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HOSPITAL WORKERS' PERCEPTION OF ETHICAL CLIMATE

HASTANE ÇALIŞANLARININ ETİK İKLİM ALGILARI

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Abstract

Ethical climate, which is a type of work climate, is the general conception of organizational procedure and practices that include ethical content. It may be considered that more favorable perception of ethical climate in health care services will increase quality of service and would help dealing with problems more effectively. Thus, it is important for managers to know workers' perception of ethical climate. The purpose of this paper is to analyze perception of ethical climate of public hospital workers and differentiation of the perception between various demographic variables and occupational groups. Results suggest that the average of law and codes dimension of ethical climate is the highest dimension. Independency ratio for primary or secondary school and high school graduates is higher than the one for college graduates. In the instrumental sub dimension, score of the workers working for 5 years or less is higher than the score of workers working for 13-19 years, 20-25 years and 27 years or higher. In the law and codes sub dimension, scores for nurses and administrative staff are higher than the score for doctors.

Key Words: Ethical Climate, Doctor, Nurse, Administrative Staff

Özet

İş ikliminin bir türü olarak etik iklim, etik içeriğe sahip örgütsel yöntem ve uygulamaların yaygın algıdır. Sağlık hizmetlerinde etik iklim algıları ne kadar olumlu olursa o kadar hizmet kalitesinin artacağı ve sorunlarla daha etkili başa çıkılacağı düşünülebilir. Bu sebeple çalışanların etik iklime yönelik algılarını öğrenmek yöneticiler için önem taşımaktadır. Bu çalışmada kamu hastanesi çalışanlarının etik iklim algıları ve bu algıların çeşitli demografik değişkenler ve meslek grupları açısından incelenmesi amaçlanmıştır. Sonuçlar etik iklimin kanun ve kodlar boyutu ortalamasının

en yüksek boyut olduğuna işaret etmektedir. İlk veya ortaokul ile lise mezunlarının bağımsızlık puanları üniversite mezunlarından daha yüksek çıkmıştır. Araççılık (Instrumental) alt boyutunda 5 yıl ve altı çalışanların puanı 13-19 yıl, 20-25 yıl ve 27 yıl ya da üstü çalışanlara göre daha yüksek olduğu saptanmıştır. Kanun ve kodlar alt boyutunda hemşirelerin ve idari personelin puanları ise doktorlara göre daha yüksek olduğu tespit edilmiştir.

Anahtar Kelimeler: Etik İklim, Doktor, Hemşire, İdari Personel

INTRODUCTION

While competition is increasing day by day, organizations can only get ahead of their competitors due to their qualified human resource. Qualified human resource can contribute to the organization if only all of the workers including the managers adopt and realize the organization's ethical values and form an environment of trust within the organization (Şahin & Dündar, 2011). Having ethical values is a culture that favors mutual trust, respect and understanding, honest and open communication and relations within stakeholders of an organization, e.g. partners, service areas, workers, suppliers (Barutçugil, 2004). Unethical attitudes in dense relations emerge in an environment where ethical values are not adopted, and this can lead to a stressful environment and can affect workers and the organization negatively (Çevirgen & Üngüren, 2009). On the other hand, higher ethical standards in the organization, confidence and honesty among the people, increase job satisfaction of workers and success of the organization (Çevirgen & Üngüren, 2009).

The presence of ethical climate emerged after the theoretical and empirical studies of Victor and Cullen (1988, as cite in Martin & Cullen, 2006). As a meaning, it is the combination of concepts of ethic and work climate. Conceptually ethic means to research an asked life, to put all activities and purposes into the place, to know what should be or not to be done, what should be or not to be wanted, what should be or not to be owned (Tütüncü & Savran, 2007).

The purpose of ethic is, grounding, explaining and commenting the concepts like morality and goodness-evil regarding to morality, grace, happiness, and an honorable life and formation of a specific morality theory (Sezgül, 2010). The concept of ethic regarding to the ethic in the business area, is the sum of ethical principles and standards which lead and guide behaviors in business world (Çevirgen & Üngüren, 2009). Climate is the other element in the combination of the concept of ethical climate, which tells us how organization members evaluate the internal and the external environment of the company. Being a combination of concepts, ethical climate defined by Victor and Cullen (1988) as; a kind of work climate and a part of organizational culture which shows social norms, common perceptions of organizational procedure and practices which has ethical content. Ethical climate is a number of general features spread over the organization which affect a large decision making area. Ethical climate includes the question "what should I do" that each member in the organization asks himself, and all orders, prohibitions and permitted things which determines moral borders in the organization. For example, ethical climate enables people in an organization to decide whether if bribery is right or wrong (Victor & Cullen, 1988).

Ethical climate helps workers to evaluate problems and keep in mind the alternatives, and it guides them about deciding acceptable and unacceptable behaviors. Ethical values of the organization and members determine the ethical climate of the organization. Accordingly, we can say that there is a linear relationship between the degree of importance attached to ethical values by organization members and ethical climate (Ay et al., 2009: 58). Besides, it not only determines which problems are related to ethics by ethical climate workers, but also it specifies which moral criteria are being used for understanding, measuring and solving these problems.

In this process, organizational values change into factors affecting various outputs (Barnett & Schubert, 2002), and approach to ethical conflicts affects solution processes of these conflicts and features of these solutions (Eren & Hayatoğlu, 2011).

Ethical climate needs to be adopted by all people to achieve the required success. Especially, an efficient ethical climate established by upper level management will create positive effects on both internal and external environment factors. Consequently, positive economic and social development would be visibly felt on social scale (Ay et al., 2009).

Creating positive ethical environment in the hospital could be done by education and training or participation in ethical decision making process. Discussing ethical topics improves clinical trials and serves as a helpful strategy for creation of a positive organizational ethical climate (Suhonen, Stolt, Virtanen, & Leino-Kilpi, 2011).

In different researches, it is determined that organizational ethical climate has various positive effects for the organization and individuals. Organization climate helps workers about what should they do when they face a moral dilemma and how to solve ethical issues (Baykal et al., 2012). Nevertheless, organizational confidence, reliance to manager, reliance to company and colleagues contributes positively to individual and organizational performance (Büte, 2011). In addition, it is concluded that ethical climate has some other positive effects like increase in job satisfaction, decrease in intention for resigning (Ulrich et al., 2007; Numminen et al., 2014), increase in organizational commitment (Martin & Cullen, 2006), sufficiency for self-assessment (Numminen et al., 2014). In brief, we can say that, institutionalizing the organizations' ethical climate and supporting the adoption of ethical behaviors of workers increase organization's success rate.

Increasing technological and pharmacological developments in health care services, health care workers' continuous interactions between themselves and patients, non-ethical behaviors when delivering the service and news about them on visual and print media make ethical understanding and ethic behaviors very important for hospitals. Thus, health care managers deal with issues like insufficient funds, continuously changing legal arrangements, increasing professional liability insurance rates and increasing competition, while they need to find how to increase the role and capacity of doctors and nurses for delivering the best quality service. Increasing number of ethical issues in health care sector affect not only health professionals but also patients, legislators and insurance companies. Therefore, for individuals who are providing service in health care sector, it is important to determine their ethical climate perception about their organizations, to find out ethical problems and solve them and finally to increase the quality level of health care services (Şahin & Dündar, 2011).

Theoretical Framework

The theory which put forward by Victor and Cullen is the most known and most accepted theory about ethical climate recently. In their paper, the authors used ethics theory, moral development theory and socio-cultural theories of organizations together and found out ethical climate dimensions (Özyer, 2010).

Victor and Cullen (1988) suggested a model consisting of two dimensions about ethical climate. First dimension represents ethical criterion in decision making, and second layer shows locus of analysis as identification in ethical decisions. By combining these two layers nine theoretical ethical climate models were formed. Ethical criterion composing the first dimension of the developed ethical climate model and used in organizational decision making process are egoism, benevolence and principlism. When making ethical decisions in the second dimension individual, local and cosmopolitan are used as sub dimensions.

Victor and Cullen'in (1988), by using this two dimensional ethical climate model which they created, they determined five ethical climate types in their research. These ethical climates are shown in Table 1.

Table 1. Five General Sub Dimensions of Ethical Climate

Ethical Criterion	Focus of Analysis			
	Individual	Local	Cosmopolitan	
Egoism	Instrumental			
Benevolence	Caring			
Principlism	Independence	Rules	Laws and Codes	

Source: Martin & Cullen, 2006:178.

Caring; is based on pragmatism, in which policies and practices are developed and people in organizations behave according to this mentality. In this ethical climate people are willing goodness for others. Laws and Codes; this ethical climate is associated with ethical criteria of principlism and cosmopolitan focus level. It requires workers to abide laws and principles and it is related to accepted behavioral rules which are determined by external environment as a whole. Rules; this climate type reflects commitment of worker in an organization to organization's rules and policies and is associated with accepted rules which are determined by the organization. Rules dimension focuses on ethical criteria of principlism and organizational focus level. Independence; in this climate type, workers are guided by their personal moral beliefs. Independence dimension involves ethical criteria of principlism and personal focus level. Instrumental; in this climate type, organization members look after their own benefit and do not care about the others. This dimension involves egoism criteria and personal and organizational focus levels. Ethical climates types of caring, laws and codes, rules, independence are based on pragmatism and deontological theories. If these climate types are dominant in an organization, ethical behaviors are expected from workers. Under the ethical climate type of instrumentalism, non-ethical behaviors show up. Because, there happens to be self-orientation (Sağanak, 2010; Yağmur, 2013).

General purpose of this study is to examine the ethical climate perception of public hospital workers from different dimensions of demographic variables and occupation groups according to Victor and Cullen (1988) ethical climate model. For this purpose, we will look for answers to these questions:

- a. Does ethical climate perception differ between demographic variables (gender, age, education, duration of work in hospital, professional seniority)?
- b. Does ethical climate perception differ between occupation groups?

METHOD

The data set used in this study has been collected from 168 individuals working for two public hospitals in Tekirdag. The measurement tool has been applied to the doctors, nurses and administrative personals. The nature of the research according to the time covered by the study is cross-sectional. In this study, we used the ethic climate measure which was developed by Victor and Cullen (1988) and adapted to the Turkish by Ozyer (2010) as data collecting tool. The confidence coefficients which are caring, laws and codes, rules, instrumentalism and independence are determined respectively as .80, .79, .79, .71, and .60 in the original form of the measure. As for the adapted study, we calculated these variables as .90, .92, .85, .86 and .83 respectively. There are 5 sub-dimensions in the measure. Getting high value for the variables means an increase in the dimension of ethic climate and vice versa. The measure questions are Likert 6-types.

FINDINGS

Pre-analysis; first, before analyzing the data, we controlled whether there is any missing and wrong data entered. Later, it was analyzed that if the distribution of data set is normally distributed. According to the result of Kolmogorov–Smirnov test for normality, we conclude that normality for the distribution was not satisfied at any sub-dimension. ($p < .05$). Therefore, we agreed to use non-parametric techniques in the analyses.

We firstly included descriptive statistics in the study. The scores for dimensions of caring, laws and codes, rule, instrumentalism, and independence are $\bar{x} = 4.66 \pm 1.06$, 4.80 ± 1.10 , 4.38 ± 1.12 , 3.44 ± 1.22 and 3.50 ± 1.37 . Accordingly, the results indicate that the highest ethic climate dimension score has been determined for laws and rule.

Table 2. *Frequancy and Persantage Regarding Socio-Democraphic and Education Status*

	Level	n	%
Gender	Woman	106	63.10
	Man	62	36.90
	Total	168	100.00
Age	20-30 Age	37	22.00
	31-40 Age	80	47.60
	41-50 Age	37	22.00
	51 Age and more	14	8.30
	Total	168	100.00
Education	Primary or Middle School	8	4.80
	Secondary	51	30.40
	University	89	53.00
	Graduate	20	11.90
	Total	168	100.00
Duration of work in hospital	1 year and less	43	25.60
	2-6 year	50	29.80
	7-11 year	25	14.90
	12-15 year	27	16.10
	16 year and plus	23	13.70
	Total	168	100.00
Professional Seniority	5 year and less	23	13.70
	6-12 year	40	23.80
	13-19 year	49	29.20
	20-26 year	40	23.80
	27 year and more	16	9.50
	Total	168	100.00

As seen in the Table 2, while 106 out of participants (63.10%) is woman, 80 (47.60%) people are between the range of 31-40 age, 89 people (53.00%) are graduate student, 50(29.80%) has been working at the hospital for 2-6 years, and professional seniority of 49 people (29.2%) is between the range of 13-19 year. The first question assessed in the study is whether there is a significant difference between ethic climate sub-dimensions and gender

Table 3. The Table of Mann Whitney U-Test for Analyzing the Differences According to the Gender

Sub-Dimensions	Gender	N	Mean Rank	Sum of Ranks	U	p
Caring	Woman	106	83.53	8854,50	3183.50	.74
	Man	62	86.15	5341,50		
Law and codes	Woman	106	88.92	9426,00	2817.00	.12
	Man	62	76.94	4770,00		
Rules	Woman	106	80.92	8578,00	2907.00	.21
	Man	62	90.61	5618,00		
Instrumentalism	Woman	106	82.10	8702,50	3031.50	.40
	Man	62	88.60	5493,50		
Independence	Woman	106	86.43	9162,00	3081.00	.50
	Man	62	81.19	5034,00		

When analyzed the score of participants with regard to gender, we could not find any significant difference between the sub-dimensions: caring (U=3183.50, $p>.05$), law and codes (U=2817.00, $p>.05$), rules (U=2907.00, $p>.05$), instrumentalism (U=3031.50, $p>.05$), and independence (U= 3081.00, $p>.05$). The results have been shown in the Table 3. The second question assessed in the study is whether there is a difference between ethic climate sub-dimensions and age.

Table 4. Kruskal-Wallis Test Table for Analyzing According to Age Difference

Sub-Dimensions	Age	N	Mean Rank	χ^2	df	p
Caring	20-30 Age	37	91.03	2.02	3	.57
	31-40 Age	80	84.06			
	41-50 Age	37	84.64			
	51 Age and more	14	69.43			
Laws and Codes	20-30 Age	37	87.15	.25	3	.97
	31-40 Age	80	84.10			
	41-50 Age	37	81.89			
	51 Age and more	14	86.68			
Rules	20-30 Age	37	91.85	1.53	3	.67
	31-40 Age	80	84.66			
	41-50 Age	37	79.20			
	51 Age and more	14	78.18			
Instrumentalism	20-30 Age	37	99.24	5.91	3	.12
	31-40 Age	80	76.12			
	41-50 Age	37	87.00			
	51 Age and more	14	86.82			
Independence	20-30 Age	37	87.97	3.81	3	.28
	31-40 Age	80	81.22			
	41-50 Age	37	79.74			
	51 Age and more	14	106.61			

When compared with regard to age, we identified that there is no significant statistical difference for all sub-dimensions, which are caring ($\chi^2=2.02$, $p>.05$), laws and codes ($\chi^2=.25$, $p>.05$), rules, ($\chi^2=1.53$, $p>.05$), instrumentalism, ($\chi^2=5.91$, $p>.05$), and Independence ($\chi^2=3.81$,

$p > .05$) (Table 4). The third question assessed in the study is whether there is a difference between ethic climate sub-dimensions and education.

Table 5. *Kruskal-Wallis Test Table for Analyzing According to Education Status*

Sub Dimensions	Education	N	Mean Rank	χ^2	df	p	Significance
Caring	1. Primary or Middle	8	110.00	5.96	3	.11	-
	2. Secondary	51	90.65				
	3. University	89	82.79				
	4. Graduate	20	66.25				
Laws and Codes	1. Primary or Middle	8	112.12	3.98	3	.26	-
	2. Secondary	51	88.84				
	3. University	89	81.37				
	4. Graduate	20	76.32				
Rules	1. Primary or Middle	8	112.31	4.23	3	.24	-
	2. Secondary	51	83.16				
	3. University	89	85.75				
	4. Graduate	20	71.22				
Instrumentalism	1. Primary or Middle	8	94.19	1.87	3	.60	-
	2. Secondary	51	88.04				
	3. University	89	84.37				
	4. Graduate	20	72.20				
Independence	1. Primary or Middle	8	117.75	8.86	3	.03*	1-3 2-3
	2. Secondary	51	94.62				
	3. University	89	75.74				
	4. Graduate	20	84.40				

* $p < .05$.

A difference between education status and independence has been identified and the results have been demonstrated in the Table 5 ($\chi^2=8.86$, $p < .05$). While the independence scores of primary and middle school graduates is higher than that of university graduates ($U=180.50$, $p < .05$), the independence scores of secondary schools graduates is higher than that of university graduates ($U=1737.00$, $p < .05$). However, we did not find any significant difference between education and caring ($\chi^2=5.96$, $p > .05$), laws and codes ($\chi^2=3.98$, $p > .05$), rules ($\chi^2=4.23$, $p > .05$), and instrumentalism ($\chi^2=1.87$, $p > .05$). The fourth question assessed in the study is whether there is a significant difference between ethic climate sub-dimensions and duration worked in the hospital.

Table 6. *Kruskal-Wallis Test Table for Analyzing According to the Duration worked in the Hospital*

Sub-Dimensions	Duration worked in the Hospital	N	Mean Rank	χ^2	df	p
Caring	1 year and less	43	73.56	1.22	3	.87
	2-6 year	50	73.35			
	7-11 year	25	74.26			
	12-15 year	27	70.30			
Laws and Codes	1 year and less	43	77.24	.98	3	.91
	2-6 year	50	68.87			
	7-11 year	25	73.48			
	12-15 year	27	73.44			
Rules	1 year and less	43	76.34	1.76	3	.78
	2-6 year	50	67.97			
	7-11 year	25	70.50			
	12-15 year	27	79.31			
Instrumentalism	1 year and less	43	77.26	2.21	3	.70
	2-6 year	50	73.18			
	7-11 year	25	75.80			
	12-15 year	27	63.30			
Independence	1 year and less	43	76.26	2.51	3	.64
	2-6 year	50	72.24			
	7-11 year	25	76.62			
	12-15 year	27	65.87			

As seen in the Table 6, it is determined that there is no significant correlation between caring ($\chi^2=1.22$, $p>.05$), laws and codes ($\chi^2=.98$, $p>.05$), rules ($\chi^2=1.76$, $p>.05$), Instrumentalism ($\chi^2=2.21$, $p>.05$), and Independence ($\chi^2=2.51$, $p>.05$). The fifth question assessed in the study is whether there is a significant difference between ethic climate sub-dimensions and professional seniority.

Table 7. Kruskal-Wallis Test Table for Analyzing According to Professional Seniority

Sub-Dimensions	Professional Seniority	N	Mean Rank	χ^2	df	p	Significance
Caring	1. 5 year and less	23	93.85	1.45	4	.84	-
	2. 6-12 year	40	84.15				
	3. 13-19 year	49	85.29				
	4. 20-26 year	40	78.66				
	5. 27 year and more	16	84.12				
Laws and Codes	1. 5 year and less	23	94.50	1.85	4	.76	-
	2. 6-12 year	40	79.11				
	3. 13-19 year	49	86.63				
	4. 20-26 year	40	80.76				
	5. 27 year and more	16	86.41				
Rules	1. 5 year and less	23	99.11	5.53	4	.24	-
	2. 6-12 year	40	89.39				
	3. 13-19 year	49	79.53				
	4. 20-26 year	40	73.72				
	5. 27 year and more	16	93.44				
Instrumentalism	1. 5 year and less	23	107.28	9.66	4	.04*	1-3
	2. 6-12 year	40	90.96				1-4
	3. 13-19 year	49	76.94				1-5
	4. 20-26 year	40	82.06				
	5. 27 year and more	16	64.84				
Independence	1. 5 year and less	23	102.41	5.08	4	.28	-
	2. 6-12 year	40	79.72				
	3. 13-19 year	49	76.79				
	4. 20-26 year	40	85.78				
	5. 27 year and more	16	91.12				

*p<.05.

We found a significant difference between professional seniority and instrumentalism. The results are in the Table 7 ($\chi^2=9.66$, $p<.05$). The scores of the ones who have 5 year and less working experience is higher than the ones who have 13-19 professional seniority ($U=361.50$, $p<.05$) and 20-26 professional seniority ($U=321.00$, $p<.05$) in the sub-dimension of instrumentalism. Moreover, similarly, The scores of the ones who have 5 year and less working experience is higher than the ones who have 27 year and more professional seniority ($U=99.50$, $p<.05$). However, we could not determine any difference between the professional seniority and some sub-dimensions of ethic climate which are caring ($\chi^2=1.45$, $p>.05$), laws and codes ($\chi^2=1.85$, $p>.05$), rules ($\chi^2=5.53$, $p>.05$), and independence ($\chi^2=5.08$, $p>.05$). The last question assessed in the study is whether there is a significant difference between ethic climate sub-dimensions and profession.

Table 8. Kruskal-Wallis Test Table for Analyzing According to Profession Groups

Sub-Dimensions	Profession	N	Mean Rank	χ^2	df	p	Significance
Caring	1. Doctor	33	74.42	3.96	2	.14	-
	2. Nurse	86	82.29				
	3. Administrative Staff	49	95.16				
Laws and Codes	1. Doctor	33	61.44	11.03	2	.00*	1-2
	2. Nurse	86	86.10				
	3. Administrative Staff	49	97.21				
Rules	1. Doctor	33	73.23	4.53	2	.10	-
	2. Nurse	86	82.47				
	3. Administrative Staff	49	95.65				
Instrumentalism	1. Doctor	33	74.02	3.97	2	.14	-
	2. Nurse	86	82.53				
	3. Administrative Staff	49	95.02				
Independence	1. Doctor	33	80.74	.95	2	.62	-
	2. Nurse	86	82.76				
	3. Administrative Staff	49	90.08				

*p<.01.

We found a statistical difference between laws and codes and professions and one can find the results in the Table 8 ($\chi^2=11.03$, $p<.01$). The scores of nurses in the law ($U=999.00$, $p<.01$) and codes sub-dimensions and the scores of administrative staffs ($U=467.50$, $p<.01$) are higher than the doctors have. Albeit, we did not find any significance difference for some sub-dimensions of ethic climate which are caring ($\chi^2=3.96$, $p>.05$), rules ($\chi^2=4.53$, $p>.05$), instrumentalism ($\chi^2=3.97$, $p>.05$), independence ($\chi^2=.95$, $p>.05$) in terms of professions in the hospital.

Significance; The sub-Dimensions of Ethic Climate Measure Cronbach α , the coefficient of internal consistency, was calculated for caring, law and codes, rules, instrumentalism, independence as .78, .82, .70, .80 and .78 respectively. Considering these results, we thought that we can obtain reliable results with this data set.

CONCLUSION AND DISCUSSION

Laws and codes have the highest average among the sub-dimensions of ethic climate. Caring and independence, instrumentalism, and rules chase this. In a climate structure that laws and codes are the highest, exogenous codes such as laws, religious books, and professional occupation codes are effective (Martin & Cullen, 2006). In our county, Patient rights and the ethical principles that members of professions in health have to obey have been defined explicitly and those have been appeared in the vocational trainings and have been enacted. For this reason, it is an expected situation that climate dimension of laws and codes are high in the hospitals.

While Goldman and Tabak (2010) have determined that there is a difference between gender and ethic climate in their study; Karagozoglu, his colleagues (2014) and Bute (2010), in

their study, could not find any difference between age, gender and ethic climate. Similarly, we did find that there is no any significant difference between gender, age and ethic climate in our study. On the other hand, While Bahcecik and Ozturk (2003) state that the age has an effect on the perception of ethic climate of nurses, and especially young nurses perceive ethic climate of hospital in a more positive way, Dikmen (2013) conclude that the young nurses working at the intensive care department of hospital have less sensitivity to ethic.

In this study, we identified that the independence scores of primary or middle school and secondary school are higher than that of university graduates have. Accordingly, when a primary or middle school graduates and secondary school graduates take an ethic decision, they believe that they take this decision based upon more individual, ethic, and religious beliefs and thoughts in comparison with university graduates. In such a climate, the share and the effect of exogenous variables are less as far as possible. The main and the most important base in decision-making are the own principles of individuals (Martin & Cullen, 2006). According to the theory of ethical development by Kohlberg, the education level of the individuals also matters in determining the ethical development of the individuals (Goldman & Tabak, 2010). Karagozoglu and his colleagues (2014) in their study about nurses working in the intensive care department, state that average score for ethic climate of nurses who have more educated is significantly lower. Goldman and Tabak (2010) have also reached the similar results in their study on the nurses.

As the education level of a person increases so does the ethical values. So that, his expectations from the institution related to ethical behaviors also increase. Accordingly, one may reach a conclusion that as the education level of staffs in the organization increases, the managers of the organization would need to make more afford. However, Bute (2010) could not determine any difference between education and ethic climate.

In this study, the scores of the ones who have 5 years and less professional seniority for the sub-dimension of instrumentalism are higher than the ones who have 13-19, 20-25, and 27 years and more professional seniority. Ethic climate types such as caring people, laws and principles, rules, independence are based upon the theories of pragmatism and deontology. If these dimensions are superior in an organization, workers are expected ethical behaviors. As for the instrumentalism ethic climate types, one may expect non-ethical behaviors. (Wimbush & Shepard, 1994). In a similar way, Goldman ve Tabak (2010) in their study on the nurses are also found that the ones who have less professional seniority have high ethical perception for the sub-dimensions of instrumentalism. Furthermore, Victor and Cullen (1988) have determined that working duration has an impact on ethic climate perceptions. But, Bute (2010) could not identify the difference between ethic climate and experience. According to the findings of the research, employees with 5-year experience and less think that there exist climate types at which their own personal interests and benefits are more dominant in the hospital. It is assumed that there exist expectations and norms encouraging taking decision with an egoistic point of view. In such a case, employees will believe that the decisions taken serve their own benefit or the benefit of the organization. The new employees in their caries with 5 years and less experience could be more idealists at the beginning of their career. In such a situation, when evaluating the environment, they may be in a more negative manner in comparison with the ones who have worked for many years. Nevertheless, this situation may originate from teachings and changing institutional point of view by years.

In the laws and codes sub-dimension, it has been found that the score of nurses and administrative staffs are higher than those doctors have. Accordingly, in the sub-dimension of laws and codes, nurses and administrative staffs with reference to doctors think that they adopt

the rules more determined by laws and external environment. One may think that since the ethical perception of doctors is lower than that of administrative staff, and because of both the education level, and different working environments of doctors, nurses and administrative staffs, the laws and external rules which must be obeyed are also different each other. In this context, it is needed to assess the existence thought indicating that doctors obey less the laws and external rules and to determine what the difficulties in the implementation process of laws and rules are.

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