Assessing Organizational Health and its Impact on the Management of Professional Ethics (case study: Rural Water and Wastewater Company of Ardabil Province)

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Abstract
This study was conducted to evaluate the health impact of organizational and professional ethical management on Rural Water and Wastewater Company in Ardabil Province. The research method is a descriptive-correlational. The population of the study was 400 employees of Rural Water and Sewage Company in Ardabil Province and among them 200 subjects were selected by Cochran. Organizational health questionnaire of Feldman (1996) was used to assess organizational health and work ethic questionnaire of Petit (1990) was used to measure the professional ethics. The results showed that the average organizational health of Rural Water and Wastewater Company of Ardabil Province is 3.55 which is above average and the health component of organizational and technical safety has the highest average (3.64) and the health institution has the lowest average (3.41). The average management professional ethics is 4.17, which indicates good condition and of professional ethics, devotion to work, the highest average (4.22) and collective spirit and participation in work is the lowest average (4.13). Simple regression test results showed that it has a positive effect on the health aspects of professional ethics and enterprise-error level is less than .01. Also, the variance of professional ethics is 47.5% in organizational health. Devotion to work is also forecasted 26.8%, perseverance and seriousness is 15.7%, healthy human relations in the workplace is 19.8% and is 22.8% in community spirit and participation in health organizational. Therefore it can be concluded that professional ethics is a good predictor for organizational health and by promoting professional ethics in Ardabil Province Rural Water and Wastewater Company, the levels of organizational health can be improved.

Keywords: Management of professional ethics, organizational health, workers, rural water and sewage company, Ardabil

Introduction
Today, organizations are faced with rapid and unpredictable changes in their environment. An environment of increasing global competition, the development of information technology and changes in the demographic characteristics of human resources and customers are at the heart of changes. Perhaps the most profound changes affecting those changes such as changes in beliefs, values and assumptions which results in affecting performance of individuals and thus, influencing organizational health (Mogli et al., 2011).

The term «organizational health» was first used in 1969 by Miles (Korkmaz, 2007). According to Luthans Klingle (2000) organizational health is a relatively new concept which means the ability of an organization to perform their duties effectively which resulted in the growth and improvement of the organization. Healthy organization is where people come to work with enthusiasm and pride. In fact, organizational health in terms of physical, psychological, safety, belonging, meritocracy and valuing the knowledge, expertise, and personality of stakeholders and
developing their capabilities and tasks assigned by their ultra-effectiveness of any system has significant effect (Korkmaz, 2007).

The organization that is healthy for human survival is able to achieve its goals and objectives and remove barriers that are faced in achieving their goals. The position of healthy organization is located between flexibility and the ability to deal with any problem by using the best sources (Saatchi, 2006).

Today, experts believe that the most important variable in health organizations is professional ethics. Today, having professional ethics is considered as a competitive advantage in the organization. Reybold et al. (2008) in a research studied the professional ethics and values that have unique. They believe that laws and ethical standards, behavior with clear signs to guide behavior. Thus, professional ethics and conducting a ritual to maintain professional dignity in the workplace as well as numerous studies have a positive impact on employees’ behavior management, professional ethics and organizational effectiveness. Peterson (2002) showed that the moral atmosphere plays a role in preventing the occurrence of deviant behavior.

The purpose of this study is professional ethics and moral responsibility in terms of jobs. Ethical responsibilities arising from the job he has been burdened, so that if accepted another job, he changed his ethical responsibilities. Any job due to professional, ethical responsibilities creates special (Ghramaki, 2006). Morality as a set of criteria and as a charter for guiding individuals and the body of principles provides a framework for action (Ghramaki, 2006).

Concerns about ethical problems and corruption in companies such as Rural Water and Wastewater Company have grown steadily over the past decade and in order to remain competitive, many companies have faced with the challenge of creating an environment in which managers have ethical and organizational health within the organizations.

Rural Water and Wastewater Company of Ardabil, coherent set up where organizational health as these variables affects the success of the performance of the counts. The main issue of this study was to evaluate the organizational health and its impact on professional ethics of Rural Water and Wastewater Company management of Ardabil province.

**Background of study**

**A) Healthy Organization, organizational health**

The organization that is healthy for human survival is able to achieve its goals and objectives and can identify and remove barriers that are faced in achieving its goals independently and the position of healthy organization is situated between flexibility and the ability to deal with any problem by utilizing the best sources (Saatchi, 2006: 101).

Commissioned in 1958, the factory Argyris healthy indicate that traditional organizational health indicators such as low turnover, low absenteeism, insufficient production, high fidelity, positive feelings about the management staff and vice versa (Argyris, 1958, p. 109) may be a good basis for understanding factory that does not provide a safe system. In his articles and his books (1962 and 1964) to develop a theoretical basis for understanding the psychology of people who are elderly, payment and research to show that these people are probably high, not least, to show behaviors such as absenteeism and turnover which they did. His theoretical models it as an accepted principle that people who psychologically, to the relative independence, being responsible for, participation in activities, pursue creative challenging, desire higher positions, enabled, and apply more their ability to tend (Argyris, 1958, 111). According to him, instead of being healthy, the study showed that factory Manager System, psychological alienation or lack of growth has promoted staff (Argyris, 1958, 116).
According to Talcott Parsons, all social systems for the survival, growth and development need to solve the four essential problems of compliance to reach the target, integrity and latency. Organizational health improves the organization's ability to survive and cope with the environment (Abbaspour, 2005).

The term "healthy organization" is used in different ways such as in occupational health issues and is mainly used to refer to health workers and one of the main methods of measurement is a study of the mental and physical health. Recently, the International Labor Organization psychological factors of professional risk are considered. There are organizations with working programs to improve compatibility with the working environment and reducing the lack of consistency between what they expect and what they can do (Cooper & Cartwright, 1994). Some organizations to achieve a balance in relations between employees, customers and shareholders, commitment to social responsibility, both in value and consider it in their results (Corbett, 2005).

Mc Hug et al. (2003) which are usually beyond the dimensions of organizational health are considered, as it considers that the organizational management processes, culture and structure, better performance and health organizations who can help. Therefore, not only organizational health indicators of stress, well-being, satisfaction, and commitment to the people but also to the quality of decision-making regarding the appropriateness of the organizational structure and financial indicators.

According to Luthans and Klinger (2001), a healthy organization is where people like to work to be part of the organization. In addition, those who work in healthy organizations are more efficient and more productive. While all supervisors tend to think that their organizations are healthy, but this is not always possible. They are based on the results of research carried out to assess organizational health of schools of higher education, defined organizational health and organizational health after eleven separate but related to the present.

a. Communication: A healthy organization has adequate communication and continuous relationship between cooperation and, as such, between subordinates and supervisors facilitated. Two-way communication should be established without fear and at different organizational levels.

b. The participation and involvement: a healthy organization should involve correctly all levels of staff in decision-making. When employees with a sense of ownership are involved in improving the organization.

c. Loyalty and commitment: a climate of healthy interpersonal trust in the organization is high and employees are proud of where they work and what they do. People are eagerly waiting to come to work and feel that their organization is a good place to work. They willingly participate in the session.

d. Spirit: something that is vital for a healthy atmosphere, the spirit that is suitable in friendly atmosphere in which employees generally like their work.

e. Organizational reputation: A healthy organization is a reflection of the feeling that the organization has a good reputation. Employees and managers participate together in the organization to improve communication with foreign groups. A healthy organization has remarkable reputation both within and outside the organization.

f. Ethics: workers tend to have distinctive traits and values are not the place for politics in the organization. In other words, there is unethical behavior in a healthy organization.

g. Appreciation of operation for the realization of a healthy organization where employees are encouraged and advocated the removal of their talents. They feel that they are valuable and use them appropriately in a climate of appreciation and affection, to be commended for its success.
h. Goal: In a healthy environment organizational objectives are usually achieved and the relationship between goals and roles is clear and good and employees are involved in goal setting and can easily identify the goals of the organization.

i. Leadership: leadership communication plays an important role in healthy organizations. They are also best to act friendly and very close.

j. Development: a healthy environment organization, often to a level of committed support for training and development. Formal planning should be facilitated. Employees should participate in planning and funding which is available to support the development efforts.

k. Exploitation of resources: for a healthy organizational climate, proper use of resources is important. Employees need to feel that resources are appropriate and consistent with the expectation of success and they have been divided (Leiden and Klingel, 2001).

B) Management professional ethics

Nowadays, professional ethics is the basis of any ethics in business. The basis of the behavior of the individual's connection, the key will be to communicate with environment and organizations concerned with the rights of others, ask your homework. Characteristics of professional ethics in its modern concept include the identity of knowledge, a practical role, providing professional, indigenous and belonging to a culture of dependency to an ethical system, human knowledge, motivational clear language, providing interdisciplinary intentional (Ghramaki, 2006).

“Kaduzir” about the characteristics of people who have professional ethics stated the following:

Responsibility: in this case, accountability and accepting the responsibility for decision and its consequences is a sensitive and is the integrity and reputation in his work gives importance to pay all their responsibilities and responsibility to take care of, with all sincerity.

Being honest: the opposite is hypocrisy; listens to the voice of his conscience, at all times due to the noble, brave and courage.

Respect for others to respect the rights of others; respecting the opinion of others; Punctuality; it is the right decision; preferred knows only their own interests.

Respect towards the values and norms of society: respect for social values; participating in social activities; respect for the social rules in dealing with other cultures fanatical does not work.

Justice and fairness: Pro is the truth in judgment, not prejudice; between people in terms of cultural, socio-economic class, race and ethnicity are not discriminated against.

Empathize with others: compassionate, the merciful, the other partner in passion and supported their own; attention to the feelings of others; other problems for its own troubles.

Loyalty is committed to their duties confidentiality of others, trust others (Kaduzir, 2002, p. 167).

Methodology

Population, Sample, and Sampling Method

The research in terms of the nature and aims of the research was correlative-causal. Statistical population of the present study was employees of Rural Water and Wastewater Company of Ardabil Province with more than 400 participants and among them 200 samples were selected randomly by using Cochran formula.

Research Instruments

- Organizational health scale: Organizational Health Inventory (OHI) of Hoy and Feldman (1996) measures the three dimensions of organizational health questionnaire, the health institution (institutional integration), Integrity (principal influence, consideration, maintenance, and support
resources), and Technical health (spirit and scientific emphasis). The questionnaire has 44 items. Cronbach's alpha coefficients for the total scale was 0.75 and 0.77 respectively.

- Scale management of professional ethics: questionnaire of Gariguri, Cecci, and Petti (1990) is used. Work ethic aspects of Petti (1990) are devotion to work, perseverance, and seriousness in work, health and human relations in the workplace, community spirit and participate in the work with 23 items. Cronbach's alpha coefficients for the total scale and its dimensions are 0.75, 0.70, 0.74, and 0.72, respectively.

Results

Demographic findings showed that 72% of respondents was male and 28% was female. 14% of respondents had associate degree, 59% had undergraduates and 27% had a master's degree. 7% of respondents was in the age range between 20 to 30, 32% between the ages of 31 to 40, 45% between the ages range of 41 and 50 and 16% between 51 to 60. 8% of respondents’ work experience was between 1 and 5 years, 18% between 6 and 10 years, 16% between 11 and 15 years, 16% between 16 and 20 years, 32% between 21 and 25 years and 10% over 25 years.

**Table 1: One-sample t test results to assess organizational health**

<table>
<thead>
<tr>
<th>Changing organizational health</th>
<th>Average</th>
<th>Standard deviation</th>
<th>t</th>
<th>Degrees of freedom</th>
<th>Significance level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational health</td>
<td>3.55</td>
<td>0.49</td>
<td>11.19</td>
<td>199</td>
<td>0.000</td>
<td>200</td>
</tr>
<tr>
<td>Organizational health components</td>
<td>Health institution</td>
<td>3.41</td>
<td>0.56</td>
<td>7.218</td>
<td>199</td>
<td>0.000</td>
</tr>
<tr>
<td>Integritiy</td>
<td>3.6</td>
<td>0.52</td>
<td>11.626</td>
<td>199</td>
<td>0.000</td>
<td>200</td>
</tr>
<tr>
<td>Technical health</td>
<td>3.64</td>
<td>0.59</td>
<td>10.691</td>
<td>199</td>
<td>0.000</td>
<td>200</td>
</tr>
</tbody>
</table>

* Average conceptual or midpoint of the whole questionnaire (3)

As Table 1 shows, the mean and standard deviation of organizational health of staff of Rural Water and Wastewater Company of Ardabil Province are (3.55 ± 0.49) which indicate a moderate to high component of organizational health and technical safety has the highest average (0.59 ± 3.93) and the health institution has the lowest average (0.56 ± 3.41).

The above data show that in Rural Water and Wastewater Company of Ardabil Province, all components of integrity is in above average but among the components, the condition of technical health is better than the other components. The above findings on the level of error is less than 0.01 (P <0.01) which is significant.

**Table 2: One-sample t test results to assess management professional ethics**

<table>
<thead>
<tr>
<th>Variable professional ethics</th>
<th>Average</th>
<th>Standard deviation</th>
<th>t</th>
<th>Degrees of freedom</th>
<th>Significance level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional ethics</td>
<td>4.17</td>
<td>0.86</td>
<td>13.671</td>
<td>199</td>
<td>0.000</td>
<td>200</td>
</tr>
<tr>
<td>Components of professional ethics</td>
<td>Devotion to work</td>
<td>4.22</td>
<td>0.94</td>
<td>5.713</td>
<td>199</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>Perseverance and seriousness in work</td>
<td>4.19</td>
<td>0.79</td>
<td>14.976</td>
<td>199</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>Healthy and human relations in the workplace</td>
<td>4.16</td>
<td>0.64</td>
<td>18.091</td>
<td>199</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>Collective spirit and participation in the work</td>
<td>4.13</td>
<td>0.7</td>
<td>16.208</td>
<td>199</td>
<td>0.000</td>
</tr>
</tbody>
</table>

* Average conceptual or midpoint of the whole questionnaire (3)
As it can be seen in Table 2, the mean and standard deviation of professional ethics of staff of Rural Water and Wastewater Company of Ardabil Province are (0.86 ± 4.17) which indicate good condition and the elements of professional ethics and devotion to work have the highest average (0.94 ± 4.22) and the collective spirit and work in partnership have the lowest average (0.7 ± 4.13).

The above data show that in Rural Water and Wastewater Company of Ardabil Province, the situation of all components of the professional ethics is great but among the components, the devotion to work is better than other elements. The above findings on the level of error is less than 0.01 (P <0.01) which is significant.

**Table 3: Summarizing the results of simple regression model**

<table>
<thead>
<tr>
<th>Predictor variable</th>
<th>R</th>
<th>R²</th>
<th>Modified R²</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional ethics management</td>
<td>0.695</td>
<td>0.483</td>
<td>0.475</td>
<td>149.154</td>
<td>0.000</td>
</tr>
<tr>
<td>Devotion to work</td>
<td>0.524</td>
<td>0.274</td>
<td>0.268</td>
<td>62.645</td>
<td>0.000</td>
</tr>
<tr>
<td>Perseverance and seriousness in work</td>
<td>0.404</td>
<td>0.163</td>
<td>0.157</td>
<td>96.074</td>
<td>0.000</td>
</tr>
<tr>
<td>Healthy and human relations in the workplace</td>
<td>0.417</td>
<td>0.221</td>
<td>0.198</td>
<td>47.504</td>
<td>0.000</td>
</tr>
<tr>
<td>Collective spirit and participation in the work</td>
<td>0.492</td>
<td>0.242</td>
<td>0.228</td>
<td>52.98</td>
<td>0.001</td>
</tr>
</tbody>
</table>

**Table 4: Regression coefficients**

<table>
<thead>
<tr>
<th>Predictor Variable</th>
<th>Non-standardized coefficient</th>
<th>Standardized coefficient</th>
<th>t</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant coefficient of professional ethics management</td>
<td>1.694</td>
<td>0.155</td>
<td>10.906</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>0.345</td>
<td>0.036</td>
<td>12.213</td>
<td>0.000</td>
</tr>
<tr>
<td>Constant coefficient of devotion to work</td>
<td>2.945</td>
<td>0.086</td>
<td>34.211</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>0.144</td>
<td>0.018</td>
<td>7.915</td>
<td>0.000</td>
</tr>
<tr>
<td>Constant coefficient of perseverance and seriousness in work</td>
<td>1.723</td>
<td>0.19</td>
<td>9.065</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>0.137</td>
<td>0.045</td>
<td>9.802</td>
<td>0.000</td>
</tr>
<tr>
<td>Constant coefficient of human and healthy relationships in work place</td>
<td>1.729</td>
<td>0.268</td>
<td>6.024</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>0.238</td>
<td>0.064</td>
<td>6.892</td>
<td>0.000</td>
</tr>
<tr>
<td>Constant coefficient of collective spirit and participation in the work</td>
<td>1.827</td>
<td>0.24</td>
<td>7.601</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>0.317</td>
<td>0.056</td>
<td>7.297</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Criterion variables: organizational health**

To examine the impact of professional ethics and its dimensions on organizational health of Rural Water and Wastewater Company of Ardabil Province, simple regression was used. According to the information contained in the Table (3) and based on simple regression equation in Table (4), it can be stated that there is a linear relationship between professional ethics and organizational health management with a correlation of R=0.695 and the level of significance (P <0.01). The R=0.475 Adj showed that 47.5% of the variance of administrative health is predictable through professional ethics and also, professional ethics with beta coefficient of 0.459 has a significant and positive impact on organizational health. Thus, it can be said that professional ethics has a positive impact on organizational health of Rural Water and Wastewater Company of Ardabil Province and enhances it.

The results of above tables showed the 26.8% of the variance of administrative health that can be predicted through devotion to work, 15.7% through perseverance and hard work, 19.8%...
through healthy relationship in the workplace and 22.8% through collective spirit, participating in the work and devotion to work well with beta coefficient of 0.224, perseverance and seriousness in working with beta coefficient of 0.259, healthy relationship with beta coefficient of 0.271 at work and the collective spirit and work in partnership with beta coefficient of 0.292 has a positive and significant impact on organizational health. Thus, it can be said that the management of professional ethics has a positive impact on organizational health of Rural Water and Wastewater Company of Ardabil Province and enhances its business.

**Conclusion**

Organizational health is affected by many factors that can be effective in achieving organizational goals and organizational effectiveness and ultimately, contribute to the profitability and efficiency of work. In the present study, professional ethics and organizational health of Rural Water and Wastewater Company of Ardabil Province was examined and the following results were obtained:

The results showed that organizational health of Rural Water and Wastewater Company of Ardabil Province was above average and was moderately favorable. But it has been damaged in some of its components. The company at the level of institutional integration had the most important organizational health damage. From the perspective of Hoy and Miskel (2008) institutional integrity is the organization's ability to adapt to the environment in a way that with unity, cohesion and integrity tries to maintain its programs. But the strength of organizational health of Rural Water and Wastewater Company of Ardabil Province refers to its technical level. According to the Hui and Miskel (2008) a technical level of organizational health has two dimensions of feeling the spirit of friends, openness and mutual trust between the organization's members and academic emphasis, so that academic excellence and cultural organization that seeks to achieve its attempts points out them. Therefore, it can be concluded that in the Rural Water and Wastewater Company of Ardabil Province, the sense of friendship and trust each other among members of the company is high and the company wants to achieve excellence in the fields of science and culture and it is hard work. Administrative health status is less than the institutional level and technical level. The office of the Director (manager's ability to influence the heads of his superiors, persuading them to pay more attention to the problems faced not with administrative barriers, hierarchically dependent on superiors is not considered and all of these factors are key to effective leadership such as consideration (the behavior of the leadership cites the open and friendly consideration, reflection behavior, respectful, mutual trust, cooperation and support), the structuring (the behavior of the manager in identifying business relations with employees, job expectations, performance standards and clearly defined job procedures) and support resources (providing materials on the work of the organization). Other results of this study showed that professional ethics of employees of Rural Water and Wastewater Company of Ardabil Province is in good condition and the elements of professional ethics, devotion to work and community spirit and participation in the work with the highest average and the lowest average. Therefore, it can be concluded that in Rural Water and Wastewater Company of Ardabil Province, all components of the professional ethics of the situation are great but among them, the devotion to work is better than other elements.

Other results of this study showed positive impact of professional ethics on organizational health dimensions of Rural Water and Wastewater Company of Ardabil Province. In other words, an increase in the company's professional ethics will lead to the improvement of organizational health and this is consistent with the results of Golparvar and Nadi (2011), Peterson (2002) and Due and Doug (2008). To explain these findings, it can be said that morality as the sum of the criteria and as a charter to assist the Body of Principles provides a framework for action. Professional ethics, such
as double-edged sword is a threat to its edge. Weakness in the context of ethics, links, and losses resulted in a decrease in organization and management will rely heavily on retrospective control. In this case, the energy with negative energy is converted, in other words, it is the only goal of the organization rather than mere rumor, and gossip. The other edge of the sword is opportunity. Professional ethics have significant effect on the activity and results of the organization (Ghramaki, 2006). Therefore, administrators can control corruption in the organization. Most experts believe that "the most important variable in the success of the organization is professional ethics. Today, having professional ethics is considered as a competitive advantage in the organization. Thus, professional ethics conduct a ritual to maintain professional dignity in the workplace. Generally, the results of this research showed that the organizational health of the personnel of Rural Water and Wastewater Company of Ardabil Province adheres to professional ethics and also increase the level of organizational health and reduce corruption.

What comes of this research is the importance of organizational health staff in relation to professional ethics. This is suggested by the formulation of policies to strengthen and promote professional ethics among employees and managers and professional monitoring compliance with the principles and provisions by which they can increase the firm's professional ethics.

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