizations need to do to maintain and help the society in which they operate. Moreover, organizations should avoid polluting environment, discriminating in employment, neglecting of the employees' needs, and producing harmful products that put the public health in danger. In a similar way, they should try to improve social welfare acceptable to the majority through allocation of due financial resources. Finally, the main concern for the social responsibility is that, they should act in such ways that do not harm the society because organizations have major effects on social system.

It should be noted that there are differences between managerial ethics and social responsibility. This means both terms are related to the observance of ethical values and principles in society and providing objectives of the organization by managers, but social responsibility is discussed at macro levels and ethics deal with the individual behavior of managers and employees. On the other hand, an organization does its social commitment when it does its economic and legal liabilities and no more. Social responsibility adds a framework of ethical authority according to which organizations do some activities that improve the conditions of society and avoid actions that make the society conditions worse. It is expected that through observance of values such as professional ethics and social responsibility, organizational productivity will be achieved. Generally, productivity is a criterion to measure the extent to which the consumption of resources is effective and efficient to produce needed outputs of society in long term. In some other texts equivalents such as performance, efficiency, productivity, functionality, and efficient productivity are alternatives to the mentioned word.

Another definition provided for productivity from a systematic perspective proposes that productivity determines the relationship between inputs and outputs. Accordingly, productivity reflects the efficiency of the combination of factors in the production process. That is, if the facilities are used well, productivity will increase too. Therefore, if manpower is used well as one factors of production, its productivity will increase too. Generally, productivity has two components: efficiency and effectiveness of the activity. The former refers to the ability to obtain output of less input. In other words, effectiveness deals with working well. The latter refers to

the adaptation of the results of the work by intended purposes and in other words, doing well can be called effectiveness. Therefore, generally speaking, productivity is defined as: doing the right thing in an appropriate way. Therefore, if job and tasks of an organization, conditions of any responsibility, and the manner of doing each task are defined appropriately and on the other hand, if people are assigned to the jobs or tasks properly in terms of their talent, ability and knowledge, it is expected that the productivity of manpower will be increased. Needless to say, the guidance provided by supervisors and compensatory payments and system of rewards commensurate with performance of employees should not be overlooked because without the proper implementation of these cases not only productivity will not be increased but also employees will disappoint due to the system dysfunction in compensation for their services. Moreover because of the injustices of the system, they act negligently and actually reduce the efficiency of the entire system (Khalili Iraqi & Yaghinlu, 2005).

Today, because of the increasing complexity of organizations and an increase in the amount of unethical behaviors and illegality in the workplace, it is essential for managers and leaders to create and maintain professional ethics and to increase employees' productivity for social responsibility and accountability in all organizations. Considering the importance of manpower in an organization and its role in the growth of organizational goals, attention to employees' productivity is one of the main concerns of today managers. One of the most important goals of any organization is the promotion of its productivity and since one has a central role in creating productivity, his demands has a key effect in the organization. Efforts for improvement and effective and efficient use of various resources such as labor, capital, materials, energy and information is the concern for all managers in economic organizations and industrial production units and service institutions. Appropriate organizational structure, efficient procedures, safe equipment and tools, balanced work space, and most importantly qualified and competent manpower are key points which should be taken into account by managers to achieve optimal efficiency.

Employees' participation in affairs and conscious and deliberate efforts along with discipline can influence the productivity and efforts to improve productivity, especially in a turbulent and insecure environment. Culture of productivity improvement must be created in the organization and manpower is its core. Today, the role and importance of manpower is crystal clear for everyone. Among factors of production (land, manpower, technology, and capital) manpower is the most valuable and the rarest factor. Lack of attention to manpower productivity and mere attention to other factors reduces efficiency levels. Therefore, to increase productivity in manpower, you must first deal with the barriers and facilitators. On the other hand, research on social responsibility of managers is important from different perspectives. Managers' decisions can have deep and profound impact on different sectors of society. Therefore, studying the amount of managers' attention to their social responsibilities at the time of decision-making is of high importance because a wrong and irrational decision, regardless of its social impacts, can impose irreparable damages to the society (Alwani & Ghasemi, 1996). Humans become responsible considering a variety of social and educational factors. They preserve this feature in their own lives and they are also responsible in their workplace. But people, who have not passed

this stage, will always shirk their responsibilities. Experts of human behavior divide people into two groups regarding taking responsibilities: responsible people who assume responsibility for what they do and those who shirk their responsibilities under any circumstances. Therefore, in selecting manager, taking the responsibility should be considered as the most important factor. On the other hand, control systems in an organization should be formed in such a way that employees be forced to be responsible. In other words, control systems should be formed in such a way that managers and employees cannot shirk their responsibilities. To this end, the achieving management position should be achieved via responsibility. Since the domain of responsibility in this organization is pervasive one and its audiences are from different sections, professional ethics has a special place in this organization. Studies by researchers have shown that in the intended organization no study has been done in the field of professional ethics and its relationship with social responsibility. Therefore, the present study aims to investigate the relationship between professional ethics and social responsibility in Roads and Urban Development Organization.

Literature Review

Shahmiri (2014) investigated the impact of professional ethics on employees' responsibility in the Department of Environment in North Khorasan province. The study population included 54 employees of the Department of Environment in North Khorasan province, Iran. Results showed that professional ethics affect the responsibility of all employees in Department of Environment in North Khorasan province. Similarly, Gazori, Neyshabouri, Talebi, Rajab Beigi, & Amirkhani (2015) did a study entitled the effect of professional ethics on employees' productivity (case study: Ghareaghaj municipality). Results reported that there was a significant relationship between professional ethics and employees' productivity and also between managers' responsibility and employees' productivity. Moreover, the significant relationship was found between honesty of managers and employees' productivity. Furthermore, the results showed that there was a significant relationship between justice and fairness of managers and employees' productivity and also between loyalty and productivity. Among professional ethics factors, loyalty (with the mean of 65.7) was prior to and more important than other factors.

Similarly, a study was done in which the relationship between professional ethics and organizational productivity of employees in Ports and Maritime Director General of Bushehr Province. The study population were 300 employees of the Department of Education in Bushehr province. Results showed that there was a strong and direct relationship between management of professional ethics and employees' productivity. In other words, the employees' perception of professional ethics in the organization led to their more productivity. In addition, there was a strong and direct relationship between professional ethics and organizational ability of employees. Furthermore, results showed that there was a significant relationship between professional ethics and aspects of organizational productivity in Ports and Maritime Director General of Bushehr province.

In a review study entitled the impact of the social responsibility on company value. Results showed that in the companies where customers or public awareness was more through

advertising, there was a positive relationship between social responsibility and company value; but in the companies where customers or public awareness was low, this relationship was weak or negative. Moreover, results showed that the effect of awareness on relationship between social responsibility and company value was negative for companies with low reputation in society. In their study, Marquis and Askandvra (2015), examined the productivity effects of managing director of a creative company on innovation in companies with sophisticated technology. They concluded that the main effects of creativity and operational leadership behaviors were on the quantity of innovation. Moreover, results showed that the highest level of innovation was in operational and creative leadership and there was a positive and significant relationship between operational and creative productivity with the amount of innovation. Another finding of this study was that there was a positive relationship between creative leadership behavior and use of science in innovation. In this study, it was implied that manager could achieve creativity and innovation through expanding communication with the external environment and providing more opportunities. Vitamins and Kano (2015) studied the social responsibility among middle managers in university hospitals in Finland. Results showed that there was a significant difference in managers' social responsibility in terms of gender, work experience, activity, and unit size. Moreover, social responsibility of managers affected the activity within the organization, while it had less attention to extra-organizational roles.

Objectives of the Study

Following are the objectives of the present study:

1. Determining the relationship between aspects of professional ethics (honesty, justice and fairness, loyalty, striving for superiority and competitiveness, respect for others, compassion for others, and respect for values and social norms) and social responsibility.
2. Determining the relationship between aspects of professional ethics (honesty, justice and fairness, loyalty, striving for superiority and competitiveness, respect for others, compassion for others, and respect for values and social norms) and productivity.
3. Determining the predictive power of productivity and social responsibility through aspects of professional ethics.

Following conceptual model shows the relationship between variables of the study in the form of research hypotheses:

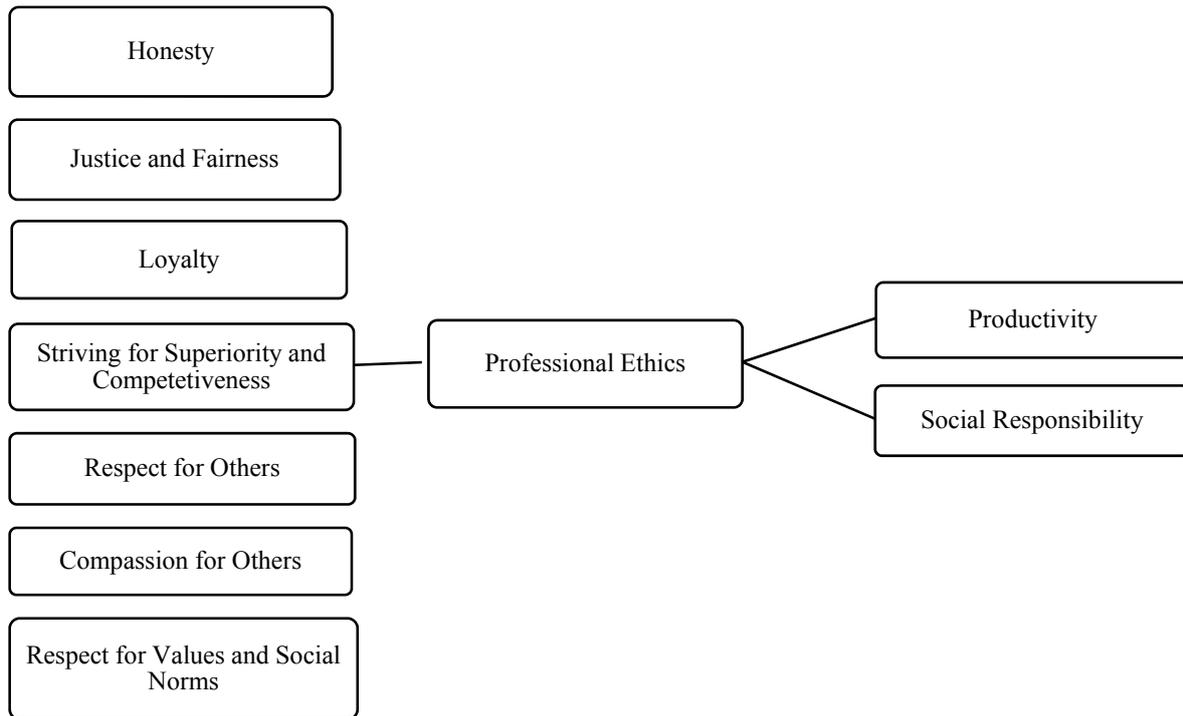


Figure 1. Research conceptual model

Research Method

The present study is an applied research and it is descriptive and correlational in nature. The study population were 388 employees of the General Directorate of Roads and Urban Development in Isfahan. In this study 193 employees were selected as sample using Cochran sample size formula. Moreover, in this study stratified random sampling method proportional to size was used for selecting the participants. Some questionnaires were used in the present study to collect the relevant data. Furthermore, to investigate professional ethics, Cadozir Modified Professional Ethics Questionnaire (2002) with 14 questions was used. This questionnaire includes seven factors of honesty, justice and fairness, loyalty, striving for superiority and competitiveness, respect for others, compassion for others, and respect for values and social norms. Then, in order to investigate organizational productivity, Hersey, Blanchard’s and Goldsmith’s questionnaire (1980) with 26 questions was used. Moreover, to investigate social responsibility, Gylbers (2010) Social Responsibility Questionnaire with 19 questions was used. This questionnaire measures social responsibility in three economic, legal, and ethical aspects based on 5-point Likert scale.

Research Findings

In this section, the most important findings of the study are set and discussed based on the research questions.

The main hypothesis: there is a significant relationship between professional ethics and social responsibility and productivity.

Table 1. Regression Coefficient between Professional Ethics and Social Responsibility with Productivity

Statistical Indicator	Regression Model		Regression Coefficients	Standard Error	Standard Beta	t	Sig
Constant Coefficient			5.32	0.67	—	50.18	0.00
Professional Ethics	0.503	0.256	0.01	0.16	0.00	00.04	0.97
Social Responsibility			0.37	0.09	0.28	30.97	0.01

$P < 0.011$

Table 1 shows that correlation coefficient between professional ethics and productivity is significant. Moreover, relationship between social responsibility and productivity is significant. According to this table shows that the following regression equation can be applied to predict productivity in terms of professional ethics and social responsibility:

$$\text{Productivity} = 5.325 + (0.006) \text{ professional ethics} + (0.373) \text{ social responsibility}$$

First hypothesis stated that there is a relationship between aspects of professional ethics and social responsibility.

Table 2. Regression Coefficient between Social Responsibility and Aspects of Professional Ethics

Statistical Indicator	Criterion Variable for Social Responsibility			
	Predictor Variable	Correlation Coefficient	Square of the Correlation Coefficient	Sig.
Professional ethics		0.50**	0.25	0.00
Honesty		0.33**	0.54	0.00
Justice & fairness		0.33**	0.23	0.00
Loyalty		0.22**	0.00	0.00
Striving for superiority & competitiveness		0.221**	0.00	0.00
Respect for others		0.42**	0.09	0.00
Compassion for others		0.49**	0.08	0.00
Respect for values and social norms		0.47**	0.36	0.00

$P < 0.01$

Table 2 indicates that correlation coefficient between professional ethics and its aspects with social responsibility are significant. That means there is a significant relationship between social responsibility and professional ethics ($r = 0.502$). The coefficient of determination (r^2) shows that 25.2% of the variance is shared between social responsibility and professional ethics. Therefore, the first hypothesis is confirmed stating that there is a relationship between social responsibility and its aspects.

Second hypothesis: there is a significant relationship between aspects of professional ethics and productivity.

Table 3. Correlation Coefficient between Aspects of Professional Ethics and Productivity

		Criterion Variable for Organizational Productivity		
Statistical Indicator	Predictor Variable	Correlation	Square of the Correlation	Sig.
		Coefficient	Coefficient	
	Professional ethics	0.60**	0.36	0.00
	Honesty	0.16**	0.02	0.00
	Justice & fairness	0.35**	0.027	0.00
	Loyalty	0.32**	0.10	0.00
	Striving for superiority & competitiveness	0.46**	0.21	0.00
	Respect for others	0.32**	0.10	0.00
	Compassion for others	0.12**	0.01	0.00
	Respect for values and social norms	0.32**	0.10	0.00

p <.01

Table 3 reports that the correlation coefficient between professional ethics and its aspects with productivity are significant. In other words, there is a significant relationship between productivity and professional ethics ($r=0.602$). The coefficient of determination (r^2) shows that 36.2% of the variance is shared between productivity and professional ethics. Therefore, the second hypothesis is confirmed stating that there is a relationship between productivity and professional ethics and its aspects.

Third hypothesis: aspects of professional ethics can predict social responsibility and productivity.

Table 4. Multiple Correlation Coefficient of Aspects of Social Responsibility and Productivity

Statistical Indicator	Criterion Variable	Predictive Variable	Non-Standard			T	Sig.
			Beta Coefficients	Standard Error	Standard Error Beta		
			Beta				
Productivity & Social Responsibility	First Step	Competitiveness & Striving for Superiority Aspect	0.29	0.04	0.48	7.89	0.00
	Second Step	Justice & Fairness Competitiveness & Striving for Superiority Aspect	0.18 0.15	0.06 0.07	0.29 0.23	2.74 2.21	0.08 0.03

Finally, table 4 shows that among studied variables in regression the best predictor of productivity and social responsibility, are competitiveness and striving for superiority aspect in the first step and in the second step the justice and fairness of professional ethics are the best predictors. Based on stepwise regression analysis, there is a significant relationship between aspects of justice, fairness, competitiveness, and striving for superiority of professional ethics with productivity and social responsibility. Accordingly, in the first step the coefficient of

competitiveness and striving for superiority aspect explains 44.8% of productivity variance and in the second step, the coefficient of justice and fairness aspects explains 20.3% of productivity variance. Observed F is significant at $p < .01$ level. Therefore, regression is applicable to the population. Results reported in table 4 show that for one unit increase in the competitiveness and striving for superiority, Beta coefficient increases productivity level by 0.292 units and also increases justice and fairness levels by 0.235 units. Prediction equation of the third hypothesis is presented as follow:

$$\text{Productivity} = (1.714) + \text{justice and fairness } (0.176) + \text{competitiveness and striving for superiority } (0.151)$$

Discussion and conclusion

Professional ethics is beyond that to call it just the responsibility of law, rules, and regulations or deliver it to professional organizations and units or observe it just in the realm of human resources or do our responsibility about it just by writing an ethical charter. Professional ethics require continuity in education, skill, experience and insight, and great cultural planning in every field of specialization. Hence, firstly, it must be seen in a multi-dimensional approach and secondly, its theoretical and conceptual framework should be developed in practice step. Professional ethics are a series of acceptable and accepted reactions and behaviors and their important parts are expressed in various specializations by professional and trade organizations and associations to improve social relations in the form of regulations and law. However, first, professional ethics cannot be defined in terms of official forms and second, it is impossible to separate all aspects of organizational or professional ethics from individual, occupational, or work ethics. In general, the principles of professional ethics and social expectations raised from it are: honesty, justice, integrity, and loyalty in the business. On the other hand, by involving in the field of social responsibility, an ethical framework is added to its professional ethics. Social responsibility covers practical aspect, ethical aspect and work environment, behavioral aspect, refreshing policies and procedures, and strategies to solve problems, and etc. However, taking the issue of ethics and values into account, social responsibility has different and distinct definitions and interpretations in some aspects in different societies and cultures. Moreover, the ultimate goal of an organization is manpower productivity and it seems that if aspects of professional ethics in work are observed and honesty and loyalty are continued in processes of work, manpower productivity will increase. Honesty refers to uniqueness, intimacy, true friendliness and true working, doing work with trusteeship, and doing work perfectly. In addition, work ethics means undertaking mental, moral, and physical energy of individual or group for an idea in order to obtain power and talent within group and individual to develop in any way. Professional ethics deal with the ethical issues and questions and also with the ethical principles and values of a professional system. They also monitor ethics in professional environment. Honesty in workplace and familiarity of employees with this trait causes them to observe honesty about themselves at first and then, to be also honest toward their partners and to do their work perfectly. This is the same feature that is inherent in social responsibility. This

means that uniqueness and intimacy are prerequisites of social responsibility and without considering them, social responsibility is nonsense.

Justice and fairness are defined as more equal distribution of anything desirable or necessary for human beings. In other words, justice refers to the support of rightness, impartiality in judgment, and fairness to others. Therefore, ethics in organization are the system of values and dos and don'ts. Accordingly, strengths and weaknesses of the organization are defined. Furthermore, good and bad are recognized in terms of the ethics and bad practice is distinguished from good one. Organizations with ethical behavior have more chances of success in comparison with organizations with unethical behavior. Those who observe this aspect of professional ethics in their activities increase the responsibility levels, indeed. People with justice and fairness consider others' works as the same as their own works. Therefore, they do their responsibility effectively because their fairness prevents them to escape from their responsibility. These people have a higher level of responsibility. Similarly, loyalty aspect of professional ethics is a feature that deals with a deep commitment to repurchase or reelection of product or service consistently in the future, although the context and marketing efforts potentially can cause changes in customer behavior. Because success in organization is the result of the implementation and creation of the ethical management in organization, organizational ethics starts with confidence. As the level of confidence in organization, programs, and managers (high-level, middle-level, and base-level managers) is more, commitment levels to the organization and tasks will be more, too. Confidence leads to an increase in the organizational power in response to the environmental needs it is because that confidence will create synergies in the power of organization. As the trust levels of employees toward managers and organization reduce, managers should pay more money to control employees' behavior but even this leads to less results. According to the results of this study and the concept of loyalty, it is concluded that people can enhance responsibility through observing this aspect of professional ethics. Loyalty is a useful feature which prevents employees to change their jobs or to relocate to rival companies just because of their better benefits. Therefore, people who have high level of loyalty feel responsible for services and experiences gained from the present organization. In addition, this trait not only brings responsibility for them, but also empowers them to accept social responsibility that organization has toward the environment and the domestic and foreign customers. Competing and striving for the superior aspect of professional ethics is a feature that these people try to achieve. They have confidence, acquire high skills in their profession, are serious and prolific, are dissatisfied with their current position, and try to improve through appropriate ways. Moreover, today managers have concluded that laws and regulations and adherence to them is not the only way to successful management of organizations. A powerful tool such as professional ethics are also required. According to management science experts, for better control of organizations it is necessary to locate ethics next to the law and other-controlling factors should be replaced by self-controlling. Therefore, today professional ethics are competitive advantage for organizations. In other words, in today business world it is a growing conviction that the promotion of ethical principles and reinforcement of spiritual culture create strategic opportunities. Considering the results of this

study and the concept of striving for superiority and competitiveness, it can be concluded that people can enhance responsibility with the observance of this aspect of professional ethics. Basically, people with striving for superiority and competitive traits try to achieve higher levels and try to be improved in their work. In fact, the promotion of job posts and progress and earning more advanced degrees are obtained by committed and responsible people. It seems that striving for superiority and competitiveness provides the context to make people responsible because of its inherent potentials such as dissatisfaction with the current situation and desire to improve in organization. Hence, the relationship between these two variables can be explained. Respect to others in professional ethics is a feature that people with this trait show it to the rights and opinions of others; they are loyal to their words, punctual, let others make decision, and don't consider just their own interests. A person, who observes ethical practices, adjusts his demands to the benefit of others and by reinforcing the spiritual dimensions, always will act at the service of mankind. Observance of ethics in the workplace and with customers is one of the most important principles of each profession. In addition, social responsibility adds a framework of ethical authority and accordingly, organizations do activities and that improve society conditions and avoid activities which will be worsen them. Finally, social accountability refers to the capacity of satisfying the demands and expectations of society. Thus, it can be concluded that people who observe this aspect of professional ethics, will increase their responsibility. Responsible people consider respect to others as one of the conditions and characteristics of being better. Needless to say that showing respect to customer is necessary and results in the improvement of the organization and satisfaction of customers. Hence, the relationship between responsibility and showing respect to others can be explained. Sympathy is a distinctive trait or characteristic that is meaningful toward others. People, who have sympathy trait, know themselves to be responsible for others and pay attention to their problems and demands because they believe companionship with others even if the result is not practical, can cause psychological relief and reduce the severity of the problems. Social responsibility is a task that will be meaningful toward others. People with social responsibility perform beyond their tasks and role and are committed toward their colleagues, organization, and society. Therefore, it can be said that having this ethical trait increases the sense of responsibility.

To institutionalize the social responsibility is done through the participating in teamwork, improving and continuing the quality of life and products, and making use of advanced and up-to-date technology. Another important point is that like other processes of human social-based activities, nothing can be suitable for everyone. Thus, in different countries there are different values and priorities which form the responsibility's manner of action. The view and the orientation of management in the twenty-first century is related to the fulfillment of social responsibilities or in other words to the values. In this type of management model, organizations think about their own earnings and returns as well as the welfare of people. Individual ethics are personal responsibility for individual behaviors that a person shows, but work ethics are individual responsibility for his professional behavior as the owner of a profession, occupation, or organizational post. Some scholars have explained the taken paths of professional ethics as

beliefs of individuals in making organizations and its governing rules and then as responsibility forms. They have considered them to reach the stage of individual and organizational operations. To be more precise, the continuation of the practice of law provides depth to the responsibility and this leads to the prediction of behavior. During such stages trust, confidence, and hope are achieved in the organization and in interactions with stakeholders and its result is professional ethics and this is what will form the behaviors for individuals, groups, and professional organizations. In fact, the basis of professional ethics is the individual and organizational beliefs.

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