

Perception of Ethical Work Climate and Organizational Citizenship Behavior among Nurses

Eman Ahmed Abo Amer¹, Gehan Mohamed Ahmed Mostafa²,
Waffaa ElSayed Hassan Helal³

¹Clinical Instructor in Technical Institute of Nursing, Faculty of Nursing, Menofia University, Cairo, Egypt.

²Professor of Nursing Administration, Nursing Administration Department, Faculty of Nursing, Helwan University, Cairo, Egypt.

³Lecturer of Nursing Administration, Nursing Administration Department, Faculty of Nursing, Helwan University, Cairo, Egypt.

Abstract: Ethical work climate forms an important part of the larger organizational climate. It sets out the policies, procedures and processes that lead to moral and ethical outcomes. The ethical working climate forms the basis for employee attitudes and behaviors toward business ethics. Organizational citizenship behavior refers to discretionary, extra-role behavior that leads to organizational effectiveness. The aim of the study: Is to explore the relationship between nurses' perception of ethical work climate and organizational citizenship behaviors. Design: A descriptive correlational design was used to conduct this study. Setting: This study was conducted at (Adult ICU, pediatric ICU and Hemodialysis department), Menofia University Hospital, Shebin El-Kom, Menofia Governorate. Subjects: The subjects of this study included: All available nurses (A convenient sample)(159) nurses were recruited from Menofia University hospital. Tools of data collection: Two tools were used for data collection included: Ethical Work Climate Questionnaire and Organizational Citizenship Behavior Questionnaire. Results: The study findings revealed that, level of nurses' perception of ethical work climate was moderate (64.80%), level of nurses' perception of organizational citizenship behavior was moderate level (72.56%). Finally, there was a very highly statistical significant positive correlation between nurses' perception of ethical work climate and organizational citizenship behavior at (p-value= 0.001). Conclusion: The study concluded that, there is a very highly positive statistical significant correlation between nurses' perception of ethical work climate and organizational citizenship behavior. Recommendations: Based on the study findings, Provide nurses opportunities to participate in ethical decision making and problem solving and promote positive team work and enhance feeling of responsibility. Build autonomy for staff nurses through providing them more authorities, responsibilities and permit nurses to play a key role in their settings. Replication of the study on large sample size and different settings.

Keywords: Decision Making, Effectiveness, Ethics, Ethical Outcomes, Extra-role Behavior, Organizational Citizenship Behavior and Organizational Climate, Policies, Procedures, and Processes, Attitudes and Behaviors.

I. INTRODUCTION

In competitive global healthcare organizations, there is an appreciation of the importance of the health workforce in developing health systems, and the need to create a positive work climate is increasingly critical to nurses' satisfaction, productivity and performance. A positive organizational climate can increase nurses' commitment to their work and reduce their intention to leave. Therefore, creating and examining a positive working climate that directly affects the ethical behavior and attitude of staff nurses which is a major concern for healthcare providers (Safan, Diab and Rashad, 2018).

Most corporate ethics research has focused on the ethical work climate (EWC) as an important precedent for achieving organizational outcomes (Shin, 2012). Nurses want a more favorable work climate that gives them a sense of value when they do a beneficial and competent work. There are factors that contribute to creating a positive climate and affecting the performance of staff nurses including: job facilitation, team building, decision making, participation, communications, customer service, quality, staff/physician relationship and compensation (Ghasemi and Keshavarzi, 2014).

Victor and Cullen (1988) used two dimensions to describe the types of ethical climate that deal with ethical decision-making in the organization's ethics standard, and the locus of analysis. The ethical climate is classified into five types: **Caring, Law and Code, Rules, Instrumental, and Independence**. These types lead to nine sub dimensions: **Self Interest, Efficiency, Personnel Morality, Organizational Profit, Friendship, Organizational Rule and procedures, Team Interest, Laws and professional codes and Social responsibility** (Sibiya and Makoni, 2017).

An effective organization distinguished from an ineffective organization by its employees. Since these employees work for (EWC), they find themselves connected with the organization, they will direct their efforts and do their best to succeed their organization and achieve organizational goals. Where these unprecedented, voluntary, beneficial and effective efforts are interpreted differently; the most prevalent is the behavior of organizational citizenship (OCB). Flexible, efficient, productive, and knowledgeable employees within an organization are a source of sustainable, competitive advantage among organizations (Safan, Diab and Rashad, 2018). Additionally, Organ (1988), defined the first Organizational citizenship behavior (OCB) as a collective structure related to the ethical climate. It indicates the additional discretionary behavior that leads to organizational effectiveness (Shin, 2012).

Currently, the most common dimensions used for OCB measurement are found in the Five Factor Model (Organ, 1988): **Altruistic** volunteering to help others with organizational tasks and problems. **Courtesy** means the positive behaviors of members who should be in touch within the organization. **Conscientiousness** is the willingness of members of an organization to display behaviors that exceed the minimum behavior for the role expected of them. **Civil virtue** is the active participation of workers in the political life of the organization. **Sportsmanship** is to avoid negative situations that can cause tension among members of the organization. **Altruism** and **Courtesy** are grouped into individual-directed behavior (OCB-I), while the last organization-directed behavior (OCB-O) (Huang, You and Tsai, 2014).

OCB improves efficiency and employees' participation, it encourages teamwork and inter-organization cooperation, and also, it reduces the costs of mistakes and generally provides a good work environment. OCB should be a voluntary behavior, not a predetermined duty, and not a part of the official duties of the person, and it is a behavior that is not rewarded directly or through the formal organizational structure is not appreciated. A behavior beyond what is formally is organized for personnel that is important to the success of the organization and organizational performance (Safan, et al., 2018). So that, this study is conducted to determine the relationship between nurses' perception of ethical work climate and their organizational citizenship behaviors.

Significance

Ethical work climate, It motivates employees to work better for the organization and strive for the better in the future to ensure improving the organizational performances within the short-term period. The unethical climate has a wide impact on employees through low levels of job satisfaction, low performance, turnover intention, and low organizational citizenship behavior (Huang, et al., 2014). On the other hand, the behavior of organizational citizenship is one of the most important attitudes that affect employees' behavior and performance, promotes organizations' effectiveness, and organizational commitment. Although it relates to organizational ethics, the relationship between the ethical climate and behavior of organizational citizenship is rarely tested, not to mention the relationship between the ethical climate and the behavior of collective organizational citizenship. So that the study was conducted to explore the relationship between nurses' perception of the ethical work climate and organizational citizenship behaviors. The study can lead to positive results in the quality of patient care, increase productivity, promote nurses image and retention to their profession (Zayas-Ortiz, Rosario, Marquez and Gruñeiro, 2015).

II. BODY OF ARTICLE

Aim

The study aims to explore the relationship between nurses' perception of ethical work climate and their organizational citizenship behaviors, through: identify nurses' perception about ethical work climate, assess nurses' perceptions of organizational citizenship behavior for nursing personnel and find out the relationship between nurses' perception of ethical work climate and organizational citizenship behaviors.

Research question

What are the level of nurses' perceptions of ethical work climate?, What are the level of nurses' perceptions of organizational citizenship behaviors? And is there a relationship between nurses' perception of ethical work climate and organizational citizenship behaviors?

Subject and Methods

I. Technical Design

Research design: A descriptive correlational research design was used in conducting this study.

Study Setting: This study was conducted at (Adult ICU – pediatric ICU – dialysis) units, Menofia University Hospital in Shebin El-Kom, Menofia Governorate, Egypt.

Subjects: The subjects of this study included all available nurses were enrolled in prementioned setting (A convenience sample) (159). Nurses had at least one year of experience working in the hospital and accept to participate in the study.

Tools of data collection:

Two tools were used to data collection.

Tool I: Ethical Work Climate Questionnaire which was used for collecting data by the researcher for this study to assess nurses' perception of ethical work climate at Menofia University hospital.

part 1: This part will be used to collect personal characteristics data of the study subjects such as age, gender, marital status, educational qualification, work department, years of experience, experience years of current unit, courses about ethical work climate, courses about organizational citizenship behavior and other courses, ...etc)

Part 2: Ethical Work Climate Questionnaire This part will be used to measure the ethical work climate as perceived by nurses. It adapted by **Moore (2014)** and will be modified by the researcher. It consists of 36 items classified under the following dimensions (Self-interest, Efficiency, Friendship, Team interest, Personnel morality, Organizational profit, Social responsibility, Company rules and procedure and law and professional codes). Each dimension composed of (4 items). **Scoring System:** Each response was rated on six point Likert scale ranged from "completely false" (0), to "completely true" (5), then the scores was sum-up and divided by the number of the statements and converted into a percent, thus the total value was calculated then classified to (0 < 60 → Low perception, 60 < 120 → Moderate perception and 120 < 180 → High perception).

Tool II: Organizational citizenship behaviors scale, which will be used to measure nurses Citizenship behaviors as perceived by nurses at Menofia University Hospital. It adapted by **Ali (2014)** then will modified by the researcher. It consists of 24 items classified into 5 dimensions namely Altruism, Sportsmanship, Courtesy, Conscientiousness and Civic Virtue, each dimension consist of 5 items except civic virtue consist of 4 items. **Scoring System:** Each subjects response was rated on a five point of Likert scale ranging from (1) strongly disagrees to (5) strongly agree, then the scores was sum-up and divided by the number of the statements and converted into a percent, thus the total value was calculated then classified to (24 < 56 → Low perception, 56 < 88 → Moderate perception and 88 < 120 → High perception).

II. Operation Design

The operational design for this study consisted of three phases, namely preparatory phase, pilot study, and fieldwork.

Preparatory Phase

This phase enclosed reviewing of literature by using books, articles, journals, and internet.

International Journal of Novel Research in Healthcare and Nursing

Vol. 7, Issue 1, pp: (112-122), Month: January - April 2020, Available at: www.noveltyjournals.com

Validity of the instrumentation

Validity of the tools were done namely face validity and content validity. It was translated into Arabic and was tested by a bilingual jury group of five experts specialized in nursing administration from Faculty of Nursing, Menofia University through an opinionnaire sheet to measure the validity of the tools.

Face validity

Jury opinions were elicited regarding the tools' format, layout and clarity of parts.

Content validity

Content was conducted to determine the appropriateness of each item to be included in the questionnaire sheet. Minor modifications were done based on the jury recommendations.

Reliability of the instruments

Reliability of the tools was tested using Cronbach's alpha coefficient to determine the extent to which the questionnaire items were related to each other. Test of reliability for Ethical Work Climate questionnaire yield Cronbach's alpha showed (0,96). Also, test reliability for Organizational Citizenship Behavior Questionnaire showed (0,97). Statistical equation of Cronbach's alpha reliability coefficient normally ranges between 0 and 1, higher values (more than 0.7) this indicates that both instruments were showed an excellent reliability.

Pilot study

After reviewing of the tools by the experts, the researcher conducted a pilot study before administering the final questionnaire. The purpose of the pilot study was to ensure that study tools are clear, relevant and applicable and to identify obstacles that may encounter while collecting data. It also helped estimate the time needed to complete the questionnaire tools. The pilot study was carried on **16** nurses which presented (10%) of sample size and excluded from the main study sample to fill out the questionnaire. Depending on the outcomes of the pilot study, some questions were reformulated to ensure that the questions are clear and easily understood by the nurses, and a final version is proposed for distribution to the nurses.

Field work

Data was collected upon three months started from 10th of February 2018 to 10th of May 2018. Before beginning to collect data from the study subjects the researcher introduced herself to them, explained the aim of the study, and informed them that, their information will be treated confidentially and will only be used for the purpose of the research; additionally, each participant was notified about the right to accept or refuse to participate in the study. Data was collected in the morning, afternoon, and night shifts and subjects full filling the questionnaire in the presence of the researcher to ascertain all questions were answered. The estimated time for each nurse to complete the questionnaire takes 15 to 20 minutes. The researcher checked completed of each filled sheet after the nurse completed it to ensure the absence of any missing data.

III. ADMINISTRATIVE DESIGN

To carry out the study, official letters were issued from the Faculty of Nursing Helwan University. The researcher introduced official letter to manger of Menofia University Hospital. Explained the aim and objectives of the study to get official written consent to conduct the study. The researcher also met each subject and informs him or her about the aim of the study to gain their cooperation and obtain their oral consent.

Ethical Consideration

Prior study conduction, approval was obtained from the scientific research ethical committee in faculty of nursing, Helwan University in addition a formal permission was obtained from the Dean of Menofia faculty of nursing and director of Menofia University Hospital for data collection

Informed consent

The participants' rights were guaranteed through voluntary participation, so informed consent was obtained by clarifying the purpose of the study, its nature and time and the potential benefits of the study and how the data was collected.

Anonymity and Confidentiality

The participants were informed about the aim of the study. They would be granted and informed that they allowed to participate or not in the study and they have the right to withdraw from the study at any time.

IV. STATISTICAL ANALYSIS

The data collected was tabulated and analyzed by SPSS (statistical package for social science) version 22 on IBM compatible computer. Numerical data were presented as frequency, percentages, mean and standard deviation. *Sample T Test* was used to measure the differences between the means of two groups as (unit, gender and have training courses or not) for their responses to the questionnaire. As this test was used to describe phrases in term of frequency, percentage, and mean and standard deviation of the variables. Pearson correlation (r) was used to detect association between quantitative variables. All these tests were used as tests of significance at ($P < 0.05$).

V. RESULTS

Table (1) shows distribution of studied group according to their personal characteristics. As indicated in the table more than half of the studied nurses was in age group from 20 to 30 years old, the highest percentage of them were female (72.5%) and married (74.4%). Also, more than half of them (50.6%) had diploma of technical nursing institute and more than half of sample work in ICU (75.6%). As regard to years of experience about half of them (44.4%) had 1-3 years of experience working in this hospital. While, the most nurses didn't have any courses about ethical work climate neither organizational citizenship behavior.

Table (2) reveals that, the level of nurses' perception of ethical work climate was moderate mean and SD (116.5563 ± 32.18) and the same for their level of organizational citizenship behavior mean and SD (87.0750 ± 14.095).

Table (3) plays that, the highest dimension of ethical work climate was organizational rule and procedures by mean and SD (14.91 ± 4.317), while the lowest dimension was self-interest by mean and SD (10.25 ± 5.383).

Table (4) reveals that, the highest dimension of organizational citizenship behavior was altruism (mean and SD 20.51 ± 3.518 , while the lowest dimension was civic virtue (mean and SD 12.36 ± 3.549).

Table (5) and figure (I) show that, there is a highly positive significant correlation between ethical work climate and organizational citizenship perception among studied group (P value = 0.001).

Table (6) plays that, the correlation between ethical work climate and its dimensions and organizational citizenship behavior and its dimensions the highest dimension of EWC that effects on response of OCB was "laws and professional codes" then "organizational profit". On the other hand the highest dimension of OCB that effects on response of EWC was conscientiousness then sportsmanship.

VI. DISCUSSION

The significance of favorable organizational ethical climate have an effect on increasing the staff citizenship behavior. Thus, with creating a favorable ethical work climate and its positive effect on citizens' behavior. We can have a preferred positive effect on the organization on social wealth, faithfulness, entrepreneurship, knowledge distribution, increase performance, reduce absenteeism and turnover, improve teamwork, and leadership which have vital effect on attaining the organization goals (Gholami, Keykale, Tir, Ramandi, Karimi and Rajae, 2015).

The results show distribution of studied group according to their personal characteristics. As indicated in the table more than half of the studied nurses was in age group from 20 to 30 years old. This finding was supported by Karaca, Ozkan and Kucukkelepce (2018), in a study conducted to determine "the Ethical Climate Perceptions of Nurses' and Midwives' in an Obstetrics and Pediatrics Hospital" which revealed that, average age of the studied subjects was between (Min. 19 to Max. 48) and about half of them were (19 to 29) years old. In contrast with Tanriverdi and Altindag (2014), in a study to assess the "Organizational ethics and climate, organizational commitment, and organizational citizenship relationship at health institutions in turkey" presented the highest age average was (30 to 39 years).

Regarding the findings of Gender of the study subjects revealed that, more than half of studied subjects was females. This accordance with Tanriverdi and Altindag (2014) who found that, more than half of the studied sample was females, that was according to nursing profession image and culture in Turkey. Regarding social status the finding of present study displayed that the highest percentage nurses were married, this is in same line with Karaca, et al., (2018) who reported that, (73.9 %) of the midwives and nurses were married.

Regarding nurses' perception of Ethical Work Climate, the findings of the present study results mirrored that, nurses had perceived EWC as moderate level. (This support the research question "What are the nurses' perception of ethical work climate?"). The results of present study were in similarity of **Elsayed (2019)** who conducted a study to investigate the "Relationship between Nurses' Perception of Ethical Leadership and Anti-Social Behavior through Ethical Climate as a Mediating Factor", which found that more than half of nurses (53.5%) perceived ethical climate as a moderate level of perception by mean percent score (64.18+/-14.39).

In contrast with the finding of present study, **Mohamed and Gaballah (2018)** showed that, the work climate as perceived by nurses, more than half of the nurses had a high perception level of work climate with mean score (93.1±17.26), in a study "Study of the Relationship between Organizational Climate and Nurses' Performance: A University Hospital Case".

Concerning EWC dimensions, the present finding found that, the highest perceived dimension is "organizational rule and procedures" which expresses to be stuck with hospital policies and do act by the book. While, the lowest dimension that studied subjects had perceived was "self-interest" dimension. In an agreement with the present study, **Acar, Yener and Tayan (2018)** stated that, the most of the respondents expressed higher level of Law and Rules climate (mean = 4.20), which includes Organizational Rules and Procedures, social responsibility Law and Professional Codes and efficiency in a study to examine "The Effect of An Ethical Work Climate on Organizational Identification An Example of A Logistics company". From the researcher's point of view that may be due to nature of the hospital policy tough and rigid. Which followed by social responsibility which express to care about customers and society. On the opposite side of these results, **Moore (2014)** found that, the first ethical work climate criteria was social responsibility followed by team interest.

Regarding nurses' perception of organizational citizenship behavior, the finding of the present study showed that nurses had perceived OCB as moderate level. (This support research question "what are the nurses perception of organizational citizenship behavior?"). This means nurses feel belonging to their organization, understand their role toward the organization, also toward health care team and friends. The study results were confirmed with **Habeeb (2019)** who found that, nurses had moderate level of perception of organizational citizenship behavior, in a study conducted to assess "A proposed instrument for assessing organizational citizenship behavior in BFSI companies in India". In disagreement with the findings of the present study, **Safan, et al., (2018)** found that, there was nearly half studied subject (53.0% and 51 %) had the highest level of OCB, in a study conducted to assess the "Relationship between Organizational Citizenship Behavior and Organizational Climate among Nursing Staff". In addition, **Hemakumara, Khatibi and Johar (2019)** who reported that, nurses perceived OCB highly, in a study to examine the "Organizational Citizenship Behavior Among Administrative Staff of State Universities in Sri Lanka."

The present study showed that, the studied nurses perceived "altruism" dimension which encourages to help others in their assignments and duties as the highest dimension, which followed by courtesy which expresses to avoid creating problems and don't abuse the rights of others. While, the lowest dimension of OCB was "civic virtue". This results were consistent with **Hemakumara, et al., (2019)** who found that, the highest dimension of OCB was altruism. Also, in similarity with **Murugesan (2013)** found that, the second highest mean score of OCB dimensions was courtesy, in a study titled "Perceived Organizational Climate Correlates Organizational Citizenship Behavior: A Study among the software Professional". In contradiction with **Shanker (2018)** found the highest mean score of OCB sub dimensions was sportsmanship, in a study title "Organizational citizenship behavior in relation to employees' intention to stay in Indian organizations". Also, **Murugesan (2013)** who found that the lowest OCB dimension was civic virtue, which was consistent with the present findings.

Regarding relationship between nurses' perception of ethical work climate and organizational citizenship behavior, the results of the present study revealed that, there is a positive significant correlation between nurses' perception of ethical work climate and their organizational citizenship behavior. Moreover, the correlation coefficient between factors of organizational EWC with OCB was significant. Therefore, this indicates that, there is a significant relationship between organizational climates and OCB. This support the research question ("Are there relationship between nurses' perception of ethical work climate and organizational citizenship behaviors?").

These results in similarity with **Safan, et al., (2018)** who reported that, there was a positive correlation between organizational climate and OCB. Also, **Mohammad, Abd Ghani, Hafizah and Amin (2017)** who demonstrated that, organizational ethical climate with OCB is positively correlated ($r = 0.21$, $P < 0.01$, $n = 130$), in a study titled "Role of

organizational climate in organizational commitment: The case of teaching hospitals". In addition, **Awuni and Tanko (2019)** found that, the regression analysis showed a positive statistically significant relationship between OCB and ethical climate, in a study conducted to assess "Organizational Citizenship Behavior and Religiosity at the Workplace".

In the same line, **Erdirencelebi and Akcan (2016)** who found that, the employees' perception of ethical climate affects their organizational citizenship positively and the bank employees' perceptions of ethical climate have a positive impact on their organizational citizenship ($\beta = 0,42$ and $p = 0,01$), in a study in title "Effects of Ethical Climate on the Organizational Citizenship Perceptions and Performance of Employees". On the other hand, the present study is contradicted with **sheba (2015)** who showed that, there was not significant correlation between two variables because of warm work environment and support of managers not adequate, in a study of "The Relationship between Nurses' Perception of their Ethical Work Climate and their Organizational Citizenship Behaviors"

The present study findings displayed that, there is a positive significant correlation between self-interest dimension of ethical work climate and sportsmanship dimension of organizational citizenship behavior. The researcher's opinion, this finding may be due to nurses want significant job which allows success and promotion. Also nurses are seeking to maintain and value their self-esteem by obtain training courses, diploma or advanced studies. These results confirmed by **Sheba (2015)** who reported that, nurses want responsibility, autonomy and maintain clear roles, in a study of "The Relationship between Nurses' Perception of their Ethical Work Climate and their Organizational Citizenship Behaviors".

Regarding the relationship between studied variables and personal characteristics of the study subjects, the present finding showed that there was significant relation between age and ethical work climate, also organizational citizenship behavior, in which the age group (50>41) was the highest mean value in two variables. From the researcher's point of view, this may be due to this group of age consider the ethic is the main live principle and attitude in their personal characteristics, so when stayed along period in the hospital increasing feeling of OCB. In the same line, agreement with **Cavus and Develi (2017)** who showed that, the older nurses had better OCB levels than younger nurses and OCB was reported to increase with age ≥ 41 years, in a study in title "Ethical Climate and Organizational Citizenship Behavior". In contrast with **Karaca, et al., (2018)** who reported that, there was not statistically significant between the demographic characteristics as age, profession, marital status and work places and the studied subjects' perceptions of ethical climate.

The current study revealed that EWC and OCB didn't influence by personal characteristics, there wasn't any significant statistical relationship between EWC & OCB except age. These results were similarity with **Ghorbani, Hesamzadeh, Khademloo, Khalili, Hesamzadeh and Berger (2014)** showed that, demographics characteristics (as gender, age, years of work experience and educational level) did not affect the perceptions of nurses in relation to the ethical climate in a study titled by "Public and Private Hospital Nurses' Perceptions of the Ethical Climate in Their Work Settings, Sari City".

VII. CONCLUSION

In the light of the study results, it can be concluded that, the majority of the studied subjects had a highly positive statistical significant correlation between nurses' perception of ethical work climate and organizational citizenship behaviors. Moreover, there was a significant correlation coefficient between factors of organizational ethical work climate with organizational citizenship behavior. Finally, there was a significant relationship between organizational climates and organizational citizenship behavior. Additionally the present study results showed that nurses perceived ethical work climate as moderate level, Also perceived organizational citizenship behavior as moderate level.

VIII. RECOMMENDATION

- Health managers have set up a system to reward and support ethical nurses who behave and serve as ethical role models. The rewards paid to nurses are based on the efforts of people and existing incentives are the motivation to increase employee effectiveness.
- Top level managers should make the organization goals clear for employees and increase mutual relations with trust, respect, intimacy, and support of employees that organization members work along with the similar goals. That helps employees to be satisfied by performing their role in organization.
- Holding workshops and training courses to raise the awareness of nurses of how to develop their OCBs and concept of EWCs to improve nurses' perception about the organizational ethical work climate to increase their engagement in organizational citizenship behavior.

International Journal of Novel Research in Healthcare and Nursing

 Vol. 7, Issue 1, pp: (112-122), Month: January - April 2020, Available at: www.noveltyjournals.com

- Encourage self-reporting about any incident or defect in their work, which in turn build no blame culture in hospital and inform nurses about it.
- Future research in this issue should be conducted by using job involvement and OCB data, which is based on supervisory or peers ratings of nurses.

Table (1): Distribution personal characteristics of the study subjects (No. =160)

Personal Characteristics characters	Studied group	
	No.	%
Age / years		
• 20 - 30 years	93	58.1
• 31 - 40 years	38	23.8
• 41 - 50 years	29	18.1
Total	160	100.0
Gender		
• Male	44	27.5
• Female	116	72.5
Total	160	100.0
Marital state		
• Single	37	23.1
• Married	119	74.4
• Divorced	4	2.5
Total	160	100.0
Academic qualification		
• Bachelor of nursing	39	24.4
• Diploma of technical nursing institute	81	50.6
• Secondary diploma in nursing technician	34	21.3
• Other	6	3.8
Total	160	100.0
Unit		
• Intensive care unit	121	75.6
• Dialysis	39	24.4
Total	160	100.0
Years of experience		
• 1 – 3	71	44.4
• 3 – 5	17	10.6
• 5 – 7	5	3.1
• >7	67	41.9
Total	160	100.0
Training courses on ethical work climate		
• Yes	30	18.8
• No	130	81.3
Total	160	100.0
Training courses on organizational citizenship		
• Yes	12	7.5
• No	148	92.5
Total	160	100.0
Other courses		
• Yes	68	42.5
• No	92	57.5
Total	160	100.0

Table (2): Total Nurses' perception of ethical work climate and organizational citizenship behavior (No. =160).

The studied variables		Mean	SD	%	Level of perception
1	Ethical work climate	116.556	32.18	64.80%	Moderate
2	Organizational citizenship behavior	87.075	14.095	72.56%	Moderate

Table (3): Total nurses' perception of Ethical work climate subscales among studied group (No. =160).

EWC categories		Mean	SD	%
1	Self Interest	10.23	5.383	51.10%
2	Efficiency	14.38	4.281	71.90%
3	Personnel Morality	14.59	3.833	73.00%
4	Organizational Profit	11.73	5.416	58.60%
5	Friendship	10.86	4.764	54.30%
6	Organizational Rule and procedures	14.91	4.317	74.50%
7	Team Interest	12.20	4.888	61.00%
8	Laws and professional codes	12.97	4.683	64.80%
9	Social responsibility	14.69	4.243	73.50%

Table(4): Mean and standard deviation of organizational Citizenship behavior subscale among studied group (No. =160).

OCB categories		Mean	SD	%
1	Altruism	20.51	3.518	82.03%
2	Sportsmanship	15.21	5.292	60.78%
3	Conscientiousness	19.16	3.474	76.63%
4	Courtesy	19.85	4.945	79.40%
5	Civic Virtue	12.36	3.549	61.83%

Table (5): Correlation between nurses' Perceptions of ethical work climate and organizational citizenship behavior among the studied group (No. =160).

The studied variables	Organizational citizenship behavior	
	R	P_VALUE
Ethical work climate	0.884	0.001**

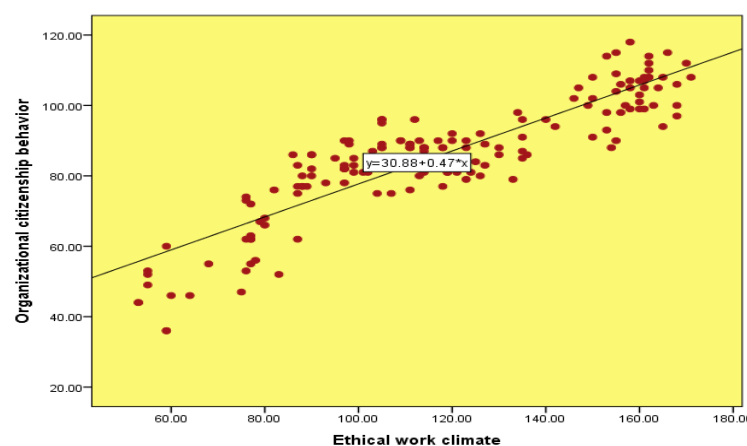


Fig. 1 Correlation between nurses' Perceptions of ethical work climate and organizational citizenship behavior.

Table (6): Correlation Matrix between ethical work climate and organizational citizenship behavior (No.=160).

	EWC	EWC Dimensions										OCB Dimensions				
		Self Interest	Efficiency	Personnel Morality	Organizational Profit	Friendship	Organizational Rule and procedures	Team Interest	Laws and professional codes	Social responsibility	Altruism	Sportsmanship	Conscientiousness	Courtesy	Civic Virtue	
OCB sum	.896**	.721**	.564**	.531**	.772**	.618**	.629**	.714**	.883**	.716**	.720**	.691**	.772**	.613**	.617**	
EWC Sum		.841**	.730**	.637**	.834**	.738**	.742**	.786**	.801**	.768**	.593**	.687**	.719**	.488**	.562**	
Self Interest			.506**	.538**	.642**	.641**	.590**	.699**	.582**	.525**	.430**	.656**	.626**	.215**	.545**	
Efficiency				.538**	.525**	.495**	.534**	.497**	.440**	.573**	.323**	.473**	.386**	.357**	.339**	
Personnel Morality					.477**	.328**	.454**	.287**	.468**	.418**	.390**	.357**	.378**	.259**	.458**	
Organizational Profit						.576**	.578**	.605**	.687**	.586**	.454**	.592**	.651**	.480**	.426**	
Friendship							.396**	.635**	.502**	.441**	.366**	.579**	.530**	.195**	.437**	
Organizational Rule and procedures								.452**	.545**	.612**	.372**	.516**	.430**	.424**	.347**	
Team Interest									.620**	.531**	.476**	.525**	.641**	.359**	.453**	
Laws and professional codes										.659**	.727**	.534**	.695**	.568**	.519**	
Social responsibility											.551**	.454**	.557**	.533**	.332**	
Altruism												.285**	.477**	.448**	.353**	
Sportsmanship													.432**	.100	.409**	
Conscientiousness														.399**	.416**	
Courtesy															.059	

REFERENCES

- [1] A. Ghorbani, A. Hesamzadeh, M. Khademloo, S. Khalili, S. Hesamzadeh and V. Berger, "Public and Private Hospital Nurses' Perceptions of the Ethical Climate in Their Work Settings, Sari City, 2011", Nurs Midwifery, 3 (1): 12867, Stud. 2014 April.
- [2] Ali, "The role of the servant leadership on the relation between ethical climate perception and innovative work", European research Studies, Volume XVIII, Issue (1), pp. 67-80, 2014
- [3] Sheba, "The Relationship between Nurses' Perception of their Ethical Work Climate and their Organizational Citizenship Behaviors", Faculty of Nursing, Alexandria University. National Journal Alexandria University, 2015.
- [4] Elsayed, "The relationship between nurses' perception of ethical leadership and anti-Social behavior through ethical climate as a mediating factor", Faculty of Nursing, Alexandria University, 2019.
- [5] Victor, and J. B. Cullen, "The organizational bases of ethical work climates", Adm Sci Q, 33(1): 101-25, 1988.
- [6] C. Huang, C. S. You and M. T. Tsai, "A multidimensional analysis of ethical climate, job satisfaction, organizational commitment and organizational citizenship behaviors", Department of International Business, Asia University, Lioufeng RD., Wufeng, Taichung, 41354, Taiwan, 2014.
- [7] H. A. Mohamed and S. Gaballah, "Study of the Relationship between Organizational Climate and Nurses' Performance: A University Hospital Case", American Journal of Nursing Research, Vol. 6, No. 4, 191-197, 2018. <http://pubs.sciepub.com/ajnr/6/4/7>
- [8] H. Moore, "The effect of ethical climate on organizational commitment of faculty members", Journal of Academic and Business Ethics, East Tennessee State University, Vo.9, 2014. <http://WWW.aabri.com/copyright.html>
- [9] H. Tanriverdi and E. Altindag, "Organizational ethics and climate, organizational commitment, and organizational citizenship relationship at health institutions in turkey", Istanbul University. European Journal of Business and Social Sciences, Vol. 3, No. 6, pp 46-60, 2014.
- [10] L. Sibiya and T. Makoni, "Investigating the relationship between ethical climate and psychological capital", Department of Industrial Psychology and People Management, University of Johannesburg. 978-0-620-71797-7, 2017.
- [11] M. Zayas-Ortiz, E. Rosario, E. Marquez and P. Gruñeiro, "Relationship between organizational commitments and organizational citizenship behavior in a sample of private banking employees". International Journal of Sociology and Social Policy, 35 (1/2), 91-106, 2015. <http://dx.doi.org/10.1108/IJSSP-02-2014-0010>.

International Journal of Novel Research in Healthcare and Nursing

 Vol. 7, Issue 1, pp: (112-122), Month: January - April 2020, Available at: www.noveltyjournals.com

- [12] M. Awuni and M. Z. Tanko, "Organizational citizenship behavior and religiosity at the workplace", *International Journal of contemporary Research and Review*, Vol. 10, Issue. 05, 2019 .www.ijcrr.info <https://doi.org/10.15520/ijcrr.v10i05.698>.
- [13] M. Erdirencelebi and A. Akcan, "Effects of ethical climate on the organizational citizenship perceptions and performance of employees", *International Journal of Recent Advances in Organizational Behaviour and Decision Sciences (IJRAOB)*. *An Online international Research Journal: 2311-3197*) Vol: 2 Issue: 3, 2016
- [14] M. G. G. Hemakumara, A. A. Khatibi and M. G. M. Johar, "Organizational Citizenship Behavior Among Administrative Staff of State Universities in Sri Lanka", *International Journal of Arts and Commerce*, 8 (1), 16-21, 2019.
- [15] M. Guerci, G. Radaelli, E. Siletti, S. Cirella and A. B. Rami Shani, "The impact of human resource management practices and corporate sustainability on organizational ethical climates: An employee perspective", *Journal of Business Ethics*, 126: 325–342, 2015. <http://doi.org/10.1007/s10551-013-1946-1>
- [16] M. N. Hamidi, H. S. E. Ghasemim, A. Hajrajabi and S. E. Givi, "Relationship between ethical climate and organizational citizenship behaviors among of nurses in intensive care units", *Quarterly Journal of Nursing Management* Vol. 6, No. 2, 2017.
- [17] M. Shanker, "Organizational citizenship behavior in relation to employees' intention to stay in Indian organizations", *Business Process Management Journal*, Vol. 24 No. 6, pp. 1355-1366, 2018. <https://doi.org/10.1108/BPMJ-02-2018-0048>.
- [18] P. Acar, M. I. Yener and A. Tayan, "The effect of an ethical work climate on organizational identification an example of a logistics company", *Research Journal of Business and Management (RJBm)*, V.5 (1), p.13-21, 2018.
- [19] R. I. Mohammad, M. Abd Ghani, N. Hafizah and A. Amin, "Does leader-member exchange impact on organizational citizenship behavior readiness? Evidence from State Government Agency", *International Review of Management and Marketing*, 7 (1), 216-221, 2017.
- [20] S. Habeeb, "A proposed instrument for assessing organizational citizenship behavior in BFSI companies in India", *Cogent Business & Management*, 6: 1625702, 2019. <https://doi.org/10.1080/23311975.2019.1625702>.
- [21] S. Safan, G. Diab and R. Rashad, "The Relationship between Organizational Citizenship Behavior and Organizational Climate among Nursing Staff", Department of Nursing Administration, Faculty of Nursing, Menoufia University, Banha University, Banha, Egypt. *International Journal of Nursing Research*, Vol. 4 (4), 1-8, 2018.
- [22] T. Karaca, S. A. Ozkan and D. Kucukkelepce, "Determining the Ethical Climate Perceptions of Nurses' and Midwives' in an Obstetrics and Pediatrics Hospital", *International Journal of Caring Sciences*, Vol. 11, 2, P. 1006, 2018. www.internationaljournalofcaringsciences.org.
- [23] W. E. Shafer, "Ethical climate, social responsibility, and earnings management", *JOURNAL OF BUSINESS ETHICS*, 126: 43–60, 2015. <http://doi.org/10.1007/s10551-013-1989-3>.
- [24] Y. Shin, "CEO Ethical Leadership, Ethical Climate, Climate Strength, and Collective Organizational Citizenship Behavior", *J Bus Ethics*, 108: 299. doi:10.1007/s10551-011-1091-7, 2012.