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**THE RELATIONSHIP BETWEEN ETHICAL VALUES AND PROFESSIONAL
COMMITMENT BETWEEN SPORT TEACHERS OF ISFAHAN**

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ABSTRACT

The aim of the present study was to investigate the relationship between ethical values and professional commitment between sport teachers of Isfahan. The method of research was correlational. The research population consist of 623 male and female sport teacher of the six areas of education of Isfahan in (2013-2014) academic year. 242 female (N=139) and male (N=103) participants selected by krejcie andMorgan table (1970) and classified sampling technique. Measurement tools formed of ethical values and professional commitment. Analysis of data done by multivariate colleration coefficient Pearson and Regression by stepwise method ($p < 0.005$). The result showed that there are a positive relationship between ethical values and emotional commitment ($P=0.002, R=0.195$), permanent commitment ($P=0.000, R=0.244$), normative commitment ($P=0.006, R=0.177$) and professional commitment ($P=0.000, R=0.283$). Permanent commitment 5.9% and permanent commitment with emotional commitment were predictor of ethical values. As the result, ethical values between sport teachers can be use of increase the efficiency of the education system through the influence of the professional commitment variables.

**Keywords: Ethical Values, Emotional Commitment, Normative Commitment,
Permanent Commitment, Professional Commitment, Sport Teacher, Isfahan**

INTRODUCTION

The teacher has an important role in education system and his responsibility, loyalty and commitment into organization can be had an important role in achieving the goals of education system (5). The most of encounters which happened between student and also students with teachers in school, this is due to the ethical and social

values don't exist in student as expected (10).in the meantime, teachers for having energy and desire to the job need to keep the personal commitment to their job. Feeling of teacher commitment can determine the job performance and the quality of education. The commits teacher are known as the most important components of school successful (Fink, 1992).The commit teachers considers teaching profession more than one job and commitment to work as a way of investing to the next generations (Kurz, 2006). The commit teachers leave the school with less likely, They maintain a positive attitude toward school and learning with more likely and probably they present the education with a better quality Elliot & Crosswell,2001. Of the five models of commitment, professional commitment is one of this models (7) that reached to office culture of the country and it is attention of superior managers. It seems, one of the factors on the professional commitment be moral values that it increase Public responses manpower and personnel to the job. These values will help to establish and maintain standards it can influence on the guiding people toward actions that it is favorable for organization. On special, when the standards or values of the organization are widely popular among its members, Increase organizational success (4). Although moral values in Many researches

home and abroad is considered separately or in conjunction with other variables such as justice, organizational commitment, organizational citizenship behavior, health administration and etc.(3,1612,2,9,14,11,13). But, no studies have not examined the relationship between moral values and professional commitment, Therefore, further research is seems necessary in this field. Therefore, given the importance of the issue of moral values and professional commitment in organizational behavior management and lack of research of these two variables in learning environments such as schools, Researchers decided to seek answer to this question that, Are there relationship between the ethical values and professional commitment and its components in Isfahan sports teachers? Do the components of professional commitment have predictive power of moral values? By finding answer of these questions can be placed new information at the disposal of education teachers and managers until in educational planning to use it.

METHODOLOGY

The present research method was Due to the nature of descriptive correlational. The research population consist of 623 male's and woman's sport teacher of the sex areas of education of Esfahan in (2013-2014) academic year. In this study ,through 623 male and female sport teacher of the six

areas of education of Isfahan which has been published by education staffing office of Isfahan, by Morgan table (Krejcie & Morgan, 1970), 242 male and female was determined as population sample. So, according to fact that 57% of the population is formed the female teachers, the subject of group in the sample was 139 participants and according to fact that 43% of the population is formed the male teachers, the subject of group in the sample was 103 participants.

The data collection instrument formed a questionnaire of ethical values and professional commitment.

The questionnaire of ethical values: The questionnaire of ethical values consist of 5 questions, and All questions were quantification by a liker scale of 5 values, and with titles of very low (1), low (2), medium (3), high (4) and very high (5).

The questionnaire of professional commitment: The questionnaire of professional commitment consist of 18 questions that it is formed Of 3 continuous commitment (6 questions), normative commitment (6 questions) and emotional commitment (6 questions), and All questions were quantification by a Likers scale of 5 values, and with titles of very low (1), low (2), medium (3), high (4) and very high (5).

Validity of Questionnaire: To determine the Validity of Questionnaire by ethical values and professional commitment wanted from advisors and specialists in physical education and sport science who had a PhD in psychology that they stated the ideas and suggestions in relation to the following questions in the Questionnaire. The form and content of the questionnaire, Writing of the questionnaire items, perfect of the questions regarding information in ethical values and professional commitment, matching of the text and options of questions, Removing or adding question or questions, matching with aim of the research in investigate process of this opinions, some questions were removed due to ambiguous and heterogeneity with subject of the research and some others were merged due to repetition and overlap. Also, some questions to the experts which seems very necessary for the questionnaire, were added to the number of questions, thus, formal and content validity of the questionnaire was confirmed.

Validity of the questionnaire: Internal validity of the questionnaire, ethical values and professional commitment in a sample of 30 individuals from population under study, with Cronbach's alpha technique was calculated to be 78/0 and 81/0. Data collection done with field technique and with the presence of researcher in meeting, convention and special event of teacher

from six of different areas of education of Isfahan. Such that, first, the aim of the study was stated, if male and female sport teacher desired, the questionnaire of ethical values

and professional commitment given them. To any participant given 20 minutes to answer the questions.

Table 1: Describe of the public characteristics of sport teacher of Isfahan's education

Type of Employment	Academic situation						Marital Status		age			sexuality		Numbe	Percent		
	Official	contractual	Pact	etc	AS	BA	master degree and higher	diploma	single	married	46 years and higher	36-44 years old	27-35 years old			18-26 years old	male
	116	15	99	12	46	141	54	1	191	51	13	55	143	31	79	163	
	47/9	6/2	40/9	5	19	58/3	22/31	4	78/5	21/1	5/4	22/7	59/1	12/7	32/6	67/4	

Limiting time, make participants to sign up options with closest fillings. Full authority responders and non-recognition of their names, was ethical considerations of this study. Researcher on site testing make guaranty for participants that results of this investigation only have a research aims and as well as their ambiguity exists, the explanation should be provided. After test completing the answer must be collected by researcher to perform statistical.

In this study descriptive statistics, measures of central tendency (mean), the index of dispersion (standard deviation), percentage, numbers, tables and graphs to describe the results bolograph Smirnov test for normality

of distribution of variables and the Levine test to ensure the homogeneity of variance was used for data analysis. To determine the relationship between moral values and the dimensions of the professional commitment includes an continues commitment, normative commitment and affective commitment, with Pearson correlation coefficients and for forecasts predict variable the regression criterion variables on stepwise multivariate analysis was used.

95% Confidence level were considered and 'P' values were considered significant at a level 0.05 or lower than. All statistical work was done using the software SPSS ver21.

RESULTS

As can be seen from Table 1 6/32 percent (79 participants) and 4/67 percent (163 participants) were female. 1/59 percent (143 participants), aged 27-35 years, 7.22 percent of respondents (55 participants), aged 36-44

years, 12.8 percent of respondents (31 participants) in aged 18-26 years and 4.5 percent (13 participants) were aged 45 years and older.

result	valuesP	Error level	Pearson's correlation coefficient	Theory 1
Assent	0/002	0/05	0/195	Relationship between moral values and emotional commitment
Assent	0/000	0/05	0/244	Relationship between moral values and continues commitment
Assent	0/006	0/05	0/177	Relationship between moral values and normative commitment.
Assent	0/000	0/05	0/283	Relationship between moral values and professional commitment.

21.1% of respondents (51 participants) were single and 78/5 percent (191 participants) were married. 58/3 percent (141 participants) BA 22/31 percent (54 participants) Master's degree or higher, 19 percent of respondents (46 participants) AS and 4 percent (one participant) diploma. 47/9 percent (116 participants) hired, 40/9 percent (54 participants) a contract of employment, 6/2 percent of respondents (15 participants) a Bespoke Employment and 4% of respondents (12 participants) were other.

As understood from the results in Table 2, between moral values with affective commitment ($R=0.195, P=0.002$), continuance commitment ($r=0.244$, $p=0.000$), normative commitment ($R=0.177, P=0.006$) and professional commitment ($r=0.283$, $p=0.000$) the

positive and significant relationship observed in sport teacher of Isfahan.

In order to predict the criterion variables (moral values) by the predictor variables (affective commitment, continuance commitment and normative commitment) used of Stepwise multiple regression analysis. Table 3 shows the regression analysis of variance. As understood from the results in Table 3:

In the first stage enter continuous commitment variable to equation. At this stage, the test statistic ($F=15.161$) obtained that significant at 0.05 ($P=0.000$), that means linear relationship is a significant. The coefficient of determination is calculated according to the variables is 0.059, i.e. 5.9% of the variation observed in the moral values variable, Related to differences in continuous commitment variable.

Table 3: Analysis of variance and regression statistical characteristics between dimensions of professional commitment to moral values.

Significant level	F	Degrees of freedom	The coefficient of determination	Multiple correlation coefficient	model
0/000	15.161	240,1	0/059	0/244	1
0/000	10.945	239,2	0/084	0/290	2

1= (constant), continuous commitment; 2= (constant), continuous commitment, affective commitment

Table 4: Stepwise regression equations between dimensions of professional commitment to ethical values

Significant level	t	beta	B	Predict variable	model
0/000	10/401		9/538	Latitude	2
0/001	3/462	0/217	0/114	Continuous commitment	ZX
0/012	2/528	0/159	0/079	Affective commitment	

In the second stage, affective and continuous commitment variables, was entered into the equation. At this stage, the test statistic is (F=10.945) that significant at level 0.05 (P=0.000), that is a significant linear relationship. The coefficient of determination that calculated according to these variables is 0.084, i.e. 4.8percent difference observed in the variable values, related to differences between continuance commitment and affective commitment.

Now, in order to determine to what extent each of the predictor variables can predict the criterion factor, the beta coefficient is used, the result of which is presented in Table 4.

As understood from the results in Table 4, the absolute value of the beta in continuance commitment is more than affective commitment, so much more powerful predictor for ethical values.

Through a stepwise regression table, the regression equation can be obtain.

Affective commitment (0.079) + continuous commitment (0.114) + 9.538 = moral values

DISCUSSION

The aim of the present study was to determine the relationship between moral values and professional commitment in sport teachers of the Isfahan. The most important result was that the moral values with affective, continuous, normative and professional commitment have a significant and positive relationship.

Also, the continuous commitment 5.9% and affective commitment and continuance commitment were 8.4% of predictor of moral values.

Every society in order to foster youth in terms of their educational system, as well as prepare them for future workforce needs to committed teacher that in this situation, we need more of such people.

Teacher have an important role in education system And sense of responsibility, loyalty and commitment to the organization can

play an important role in achieving the goals of the education system (5). Teacher always is the intermediary between past and future in other word, Interface between the adult and children (6). Therefore, we can consider him as a builder and architect of social, cultural and economic of one society.

The first findings of this study showed that between moral values and affective commitment, positive and significant relationship exist in sport teacher of Isfahan. In other words we can say that by improvement in the moral values, emotional commitment will be better and vice versa.

Moral values, Communicative behavioral patterns based on Respect the rights of self and others that make clear duties and ethical responsibilities towards them (5).

Affective commitment is dependent to attempt to perform a specific task, affective attachment and combine person with own work. This field reflects the individual's interest in his or her career (9). In affective commitment, Employee takes its identity of the organization and finds a sense of belonging and attachment to it.

In fact, this kind of commitment, show the emotional continuity and Identification of the individual with values and goals of organization. Employees with a strong affective commitment continue to work in the organization, because of, they “want” (5). It seems, whatever ethical values be

higher among sport teachers, emotional attachment and individual attachment to own job increases. It is recommended that school administrators to emotionally support their teachers and they create a emotional relationship with them. Listening to their needs, desires and problems of teachers, Interest or in difficult times, supporting them emotionally, including the things that helps to school administrators until they can enhance in their teacher, Good emotional relationship that it's promotes trust and commitment to school.

The second finding of the study show that there are a positive relationship between ethical values and Continuous commitment in sport teacher of Isfahan. In other word, continuous commitment will be better with improvement of the ethical values and invert. Continuance commitment is based on the benefits from busy work and the Costs of leaving the job. In other words, with spelling the time, the life and more work, people are not simply willing to change to their job (9) . This commitment is represents the possible costs associated with leaving the organization and forced to remain and continue to serve on the organization. In this context, whatever Job opportunities for people outside the organization be fewer and His investments be more, it will be less likely to leave the job, in other word, with spelling the time, passing the training and

more work, People are not simply willing to leave and Essentially, they will continue its work in the organization. It seems, whatever ethical values be more among the sport teacher busy work and the labor costs associated with leave of job will be increased in them.

The third finding of the present study showed there are a positive relationship between ethical values and normative commitment in sport teacher of Isfahan. In other word, it can be said that normative commitment will be better with improvement of ethical values and invert. In the normative commitment, the person to continue to the work in his professional knows his duties, task and responsibility until in this way they pay their debt to their profession. The person believes That everyone should remain in the profession who is trained, even if he do lose, committed own self that remained in profession (9). Normative commitment reflects sense of responsibility to continue working in the organization. Employees with high levels of normative commitment feel that they "should" remain in the organization (5) . In the normative commitment, the persons based on sense of duty and ethical commitment to the organization will be loyal and committed, because they don't know that Managers and his colleagues after the leaving of the

organization what judgment will be about him (4) . It seems, whatever ethical values will be increased among teachers continue to work to be more among them. Normative commitment is because the employee feels that organization deal good with him and he owns to organization. It is recommended to school managers that own the teachers to school with investment in the field of job educational courses, providing facilities for family of teachers, holding celebration with presence of teacher's families and etc. until Employees done more effort in order to achieve their own goals and In this way they pay their debt to their school.

The fourth finding of the present study showed that there are a positive relationship between ethical values and professional commitment in sport teacher of Isfahan. In other word, it can be said that professional commitment will be better with improvement ethical values and invert. He knows professional commitment is sense of identity and belonging to a particular job and profession and emphasizes on desire and interest to the job in a career as a professional commitment (1) . It is possible that the professional commitment has been cause of increase the profitability of organization and decrease leaving of duty and by Influence on employee performance cause of increase productivity, improvement and enhance quality of services. Valentine

& Barnett (2003) in their showed that research shared ethical values that is reflect different aspects of cultural of an ethical climate, has a positive relationship with organizational commitment. Kvrtrl U and Kendall (2007) showed that Work environment conditions has a positive and direction correlation with professional commitment and has a negative with desire to leave the job. Poter&Mowday (1979) found in their study that employees who have higher levels of professional commitment, Doing better, higher job satisfaction and also higher productivity and therefore lower levels have absenteeism and delays. Actually, when teachers have a positive attitudes into their jobs, Have a high Efficiency sense and their work environment is Encouraging, show a high job commitment (8) . In other research that done by Jeffry and associates (1996) among Taiwanese accountants, the results showed that Higher job commitment is associated with higher levels of ethical development but medium ethical development, for both groups of accountants is constant, Whether ones has a higher job commitment or ones has a lower job commitment. It seems, whatever ethical values be more among sport teacher, desire and interest to the job in a career will be increased that in total, Will increase the Effectiveness of school performance. Venyperen find in his own

research that teachers who participate educational decision making process, find a positive attitudes toward school goals and values. Therefore, when teachers have a high professional commitment, accept the goals, policies and values of schools and education and for achieve them show of own Effort and sacrifice.

The fifth finding of the present study show that continuous commitment 5.9 percent and continuous commitment with emotional commitment 8.4 percent, were anticipant of ethical values. In order to predict the ethical values of the dimensions of professional commitment was used stepwise regression analysis that result showed, 5.9 percent of the ethical values changes explained by the continuous commitment and 8.4 percent of the ethical values change explained by continuous and emotional commitment. Also, normative commitment wasn't able to predict of ethical values. Nysary (1354) in their study found that teachers' behavior in the ethical values of the students had a positive effect. Bugler and Samech (2004) found that feelings of efficacy is an important predictors for professional commitment of teachers. Anyway, reward Factors, job advancement, alternative employment opportunities, professional responsibility, cognitive tendencies, presidential culture can be considered as

factors influencing in the professional commitment (5).

CONCLUSIONS

The results is represents the role existence of ethical values on the professional commitment of sport teacher of Isfahan. Therefore, managers of education and especially physical education experts of the areas should pay attention to the issue and they should try provide a suitable environment for improvement of the ethical values in sport teacher, because improvement of the ethical values among teachers have a positive effect on increase their professional commitment into their career and it causes teachers to be better in terms of performance and a better physical and emotional growth provide in students. Therefore, improvement of ethical values among sport teachers can through effect on variables of professional commitment, contribute to increase the efficiency of the education system.

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