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THE EFFECT OF WORK ETHIC AND ORGANIZATIONAL CLIMATE ON CAREER SUCCESS IN HIGH SCHOOL PHYSICAL EDUCATION TEACHERS IN HAMEDAN PROVINCES

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ABSTRACT

The aim of this research was to examine the effect of work ethic and organizational climate on career success in physical education teachers. The population consisted of all the PE teachers of high schools in Hamedan Province, Iran, over the period 2013-2014 (N = 325), of whom 175 were selected as the sample using Morgan's table. Data were collected using questionnaires developed by the researcher (Cronbach's alpha of 0.70). The results showed that there is a significant relationship between work ethic and career success in teachers (r = 0.422; p < 0.01). Moreover, there was a significant relationship between organizational climate and career success (r = 0.422; p < 0.01). School administrators and education officials are recommended to improve school climate and reinforce the principles of work ethic in teachers.

Keywords: Work Ethic, Organizational Climate, Career Success

INTRODUCTION

The contemporary age is the age of competition and technology. The increasing competition among organizations puts much pressure on the workforce and at the same time highlights the importance of satisfying their needs. Work ethic plays a key role in these conditions. Work ethic is a value based on hard work and diligence, and a belief in the moral benefit of work and its ability to enhance character.Miller et al. [1] define work ethic as a set of beliefs and attitudesreflecting the fundamental value of work. Drawing on the large body of literature stemming from Weber's [2] original work, they argue that work ethic: (a)is multidimensional; (b) pertains to

work and work-relatedactivity in general, not specific to any particular job; (c) is learned; (d) refers to attitudes andbeliefs (not necessarily behavior); (e) is a motivationalconstruct reflected in behavior; and (f) is secular, notnecessarily tied to any one set of religious beliefs.Broadly, definitions of work ethic include values of hardwork, self-reliance, morality, deferred gratification, asceticism, industriousness, pride,centrality of work, and the terminal value of work [3,1,4,2,5].

Another important factor in organizational and career success is organizational climate which can also affect work ethic. It is defined asa set of properties of the work environment, perceived directly or indirectly by the employees, that is assumed to be a major force in influencing employee behavior[6]. Managers need to establish a climate that fosters competition and progress and motivates employees to put maximum effort in work. A positive healthy organizational climate can improve employee relationships, while a negative climate can create a stressful and suspicious environment where group work or participatory managementis bound to fail. The purpose of the present research is to examine the effect ofwork ethic and organizational climate on career success in physical education teachers. Employees

with higher work ethic have a positive attitude toward work and are expected to contribute to organizational success in a positive climate.

Review of the Literature

Work ethic is closely related to job satisfaction [7,8,9,10] which in turn has a positive effect on career and organizational success.

Chanand Schmitt [11]showed thatmotivational contextual performance (job dedication; motivation to perform, motivation to learn, motivation to work hard) and interpersonal contextual performance (interpersonal facilitation; conflict resolution, negotiation, teamwork and cooperation) were significant predictors of job performance. They found no significant gender differences in work ethic, but women had a higher score than men.

Urden[12]examined the effect of organizational climate on job satisfaction in nurses. In a sample of 232 pediatric registered nurses, they found a significant relationship between five climate dimensions and job satisfaction.

Aslan Khani [13] investigated leadership styles, organizational climate, and job satisfaction. They found a significant positive relationship between organizational climate and job satisfaction.

METHODOLOGY

The present research was a correlational field study. The population consisted of 325 physical education teachers of Hamden Province, Iran, of whom 110 were female and 225 were male. 40 PE teachers were selected as the sample using random sampling. Data were collected using a demographics form (age, gender, marital status, military service status, and education), a 40-item questionnaire measuring work ethic(work ethic, work alienation, employees' perception of managers' work ethic, motivation and basic needs, employees' perception of equality, management style), a 30-item questionnaire measuring organizational climate (team work and team spirit, managers' unethical behavior, devotion to clients, empathy toward managers and colleagues, managers' compassion, and flexibility), and a 33-item questionnaire measuring career success (equality, alignment, speed at work, and use of equipment and facilities). A Cronbach's alpha of 0.70 was obtained for the entire instrument. Kolmogorov-Smirnov test, Spearman's correlation test, Mann-Whitney U test, and Kruskal–Wallis one-way analysis of variance were used for data analysis at the 0.05 significance level.

FINDINGS

The results of Pearson's correlation test indicated a significant positive relationship between work ethic and career success in PE teachers (Table 1).

Table 2 provides the correlation matrix for the dimensions of work ethic and career success.

Table 1: The result of Pearson's correlation test for the relationship between work ethic and career success

Variable	Career Success		r^2	Result
	R	**Sig.**		
Work ethic	0.422	0.001**	0.178	Significant and positive
Significant at the 0.05 level ***Significant at the 0.01 level**				

Table 2: The correlationmatrix for the dimensions of work ethic and career success

Dimensions of Work Ethic	Statistics	Career Success
Work ethic	r	0.472**
	Sig.	0.001
Work alienation	r	0.496**
	Sig.	0.001
Employees' perception of managers' work ethic	r	0.386**
	Sig.	0.001
Motivation and basic needs	r	0.395**
	Sig.	0.001
Employees' perception of equality	r	0.412**
	Sig.	0.001
Management style	r	0.368**
	Sig.	0.001
Significant at the 0.05 level ***Significant at the 0.01 level**		

The results indicated that there is are significant positive relationships between the dimensions of work ethic and career success in PE teachers ($p \leq 0.05$). There was also a significant positive relationship between organizational climate and career success in PE teachers (Table 3).

The results indicated that there are significant positive relationships between the dimensions of organizational climate and career success in PE teachers (p ≤ 0.05). In addition, the results of regression analysis showed that work ethic was a significant predictor of career success.

The results indicated that about 17 percent of the variance in career success can be explained by the dimensions of work ethic. The above table shows that work ethic and motivation and basic needs affect career success.

$$Career\ Success = 2.808 + 0.315(Motivation) + 0.325(Work\ Ethic)$$

The results of regression analysis showed that organizational climate is a significant predictor of career success.

The results show that 18 percent of the variance in career success can be explained by the dimensions of organizational climate. The regression model is as follows:

Career Success
= 2.702
+ 0.359(Empathy toward managers and colleagues)
+ (Managers′ compassion)

Table 3.The result of Pearson's correlation test for the relationship between organizational climate and career success

Variable	Career Success		r^2	Result
	R	Sig.		
Organizational climate	0.307	0.018*	0.094	Significant and positive
Significant at the 0.05 level *** Significant at the 0.01 level**				

Table 4. The correlation matrix for the dimensions of work ethic and organizational climate

Dimensions of Work Ethic	Statistics	Career Success
Team work and team spirit	r	0.321**
	Sig.	0.009
Managers' unethical behavior	r	0.316**
	Sig.	0.004
Devotion to clients	r	0.386**
	Sig.	0.001
Empathy toward managers and colleagues	r	0.297*
	Sig.	0.019
Managers' compassion	r	0.342**
	Sig.	0.001
Flexibility	r	0.286*
	Sig.	0.016
Significant at the 0.05 level *** Significant at the 0.01 level**		

Table 5. The results of regression analysis between work ethic and career success

Regression Model	Correlation Coefficient	R^2	Adjusted R^2	SE	Durbin-Watson Statistic	F	Sig.
Work ethic and career success	0.412	0.169	0.168	0.731	1.89	5.891	0.001

Table 6: Effect of work ethic on career success

Statistic	Coefficient	SE	Std. Beta	t	Sig.
Constant	2.808	0.133	-	3.006	0.001
Work ethic	0.245	0.172	0.235	2.145	0.046*
Work alienation	0.149	0.163	0.107	2.411	0.086
Employees' perception of managers' work ethic	0.136	0.124	0.169	1.842	0.079
Motivation and basic needs	0.359	0.245	0.315	2.462	0.006**
Employees' perception of equality	0.111	0.075	0.099	1.187	0.156
Management style	0.154	0.214	0.124	1.421	0.241

Table 7.The results of regression analysis between organizational climate and career success

Regression Model	Correlation Coefficient	R^2	Adjusted R^2	SE	Durbin-Watson Statistic	F	Sig.
Organizational climate and career success	0.307	0.096	0.095	0.689	1.81	3.522	0.025

Table 6. Effect of organizational climate on career success

Statistic	Coefficient	SE	Std. Beta	t	Sig.
Constant	2.702	1.110	-	3.135	0.001
Team work and team spirit	0.169	0.089	0.106	1.886	0.054
Managers' unethical behavior	0.164	0.085	0.120	1.922	0.064
Devotion to clients	0.219	0.105	0.129	2.089	0.066
Empathy toward managers and colleagues	0.641	0.110	0.359	4.829	0.001
Managers' compassion	0.114	0.039	0.126	2.900	0.042
Flexibility	0.111	0.054	0.098	1.187	0.156

DISCUSSION AND CONCLUSION

Like any organization, the education system is experiencing a new age of competition. A major concern in these conditions is work ethic and how it ties into organizational and individual success. The present findings show that work ethic and organizational climate are significant predictors of career success, which can in turn improve the performance of the organization. A number of studies have demonstrated the positive effect of work ethic on job satisfaction and organizational commitment [7,8,9,10]. Our findings are in line with these results. Thus it is recommended that organizations reinforce the principles of work ethic in their employees through training programs.

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