

Examination of the Social Factors Affecting the Employees' Ethical Behavior in Jahrom University of Medical Sciences

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Abstract:

Introduction: Humans have specific moral attributes in their individuals and personality aspects shaping their thoughts, speech, and behaviors. The purpose of the study was to examine the social factors affecting employees' ethical behavior (EEB) in Jahrom University of Medical Sciences in ۲۰۱۵. **Methods:** The study was applied. The population was ۲۹۸ employees and personnel of Jahrom University of Medical Sciences. The sampling method was simple random sampling. Data collection tool was a demographic questionnaire and employees' ethical behavior questionnaire. Data analysis was done using descriptive and inferential statistical tests at the significance level $p < 0.05$. **Results:** The results showed that effective variables could predict the changes in EEB with ۰.۵۷۱% a coefficient of determination. Moreover, inappropriate working conditions with a beta of -0.161% , customer misbehavior with a beta of -0.114% , proper performance of managers with a beta of 0.190% and work history with a beta of 0.419% affect EEB. Work history with a beta of 0.419% had the highest effect and customer misbehavior with beta of 0.114% had the least effect on EEB. **Conclusion:** The proper performance of managers and work history directly affect EEB and the employees' behavior is affected by management behavior.

Keywords:

Ethical Behavior, employees, Jahrom University of Medical Sciences