Approaches to Make Moral Health in the Organization regarding Workers’ Viewpoint

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Abstract
In current situation organizations are the most important social institutions that affect different aspects of human life in a wide range: these institutions expand the social environment and sustain direct relation with internal and external environment. Conducting behavior is multidimensional and relates to different levels of moral growth. Behavior can be described as a system involving values and obligations in the organization in which advantages and disadvantages are specified. Individuals are in the organizational position, however, some factors may lead to manifestation of speech, thought and behavior from the personal dimension so that these human characteristics could have a huge effect on effectiveness of the organization. Individuals’ different behavioral ethics in the organization are in linear spectra in which administrative safety and administrative vileness could be analyzed. Administrative safety plays an important role in the success of organization, accomplishment of duties, presenting approaches, planning and finally accessing to the organization’s aims. There is one problem in the organizations about applying the moralities that is the lack of applying moral principles. The aim of this article is to mention the defects in the Islamic management. The method of this article is a descriptive – analytic one.

Keywords: organization, behavioral management, behavioral safety, human force.

Introduction
Behavior in the organization is described as a system of values and obligations in which the advantages and disadvantages are specified. Generally individuals involve the particular behavioral characteristics in their personal dimensions which would form their speech, thought and behavior. While individuals are in the organizational position, thereby some factors may lead to manifestation of speech, thought and behavior from the personal dimension that these human characteristics might affect the effectiveness and efficacy of the organization. Individuals’ different behaviors in the organization are in a linear spectra in which administrative safety and administrative vileness could be analyzed; it should be noted that administrative safety plays an important role in the success of organization, accomplishment of duties, representation of approaches and planning, whereby access to the organization’s aims would be realized as well. In developed countries, the subject “behavior” as a part of the management knowledge, has been institutionalized in the management sections and organization, and the related studies in the context of management behavior, organizational behavior, employment behavior and business behavior have been conducted. Mainly humans would become evolved within behavior and the name “human” (Black, 1999) would be sufficient in case of involving behavior; otherwise human would be just as an animal that could annihilate everything, and in this case, they “humans” could do everything in order to achieve their inclinations. It means that the effective factors, instead of giving opinions about the practical methods and presenting problems and presenting solutions, would be presented in this research in which so many social difficulties would be manifested as well. Philosophers and social critics have announced the description of behavior as follows: behavior means the recognition of correct from incorrect, and the fact is that the correct recognition would not be always simple from the incorrect recognition. Many
scientists in base of behavior science, announced that according to ethics, there is always a correct approach, and the other believe that the absolute correct approach would be possible, while representatives of another group believe that the correct approach relies on the conditions; and ultimately the recognition of choosing the correct approach would be undertaken by the person. Behavior in the social dimension is as the individual relations’ organizer involving high importance; and in the management issues, this internal mechanism regardless external approaches, could organize the behavioral function in the staffs, and in this way the religious organization would be realized. With regard to ethics, managers would be able to decide about correct and incorrect things, and could decide who acts correct and who acts incorrect. Therefore, without ethics, managers could not act their duties with certainty, in which duties are as follows: taking decision, evaluating, supervising, encouraging and punishing in the organization. (Durbin, 2001; Knots & Harold, 1993, Okpara, J.o., Wynn, 2008).

**Problem statement**

The increase in the organization's legitimacy and the proceedings:

Today, within increasing the informational networks, reaction and response toward the environment, observing the society’s advantages and individual’s right is expected from the organizations. Moreover, the wide spreading network could consider all the organization’s activities, and also could misrepresent the organizations in all around the world. Therefore, organizations have to present more proceedings in order to attract the individual’s notions in which the ethics in the organizational tasks would be highly important. It has to be mentioned that whatever organizations be wider, so their reaction toward the matters would be more as well. Immoral behavior could motivate the behavior in the business environment and could lead to failure in the organizations. (Cullen et al, 2003)

Improvement in the relations, increase in the understanding and reduction of conflicts:

one of the results of the behavior improvement in the organization would be the better organizing of relation in the organization which this would lead to the increase of understanding in the organization and also would reduce the conflicts between individuals and groups, and would improve the function of group. It’s guessed that maybe the most effects of ethics are about the human force’s behavior. According to studies of Trino and Yang, ethics highly are influenced through the effect of selection and hiring the moral individual, and the encouragement and punishment do not put the effect on the ethics. According to Barnard, it is expected that applying ethics could facilitate cooperation, reduce the conflicts and be effective as well. According to Rager's research, the healthy personality would be the most important description in his theory involving the values, thoughts and perceptions which would form the personality. The personality would influence the perception of the world and also would influence the behavior. The person would evaluate the experiences through this. Experience and behavior are relevant with each other in an adaptable and healthy individual. (Carolin, 1996)

**Alport**

Alport calls the individual within the healthy mental as the adolescent and in this case, he announced 7 scales as follows: expansion of personality description, the close relationship with others, emotional safety, the reliable perception, skill and duties and realizing the personality, the life unity philosophy. Whatever the person be in contact with people and socialize with them more, in this case more mental health would be realized. In Alport's viewpoint, healthy personality involves another aspect as well which this aspect would be considered out of mind. The healthy person's aims are not accessible. In his view point, if we could not be able to achieve the ultimate

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aims, in this situation no motivation would be realized anymore. The unity philosophy conducts all aspects of personal life toward aims, and this is the reason for individual to live. Mazlo announced some characteristics for healthy individuals that some are as follows: they could understand the realities and are able to tolerate the ambiguous conditions, they believe people with their current situation; and are so creative, and they could not socialize easily, but they do not behave against the traditions. Netherlands(2004) concluded that there is positive relation between managers ‘s ethics and employment satisfaction. Merbakh (2007) indicted in his study that the effect of ethics are in accordance with manager ‘s attitude and behaviors. They of understanding the organizational values directly depends on the organizational responsibility, life satisfaction and adaptable behaviors. In the other word, studies by Deloitte and Touch indicated that the superior factors are considered for improvement of the moral employment environment and managers ‘s behaviors. In the other side, creation of employment planning through managers would lead to employment satisfaction. Study by Korj (1996) on police officers in Check showed that police officers ‘a behavioral attitudes had the high relation with the employment satisfaction. That in this case the lack of employment satisfaction was more in the police officers within less authophilia. Also results of study by Taslimi (1993) showed the managers ‘s behaviors in the governmental organizations, and the relevancy between managers ‘s behavior and the religious, cultural and social values are the most effective factor in the managers. Jimz and Brinz in their study about the relation between moral behavior in staffs and life satisfaction, showed that due to immoral characteristics, 60% of staffs involved the life dissatisfaction. Also some believed that the balance in their employment environment, make them able to consider ethics. Also they believed that individuals have to be involved ethics in their employment environment in order to increase the effectiveness. Therefore, behavior is considered as a strategic investment in an organization, and the discussion in base of moral values could increase the morale of team work, trust and accuracy in the employment environment, and also the employment satisfaction would be increased. Hence, the important fact would be the point that ethics is the precondition in the management, and managers have to regard the principles, and the ethics have to be manifested in their behavior. In the other word, managers have to consider the highest ethical standards in their organization, but there were less managers up to now who considered ethics in employment environment, and the employment satisfaction would be due to these behaviors. Other results show that there is significant relation between managers ‘s certainty and staffs ‘s employment satisfaction. Today in the organizations, the role of managers ‘s ability in order to take decision in their affairs particularly in the crisis cases and in the cases involving suspicion are clear for everyone. And it is recommended to individual that “do not change your knowledge to ignorance and also do not change your certainty to doubt”, so act based on your knowledge and act based on your certainty. BraterandRasel describes managers ‘s behavior in a way that they immediately take decision, and they have purposes, and are determined to do their tasks. In this case, he believed that managers would act immediately while everything is useful for the organization, and they won’t have any doubt about their action and would act in order to improve ethics of organization ‘s staffs. Certainly, manager ‘s behavior would be effective in employment satisfaction in staffs and their performance e. (Fogel, 2000; Central Texas, press, 1999; Randall & Cote, 1991; Pettijohn, & Charles 2008)

Discussion and results
In most European countries and America, market is the wide spreading investment, and companies ownership is provided for most of single financers and institutional financers, and the ownership from the management has been separated, and there are direct and indirect advantage takers. Hence the external organizational systems are in these countries, and this lead to various
mechanisms for more appropriate company's governing; and in this case companies could observe many requirements about doing their duties, and various institutions could supervise the economic institutions ‘s well doings. Behavioral management in the employment environment involves so many advantages for managers, functional and behavioral advantages as well. This is in accordance with the value requirements of managers who work in the employment environment. But philosophers, students and social criticizers were those who considered ethic issues whereas managers did not consider ethics issues. As a result, so many issues about the employment ethics are not in accordance with practical demands of managers .(Pettijohn, & Charles 2008; Randall & Cote, 1991)

**Legal and obligatory approaches**

This notion announces that superior managers in the organizations and also managers in different sections in the organization, involve the imperceptible, proliferated and informal role in strategies; this movement would lead to bilateral relation which these relations could determine the imperceptible pattern of human force ‘s planning according to this pattern, decision makers would finally achieve the compatibility .hence, the strategies would be formed imperceptibly in this pattern, this planning also would be called the parallel planning process. in this pattern of organizational relation, authors believed that there is bilateral dependency between the strategy of the organization and the strategy of the human resources that this relation is the imperceptible relation. bilateral dependency means that the human resource ‘s manager as well as production manager, marketing, etc in the organization would be effective in the process of organization ‘s total strategy planning. If the strategy in the organization involves the least cost, so the factors based on controlling staffs, the movement toward the aim, applying the tools and employment logic, all has to be analyzed. in fact, cost reduction and mass production would be the main strategy due to the point that doing tasks are mainly important, so controlling the processes in order to have the least cost and final control of inputs and outputs are important, and also the control would be for keeping the standards limitations, having the short-term, usual and current attitudes, and staff’s behaviors would be toward the standardization. in this case, the organization would be more formal, and the structure of the Brocracy organization and hierarchical linear is highly important (Salmani, 2007a; Schweppes, 2001; Salmani, 2007b)

**The theory of human investment (in basis of cultural approach)**

The employment and personal effort are not the only factors in the theory of human investment, but also other factors such as skill, knowledge and abilities are involved in this theory. while organization involve the motivation, so staffs would present their skills, knowledge and abilities, moreover their so much endeavors. it means that more income would be earned that this would be spent in education system, and some would be saved as well; in this case knowledge and skill would be increased. overall, a lot of effort and expenses have to be paid for individuals in the human investment ‘s organization. in the theory of representation, staff would be representative or lawyer, and the chairman would be the client. it is obvious that the advantages of worker and chairman are different with each other. hence, chairman puts the effort to intervene the staff in the market ‘s profits, so the base of this theory would be the increase of profit. in this situation, the strength of staff risk would be increased and everyone within the higher risk strength would be more successful. Representative or the lawyer acts against risk, hence more awards would be demanded due to risk. In the other side, client put effort to involve the awards in the function of management investment. according to these theories, which strategies have to be considered in order to pay the staff’s award? (Saks et al., 1996; Durbin, 1989)

Five parameters as following have to be considered for choosing the award system:
1- Main selections
2-the internal equality selections
3-the external equality selections
4-the staff’s equality selections
5-the function’s evaluation selections

1- In base of master managers in the organization, award has to be given based on the function because the skill decreases, so risks would be increased; and certainly if earning could be realized based on function within creating challenges between different parts, so the results would be successful. In the other word, the organization act successively in different strategies in which the equality would be about strategy, and it would form with the units’s operations demand, and it could be said that the organization’s strategy would be in accordance with unit’s operation demands. Certainly, units' operational demand may be influenced by organization's strategy, but this effect was not direct in the system of determining rights. The organizations’ directors have to support the planning, if he does not support, staffs recognize this situation, and this lead to dilemma among staffs, and organizations’ situation would become awful. Therefore, director has to put effort to present the planning, and also he has to apply ethics. Creation of ethics committee in the director board: this committee is responsible to supervise the progress and present the ethics management. Creation of ethics management committee: this committee is responsible to direct and present the planning the ethics management, and has to train the ethics’ principles; this committee has to be created from superior ones. Ethics in the employment environment: 1- if the aim from the relationships with staffs be removing the effectiveness hedges, so the role of human resources would be expanded, and would involve the management development in which staffs’ cooperation in the affairs and freedom of staffs’ function would be recognized; and if the aim be realizing the responsibility, so supervision would be increased in order to empower the organizational culture in the staffs. If the relations system with staffs be determined the strategic management activities within the purpose of empowering the psychological contracts between staffs and directors; so staffs’ relation system has to be involved in the management selections. These methods could be realized through controlling the staff’s relation with the organization and through trust and equality of staffs in the organization. Early years BC, despite progresses in the science, science in base of management’s value was significant in ethics and identity, organizational ethics, personal ethics, job ethics, citizen and Islamic ethics. (Leef, 1977; Journal of management education, 1997; Management and society, 1998)

2- Management in the Islamic ethics is a bilateral trust, and also is along with agreements between manager and his companions. In the past, particular attention to management was on base of trust and justice, and today ethics behavior is also added to this responsibility. The Islamic ethics management is the recognition and prioritizing values in order to guide humans. This type of management in western countries which have the organic and logical description from behavior, involve the particular applications. In the other word, the behavioral values could be different in terms of the different ideologies, and also applying the Islamic ethics management involves the particular mechanisms in these countries. Therefore, according to the importance of management of Islamic ethics in the current era, the necessity of ethics in management and Islam would be presented here. (Pettijohn & Charles, 2008; Central Texas, press, 1999)

2- There are wrong notions about the employment ethics that their origin relies on two subjects; one is the lack of correct understanding of ethics description and the other is the superficial understanding from the ethics. Some of these wrong notions are such as: mainly, the employment ethics is a religious subject rather than being a managerial subject, the purpose of the organizations’ ethics planning would not change individuals’ values and beliefs but also would be the values management and resolving the conflicts in the organizations. Managers announce that our staffs are
well-behaved, so we do not need to involve the ethics. Most ethics conflicts are so complicated while managers face them in which the ethics conflicts would be occurred while: a-the valued conflict be between different enthusiasms b-there would be some real approaches that all would accept Employment ethics is a base of the philosophy, Sociology of Religion and academic sciences. Noninvolvement of managers in this subject, and discussion about this subject lead to the point that so many thought that ethics is as a wave which is not useful and effective for organizations. They believe that employment ethics is a complex philosophy or religious subject but the ethics employment is one of the management’s academic fields involving the planning approach within some practical tools. The planning of the ethics employment is one of the main matter of the ethic philosophy is the relation between ethics and religion. The religious believers declare that the ethics would not be possible without the religion but philosophers attempted to deny this matter. Hence, according to the importance of religion in the ethical affairs it can be considered in forming ethics in in the different organizations and communities. (Schweppes, 2001;Salmani, 2007)

Subject: Islamic approaches (structural, legal and cultural) to create moral health in organization

Table 1: Results of a questionnaire distributed among workers of Daneshmand educational institute

<table>
<thead>
<tr>
<th>Total number of workers</th>
<th>Total number of questions</th>
<th>Number of workers in each group</th>
<th>Number of questions</th>
<th>Score of questions</th>
<th>Mean score for each worker</th>
<th>Total score for 40 workers</th>
<th>Scores final mean for 40 workers</th>
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<tr>
<td>40</td>
<td>40</td>
<td>19</td>
<td>33</td>
<td>4</td>
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Conclusion: scores are between 140 - 200, and workers of Daneshmand educational institute have a positive attitude.

Conclusion

In this research, organizational issues affecting organizational attitude were studied to understand whether behavior was influenced by attitude or not. Primarily hypothesis suggested that there was a relation between these two factors; however, some researchers believed that there was no relation between attitude and behavior. After studying issues mentioned in this research, the conclusion was that there was a deep significant relation between organizational attitude and organizational behavior.

In systematic view, organization was considered as a whole system made up of different systems interacting with one another; therefore, any change happening in a sub system would affect the whole system. Moreover, human was considered as a complicated sub system whose attitude affected the whole system. Based on a framework represented by Levitt in 1960 and completed by Scott Morton, these effects and relations were visible. In this framework, individuals were a fundamental basis who had a deep relation with organizational behavior and culture.

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