

THE STUDY OF RELATIONSHIP BETWEEN WORK ETHIC AND MENTAL HEALTH IN EXECUTIVE AGENCIES OF PROVINCE OF GUILAN

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Abstract

Now a days, organizations increasingly found themselves involved in an issue which they call ethic puzzle, meaning the conditions in which wrong and right actions should be redefined, cause the borderline between wrong and right have become very narrow. Studies about management ethic indicate that managers who are pledged to work ethic care about social welfare and health of community more than others. This group of managers, having a lot of responsibilities, also are responsible to fulfil the organizational goals, are impressed by organizational and social environment, and if attacked by mental pressures, the effects would quickly be appeared in the organizations operations. Accordingly, the aim of current study is to evaluate the relationship between work ethic and mental health of managers in executive agencies in province of Guilan. The research method is descriptive-correlation, sample society includes 420 of senior managers and their deputies, using Cochran formula, 134 were selected as sample population. Measurement tool is researcher made questionnaires. To analyze data and to test hypotheses, structural equation modeling using Lisrel 8.5 has been applied. The results of test of hypotheses show that there is positive and significant relationship among variables of devotion, perseverance, human and safe and healthy relations, participation in work and mental health of managers.

Keywords: work ethic, devotion, human and safe and healthy relations, participation in work, mental health.

Introduction

Increasingly more complex organizations and the increase in the amount of immoral, illegal and irresponsible actions, has brought the attention of expert and managers to discuss about work ethic, and clearly indicates the degree of importance of ethic of manager in prosperity of trade and economy. Today one of signs of leader is global management, promoting ethics and leadership relationships between managers and other employees (John Darling, Mika Gabrielsson, HannuSerist, 2009, 25). Ethics and morality has been an important issue since

creation of mankind and it cannot be ignored either in personal or organizational life. In simple words, ethics is to have discerning eyes to distinguish right from wrong. It is not always easy to distinguish right from wrong. Many ethicists claim that according to practical principles of ethics, there is always only one correct solution, and some others believe that the correct solution depends on situation and conditions, and eventually it is up to the person to distinguish which solution is the right one. The sum of behaviors of members of a society is derived from their thoughts and actions against a dynamic and continuous historical background (Taheri Damneh, 3, 2011). Ethics is mainly based on personal affairs and expressing emotions and caring of selves and others (Karam Dukht, 2011, p: 118). According to David Hume (1711-1776) goodness is not defined as common emotions, rather it is defined as inner feelings of approval or disapproval (social), goodness is something which is approved by any conscious and neutral viewer. For hence, he believed that emotions are the basis of moral judges (Dwayne, 2012, p: 10.). Work ethic is of those structures which is impressed by many factors and would be very useful in accomplishing organizational goals, which could lead to organization effectiveness. Morality is round the axis of equality, social justice and public interest, and the ethics ruled on public organizations is subject to existing values in the society and world, and among governments. Consider the point that in genetics the transmission of human characteristics cannot be neglected. But one of the basic factors to emerge and manifest the moral characteristics in humans is the environmental conditions, public organizations are considered to be one of the effective factors of the environment institutionalize and transfer the work principles and ethics to their employees and people. McManus believe that “others pay attention to the ethical messages in the attitudes or behaviors of managers” (McManus 2010, p: 217).

Ignoring these rights by organizations and not respecting ethical principles when facing beneficiaries from outside, can cause some problems for the organization, puts its legitimacy and actions under question, and as a result affects the success of the organization. A weak work ethic, would affect the people`s view towards job, organization and its managers, and can affect personal, group and organizational performance (Rahmanseresht, Rafiee, and Koosha, 2009, p: 1). The main reason of conducting this research is to measure these two important variables in the managers, to find out the relationship between them by this measurement, and as it is declared, the researcher really believes that there is still a lacking of theorizing and research activities in the field of ethics in organizations. Hence, this study aims to survey the relationship between work ethic and mental health of managers in executive agencies in province of Guilan, and to answer to the question that is there any relationship between work ethic and mental health in the level of executive managers in Guilan?

Materials and Methods

Work ethic

Considering the work ethic is identified to be one of the success factor in every organization. Ethics in the organization is defined as a system of values and dos and don`ts, accordingly right and wrong of the company is distinguished and also good actions from bad ones (Tulaee, 2010, p: 1).

Some have defined ethic as a series of spiritual objective processes that fully participate in their self-real growth, and a process in which a balance between attributes units or spiritual organism has been created (Alvani, 2007, p: 45).

The word “ethic” has two different applications: sometimes it means temperament, habituated behavior, and condition of health, and sometimes it is in the sense of habit and attitude. Another

meaning of this word is a knowledge which talks about good and evil and wrong or right behavior (Gharamaleki, 2006, p: 96).

Work ethic is the standards and principles which guide behaviors in workplace, and not necessarily turned into a law (Zahedi, 2000, p: 215). Although principles of work ethic have been developed during two recent decades, still it is necessary it to be surveyed in the framework of management. Recent developments in ethic principles has changed the discussion of ethic principle of norm-oriented. It means that instead of reviewing the action of units based on outcomes or underlying principles of discourse and approaches of post-modernism, the personality of decision maker is surveyed (McManus, 2010, p: 217). Work ethic is at service of thousands of practical goals, which can help different kinds of staff, from diverse cultural backgrounds to work more effectively, also it can be a reference for decision making, and giving companies the opportunity to function after reducing the number of management layers, and react to crisis more quickly and unitedly (Khanifer, 2019, p: 117).

Maybe it can be said that the beginning of work ethic is correlated with the incentives which forms inside the human beings. Nevertheless, the condition in which these incentives are strengthened and maintained, as the main stimulus, shows the concept of work ethic. Work ethic has four dimensions as follows:

1. Devotion to work: performing the exact work consciously and believing in what people do fondly and on proper time.
2. Perseverance and hardworking: people work with patience and willingly, hardworking and initiative with a sense of responsibility.
3. Healthy and human relations in the workplace: a person is polite and cheerful in his workplace, behaves in a friendly manner towards colleagues, and helps others.
4. Collective spirit and participating in workgroups: a person enjoys a collective spirit and is compatible with others, obeys the regulation and the orders of superiors, respects the discipline, and is not careless and inconsiderate (Soleimani, 2011, p: 28).

✓ Public Health

The second variable studied in this research is mental health. One of the components of a successful manager is public health. Development of industries and technology has enhanced the power and wealth, but has denied a life with tranquility and peace to humans. In fact, quality is ignored for the sake of quantity, moderation and balance have been put aside, and have been replaced by mental and psychosomatic disease. The concept of mental health first emerged in 1905 coincident with mental health movement. In 1948 the Preparatory Committee for the World Congress of Mental Health, considered mental health as the conditions to improve and develop the physical, mental and emotional of people (Farahbakhsh, 2005, p: 105). Mental health is one of the factors affecting mental conditions of a person and has concept relative to flexibility. According to the view of experts of World Health Organization health is the full physical, mental and social welfare and not the absence of disease (Arab Ameri, 2010, p: 84). Mental health is defined as the ability of people to overcome their psychological and emotional capabilities, understanding others and preserve social relations (Taati, 2010, p: 58). Usually those are mentally healthy that has: positively attitude towards themselves, growth and development and Self-fulfillment, harmony, independence, perception of reality, and mastery of the environment (Kushan, 2012, p: 24). Managers not enjoying physical and mental health, would face difficulties in managing their unit and staff. Insomnia, depression, anxiety and such problems would disturb

mangers in performing their critical responsibilities, and this causes frustration and dissatisfaction from current situation, and also losing their motivation to perform duties, and as a result the dissatisfaction of the staff (Banihashemian, 2011, p: 33).

The World Health Organization does not recognize mental health merely as the absence of disease, rather a state of health in which people find out their abilities, cope with with usual stress of life, effectively do their duties in order to serve the community. This organization raised the mental health as a personal capital, and enjoying a positive mental health as one of intrinsic values which leads to promote social, human and economic capital of every society. Development and retention of healthy communities, the ability of people to adapt to their social environment through some skills such as; participation, getting along with the differences, mutual accountability, the people`s ability to control their thoughts and emotions, managing life and flexibility of feelings are of goals of mental health. Kaplan believes that mental health includes continuous consistency with variable conditions. He also adds that mentally healthy people are those who try to create a balance between their inner demands and outer necessities (environment) (Farahbakhsh, 2005, p: 100).

According to Karl Menniger mental health means the compatibility of people with themselves as well as with environment having the most effectiveness and happiness (Kushan, 2013, p: 23).

Results and Discusion

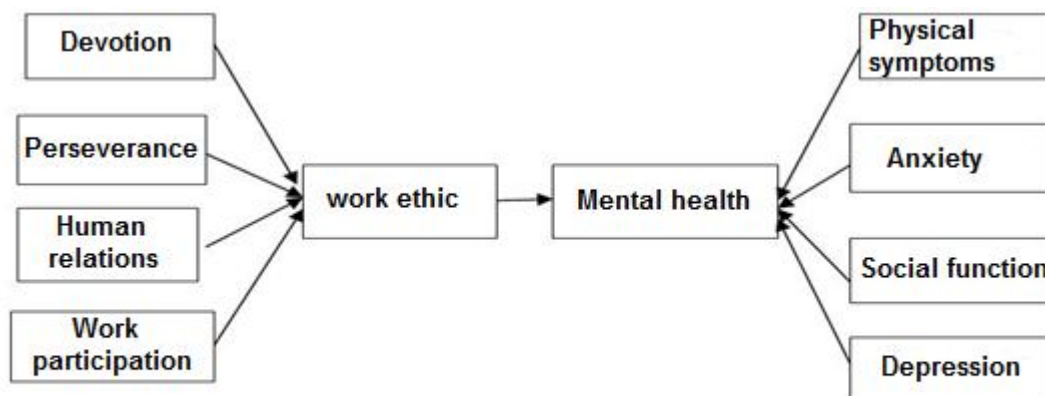
The results of literature review and theoretical foundations of the research show that extensive studies have been carried out in the aforementioned field by experts and researchers. Although there are overlaps in the part of the results, but these results indicated that different research fields were also followed by different outcomes. Table 1 shows part of conducted researches and their results.

Table 1. Part of researches conducted inside and outside the country

Researcher and the year	Subject of research	Results of research
Askari (2012)	Relationship between work ethic and staff performance	Had shown a positive and significant relationship between work ethic and staff performance
Solati (2012)	Relationship between religious orientation and mental health	Results showed , the more the religious orientation, the more its correlation with mental health in subjects becomes, but this correlation remains stable till a certain level (2.51-3.75), and above this level (-3.76) the result is reversed, showing the absence of correlation between religious attitude and mental health
Banihashemian et al., (2011)	The effect of quintet factors (stressful factors) on mangers performance	Results showed that the effect of quintet factors (stressful factors) on managers performance are not the same, and the most effect is of stress due to external factors with coefficient of 3.46, and the least are of stress due to role conflict with coefficient of 3.13
Malekpur & Banihashemian (2011)	The comparison of relationship between general health and pessimism and self-esteem	The result about child of martyr and non-child of martyr student of Shiraz university of medical sciences about general health and pessimism showed that these variable are negatively correlated with each other
Ghahramani (2011)	Work ethic of teachers	There is a significant difference among compared means of individual factors affecting work ethic of teachers in triple sections There is a significant correlation between teachers job satisfaction in the triple sections
Golparvar et al., (2010)	The pattern of job stress prevention, emotional	Results showed that there are significant relationship between senior managers support of ethical behaviors and guild ethic

	exhaustion, and deviant behaviors through managing and leading ethic values	values ethical leadership, ethical leadership and job stress
Barenji (1992)	Staff ethical behaviors using a behavioral model	That the ethical behaviors of staff is influenced by their intentions of ethical behaviors that predicts ethical and non-ethical behaviors, and accordingly there is a significant relationship between normative beliefs of people and their intentions of ethical behaviors
Jaramillo et al., (2006)	The effect of ethical atmosphere upon job stress, job attitude and job performance	The results showed that job stress and job attitudes are the compatibilities by which a good ethical atmosphere leads to better performance

In the present research in table 1, the conceptual model of the research has been drawn. By studying the structure of managers of executive agencies in Guilan, also by other carried out surveys, as well as researches from overseas, the researcher has selected acceptable results.



The conceptual model of the research

According to the presented conceptual model the hypotheses are as follows:

Hypothesis1: There is a significant relationship between devotion to work and mental health of managers.

Hypothesis2: There is a significant relationship between perseverance and mental health of managers.

Hypothesis3: There is a significant relationship between human relations and mental health of managers.

Hypothesis4: There is a significant relationship between participation in work and mental health of managers.

This research is type of descriptive-correlational based on data collection method. Statistical population of the current research is senior managers and their deputies in the province of Guilan. Statistical samples are selected using statistical analysis, Cochran formula is applied, and the method is simple random sampling. The quorum or minimum sample requirement for the survey included 134 of managers and deputies, therefore, 134 questionnaires were distributed that of which 96 were completed and returned, it means that return rate of questionnaires were 71 percent of the whole.

To collect data for the research literature of the current study library method (studying books, articles, conferences and national and international conventions, research documentations and also performance reports) and to collect required data on the research variables field methods have been applied. The questionnaire was used as a data collection tool. The first questionnaire includes 50 questions to evaluate the work ethic of managers, and the questions about variables of devotion, perseverance, health and human relations and participation in work have been posed. The second questionnaire includes 28 questions, asking questions about general state of health of managers and deputies. The questions are classified in 5-level Likert spectrum, from very little to very much. In order to evaluate the validity of questionnaire some experts were used. In this paper, to determine the stability of the questionnaire, emphasizing on the internal consistency of the questions, Cronbach's alpha coefficients have been used, SPSS was used for each group of questions regarding each variable, that the final coefficient for devotion was 0.83, for perseverance 0.852, for healthy and human relations 0.861, and participation in work 0.862. Findings show that stability of scales are in a desirable level. Therefore it can be said that this questionnaire is valid enough. This means that the answers are not haphazardly or by chance, but because of the effects of tested variables.

The first step to survey the variables is to assess their normality, it was carried out by using Kolmogorov-Smirnov test, regarding the point that significant level of the variables are more than 0.05, variables had a normal distribution in the sample. Therefore the parametric methods can be used.

Variables	Kolmogorov-Smirnov	Sig	Status	Type of test
Devotion	1.06	0.78	Normal	Parametric
Perseverance	1.300	0.09	Normal	Parametric
Healthy and human relations	1.202	0.077	Normal	Parametric
Participation in work	1.080	0.2	Normal	Parametric

The results of study of normality of variables (KS test)

Hypothesis 1: There is a significant relationship between devotion to work and mental health of managers.

To survey this hypothesis, Pearson coefficient and regression analysis have been used, the results are shown in the following table and chart.

Variables		Correlation coefficient	Coefficient of Determination	Sig
Dependent	Devotion	0.811	0.65	0.000
Independent	Mental health			

Table of the results of correlation analysis-regression of the first hypothesis variables

The results of table above shows that the value of Pearson correlation coefficient is more than 0.81, and because its Sig is 0.000, then considering the level of significant which is less than 0.05, therefore correlation coefficient between the two variables is positive, and the relationship between these two variables with reliability of 0.99 is significant. Since the sign of correlation coefficient is positive, it can be said that there is a direct relationship between the two variables,

meaning that when one decreases (increases) the other would decrease (increase) as well.

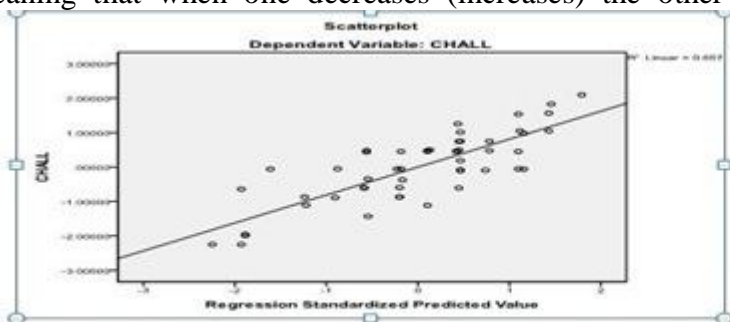


Chart of regression standardized predicted value by variable of devotion

On the other hand, as it can be seen in the chart above, the independent variable has a major effect upon dependent variable and the value of 0.65 influences the dependent variable directly and positively. Therefore null-hypothesis is rejected and alternative hypothesis is confirmed.

Hypothesis2: There is a significant relationship between perseverance and mental health of managers.

To survey this hypothesis, Pearson coefficient and regression analysis have been used, the results are shown in the following table and chart.

Variables		Correlation coefficient	Coefficient of Determination	Sig
Independent	Perseverance	0.646	0.418	0.000
Dependent	Mental health			

Table of the results of correlation analysis-regression of the second hypothesis variables

The results of table above shows that the value of Pearson correlation coefficient is very more than 0.64, and because its Sig is 0.000, then considering the level of significant which is less than 0.05, therefore correlation coefficient between the two variables is positive, and the relationship between these two variables with reliability of 0.99 is significant. Since the sign of correlation coefficient is positive, it can be said that there is a direct relationship between the two variables, meaning that when one decreases (increases) the other would decrease (increase) as well.

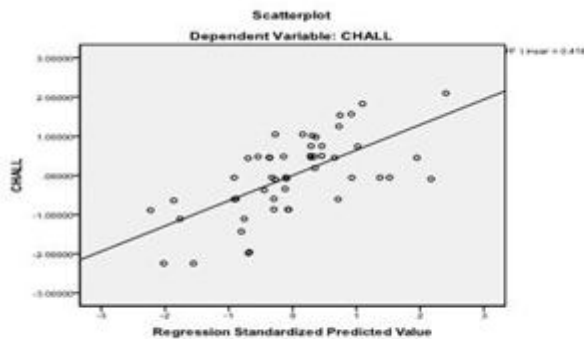


Chart of regression standardized predicted value by variable of perseverance

On the other hand, as it can be seen in the chart above, the independent variable has a major effect upon dependent variable and the value of 0.418 influences the dependent variable directly and positively. Therefore null-hypothesis is rejected and alternative hypothesis is confirmed.

Hypothesis 3: There is a significant relationship between human relations and mental health of managers.

To survey this hypothesis, Pearson coefficient and regression analysis have been used, the results of the test are shown in table 4-6 and chart 4-8.

Variables		Correlation coefficient	Coefficient of Determination	Sig
Independent	Healthy and human relations	0.699	0.488	0.000
Dependent	Mental health			

Table of the results of correlation analysis-regression of the third hypothesis variables

The results of table above shows that the value of Pearson correlation coefficient is very more than 0.69, and because its Sig is 0.000, then considering the level of significant which is less than 0.05, therefore correlation coefficient between the two variables is positive, and the relationship between these two variables with reliability of 0.99 is significant. Since the sign of correlation coefficient is positive, it can be said that there is a direct relationship between the two variables, meaning that when one decreases (increases) the other would decrease (increase) as well.

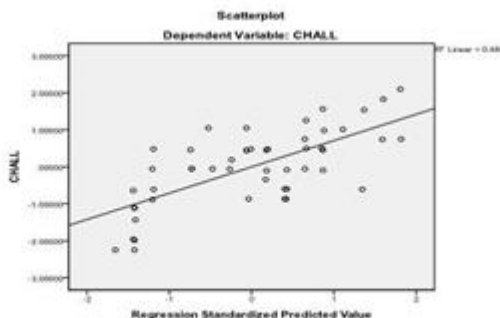


Chart of regression standardized predicted value by infrastructure variable of healthy relations

On the other hand, as it can be seen in the chart above, the independent variable has a major effect upon dependent variable and the value of 0.488 influences the dependent variable directly and positively. Therefore null-hypothesis is rejected and alternative hypothesis is confirmed.

Hypothesis 4: There is a significant relationship between participation in work and mental health of managers.

To survey this hypothesis, Pearson coefficient and regression analysis have been used, the results are shown in the following table and chart.

Variables		Correlation coefficient	Coefficient of Determination	Sig
Independent	Participation in work	0.764	0.583	0.000
Dependent	Mental health			

Table of the results of correlation analysis-regression of the fourth hypothesis variables

The results of table above shows that the value of Pearson correlation coefficient is very more than 0.76, and because its Sig is 0.000, then considering the level of significant which is less than 0.05, therefore correlation coefficient between the two variables is positive, and the relationship between these two variables with reliability of 0.99 is significant. Since the sign of correlation coefficient is positive, it can be said that there is a direct relationship between the two variables, meaning that when one decreases (increases) the other would decrease (increase) as well.

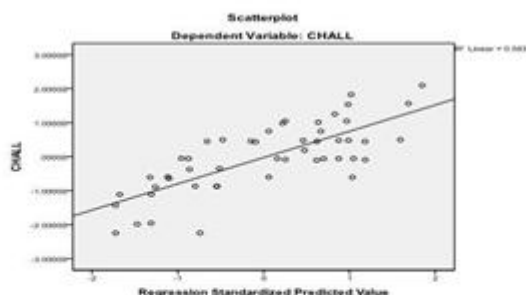


Chart of regression standardized predicted value by variable of participation in work

On the other hand, as it can be seen in the chart above, the independent variable has a major effect upon dependent variable and the value of 0.583 influences the dependent variable directly and positively. Therefore null-hypothesis is rejected and alternative hypothesis is confirmed.

Row	Hypothesis	Sig	Results of hypothesis test
1	There is a significant relationship between devotion to work and mental health of managers	0.000	confirmed
2	There is a significant relationship between perseverance and mental health of managers	0.000	confirmed
3	There is a significant relationship between human relations and mental health of managers	0.000	confirmed
4	There is a significant relationship between participation in work and mental health of managers	0.000	confirmed

In order to analyze the data and test of hypotheses of the study, structural equation modeling has been used. Structural equation modeling is a strong multiple variable technique from multiple variable regression family, and to state more precisely, it is extension of general linear model giving the researcher the opportunity to test a series of regression equations at the same time. Structural Equations Modeling (SEM) is a comprehensive statistical approach to test some equations about relationships between observed and latent variables which is called covariance structure analysis, casual modeling and also Lisrel, but the dominant expression is SEM. By using the basic model of the study on the standard mode, the intensity of the relationship between two latent variables can be revealed, and by using the basic model in a significant mode the significance of numbers to confirm the hypotheses can be realized.

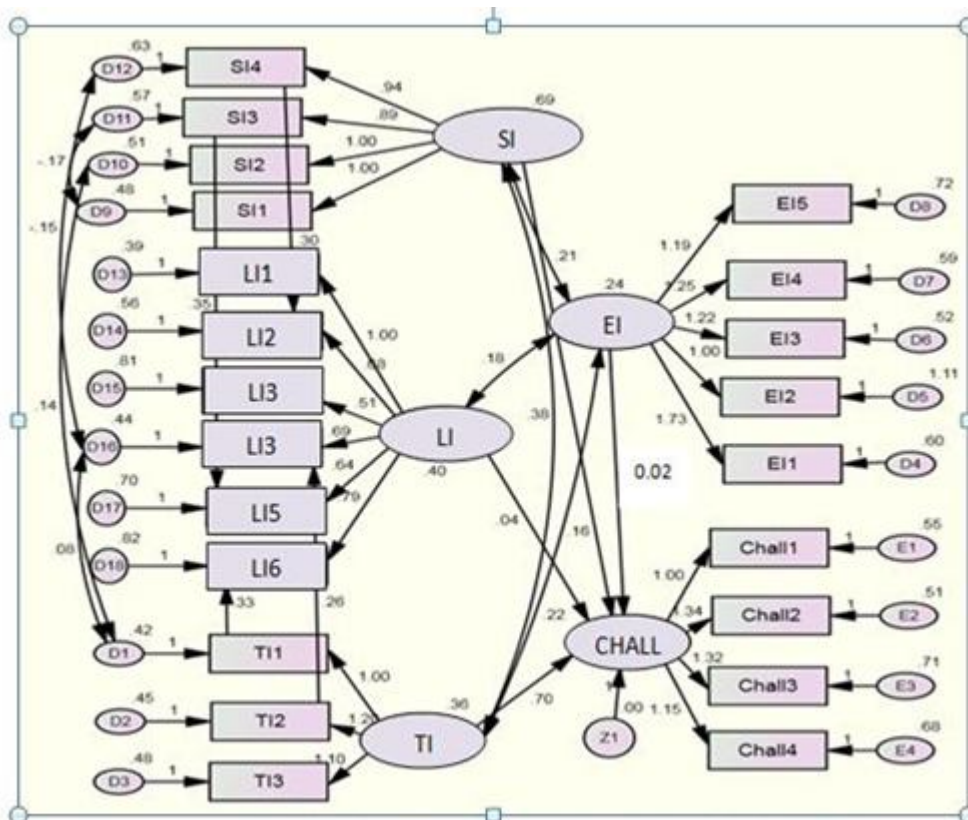


Diagram 1- Structural model of research after the reforms in research (Estimates of non-standard)

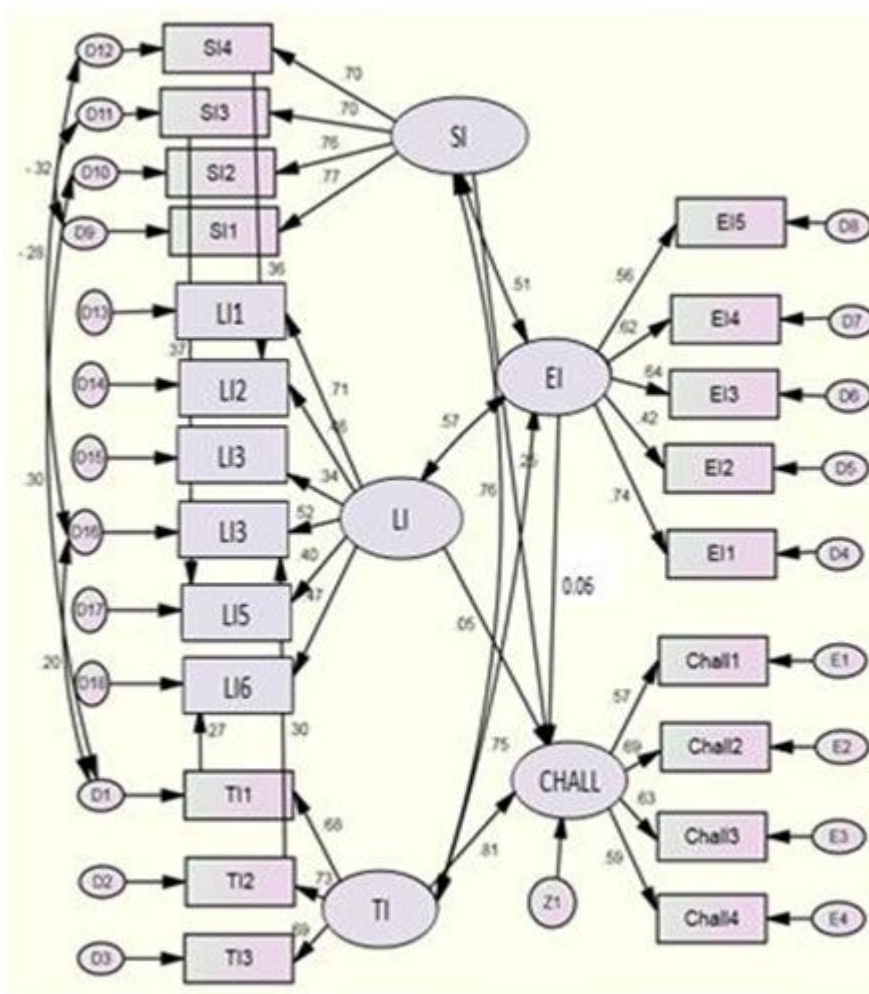


Diagram 2-the structural model of research after the reforms in research (estimates of standard)

About the significance of numbers it can be said since we intend to test hypothesis at reliability level of 0.95, or error of 0.05, the numbers are significant for t-test which are out of range of (-1.96 and +1.96). Meaning that if a number is between -1.96 and +1.96 in t-test, it would not be significant.

Survey of significance and fit indexes of the model

As it can be perceived, the significance and fit of the model is confirmed in both measurement and structural models.

Regarding the indexes of fit of the model, a good estimate of casual model of the research can be made. Now it is possible to survey the research hypotheses based on the relationships between variables in presented model.

Indexes	TLI	NFI	AGFI	GFI	RMR	RMSEA	NC	X
Acquired amounts	0.927	0.94	0.90	0.923	0.121	0.05	1.243	241.107
Acceptable amounts	More than 0.9	More than 0.9	More than 0.9	More than 0.9	Near to zero	Less than 0.08 or 0.05	1 to 5	The amounts of table
Result	Good fit of model	Good fit of model	Good fit of model	Good fit of model	Good fit of model	Good fit of model	Good fit of model	-

The results of test of hypotheses indicate that there is positive and significant relationships between the variables of devotion, perseverance, health and human relations, participation in work and mental health of managers. It means that the relationships between the variables is determined. Regarding the point that managers are one of the most vulnerable among people in the community, and then a proper solution can be chosen and performed by using this knowledge, therefore it is recommended that in selecting managers for organizations the two standards of work ethic and mental health to be paid more attention to. Because as it is stated, this group are in charge of accomplishing organizational goals, and are influenced by organizational and social environment, and if attacked by mental pressures, the outcome would be seen in organization performance very quickly.

Regarding the high correlation coefficient of the two variables of devotion to work (81%) and participation in work (76%), it would be more efficient to present some questionnaires in a limited time to the candidates for managing positions, the questionnaires should focus on work ethic and mental health, this important process should be carried out on an annual basis, so that the situation (position) of the manager to be revised if needed. Also regarding the importance of mental health of managers in the workplaces, it would be better that those who are in charge of managing to be examined periodically by psychologists (at least twice a year), ensuring that their secrets would remain preserved. Nowadays, considerable progresses have been made in psychology and most of mental diseases are treatable. Regarding the point that people are not realistic about psychological diseases, escape from them and have pessimistic view towards them. The symptoms of these diseases remains cryptic, which threatens their health in long term, therefore explanatory courses is recommended to change these views of managers, they must be convinced that mental disease is nothing more than a disease and needs to be healed.

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