



Designing the Human Factors of Professional Ethics in Iran's Judicial System (Case Study: Justice Departments in the West of the Country)

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Received: 24 May 2019

Accepted: 25 July 2019

DOI: <https://doi.org/10.32479/irmm.8169>

ABSTRACT

This paper presents human factors related to professional ethics in the judicial system of Iran. This descriptive-survey based research has practical purpose and mix (qualitative-quantitative) based on Grounded Theory, seeking identification and modeling of human factors related to the professional ethics of the judicial system the statistical population used in this paper are the judiciaries in five provinces in the west of Iran. Sampling method in the qualitative section was done theoretically through the snowball method, and quantitative section was scaled random with appropriate allocation of volume based on the structural equations rule, with participation 847 justices and administrative experts. First step, components related to human factors in qualitative method of coding and interpretive method than the first model designed. In order to test the model, Data using statistical tests such as the Pearson correlation coefficient, regression, factor analysis and exploratory model was fitted through structural equation method to variables.

Keywords: Professional Ethics, The Justice System, Iran

JEL Classifications: D63, J24

1. INTRODUCTION

In recent years, competition for creating worthiness and achieving sustainable competitive advantage has caused more attention to organizational intangible resources more than ever in order to achieve sustainable competitive advantage (Sanoubar et al., 2014). Therefore, ethics is part of intangible assets and a rich source of competitive advantage. Besides, strategic management practitioners have considered worthy ethical principles as strategic management prerequisites in the organization. In order to determine the Professional Ethics demonstrating the concepts of ethics and professionalism in the first place is necessary (David, 2001). These organizations, however, organizations acknowledge that social and organizational principles and ethics should be considered from top to bottom, from the stage of defining goals for implementation. Due to the fact that the lack of attention to this issue undermines the organizational effectiveness and in

more severe stage it can jeopardize the organization's life. Hence, organizational decision makers have tried to realize this important issue by taking some plans. One of these important plans is the definition of principles and appropriate behavioural standards for the activities organization that are known as professional ethics.

In order to determine the professional ethics, demonstrating the concepts of ethics and professionalism is necessary in the first place. Ethics is the knowledge of discrimination between right and void (Jayamma and Sumangala, 2012). Ethics, sustainable characteristics of self, make the actions take place spontaneously without any thinking or consideration (Naraqi, 2009). Ethics is also, recommendations and evangelisms, totally, two properties of being internalized and value-based common concept in all ethics' definitions and explanations (Namati and Mohsun, 2010). Besides, since behavior is the reflection of ethics, so behavioral ethics is a behavior which is compatible with human values (Sadeghian

et al., 2015). The profession is composed of individuals who have the same job and bound voluntarily to some ethical values law considers and otherwise they require organized ethics (Davis, 2002) In a broad sense, the profession is directed by values, duties and public moral rules (Dresscher, 2007).

According to presented definitions, legitimacy, acceptability, compliance and ethics are considered profession's the most prominent characteristics. Professional ethics is the principles and standards which direct the appropriate contact and accepted action in different fields of a job and emphasize as a different staff guide (Packbrown et al., 2008). Professional Ethics also includes main values and beliefs which provide some guidelines for expert group behavior, interaction with customers and partners (Boatwright and Slate, 2002). In professional ethics topic, there is a challenge indicating that professional ethics has a dynamic nature which causes the changes in its definition. This issue can be seen in professional ethic approaches that will be discussed below. Accordingly, based on the newest approach in professional ethics, we could acknowledge that professional ethics creates some responsibilities for staffs and organization and for whom who have a relationship with them. Therefore, professional ethics has two main aspects, human and organizational that according to humanistic aspects staffs are addressed in ethics, but in organizational aspect, but based on the organizational role, the central part in related fields such as decisions, behavior, policy-making and is the organization.

According to the evolution of professional ethics, this phenomenon could be summarized in two approaches (Gharamaleki, 2012). The first is a traditional approach which is limited to individual ethic's responsibility in jobs and occupations. In other words, in the beginning, the professional ethics concept was as job ethics (Hasani and Mehr, 2015). According to this view, professional ethics includes individual responsibility as the owner of a profession or organizational position against his/her profession and job behaviors (Nouriyan et al., 2016). Therefore, human resources of the organization should have committed to performing some activities and duties against other parties, including ethical components such as job morality, honesty, confidentiality, good manner and integrity, which are mainly determined by the organization. In this method, local organizational ethics is not important and is a weak point for this view. The second is a strategic approach which focuses on organization responsibility in a system viewpoint. In this method, the organization is forced to fulfill its responsibilities and commitments appropriate to person's right. Some of these duties include respect for the rights of a human resource, client rights, community rights in planning and decision form, systems and job process, rules and circulars and so on. This approach has the evolution characteristic in the organization's ethics because by solving the defect of the traditional approach, it is almost the most comprehensive approach in professional ethics. Although professional ethics is designed for all professions, it has more sensitivity in administrative organization. This sensitivity comes from the special characteristic of such an organization like the plurality of recipients, the multitude of human beings, etc. and these conditions require these organizations to focus on professional ethics in the formulation and implementation of their programs.

Professional ethics has attracted the great number of various researches, and all of them have confirmed its importance. In domestic frame, Nouriyan et al. (2016), in a research entitled "the effects of demographic variables, on professional ethics possibilities in teaching system of universities," by the study of the teachers' demographic variable effects on their opinions about the possibility of observing professional ethics in public and Azad Universities in Tehran, we found that, in the teacher's view, gender has more difference in response to the possibility of providing professional ethics in teaching. Also, job experience, limitation of employment has less effect and the scientific level of teachers have no difference in their view for providing professional ethics components. Ahmadi et al. (2015) in a research entitled "investigation of the correlation between personality traits with respect to professional ethics and individual accountability of Tabriz's consultants and psychologists," with the aim of investigating the role of personality traits in observing professional ethics and personal accountability, found that there was a positive and significant correlation between personality traits with professional ethics and individual accountability. In other words, personality traits such as morality and adaptation related to responsiveness and professional ethics' improvement refer to the client. Nadi et al. (2015) in a research entitled "professional ethics model related to the improvement of labor relations among the Isfahan's Foad Mobarake employees, representing the factors affecting professional ethics in the form of a model. Results demonstrated that 17 effective factors (human relationship, free thought, trusteeship, respect, justice, independence, sympathy, other's assistance, people support, locality right judgment, altruism, politeness, rational view, cooperation sense, creativity, and confidence) affect professional ethics. In addition, the highest and lowest impact factor is related to free thinking and helping others, based on professional ethics in improving job relationships.

In foreign field, Rawat et al. (2015) in a study titled reducing the professional ethics in the Indian Education System, the decline of professional ethics in India's educational system have studied and confirmed. They suggested that profession ethic strengthen should be based on human values, ethics worthiness, rational thinking, moral development education and research. Nzulwa (2014) in a study titled "an effective motivational factor on teachers' professionalism and working performance with the purpose of measuring the effect of motivational factors in teacher's behavior" with the participation of 150 teachers in Nairobi, Kenya, concluded that motivational factors such as proper understanding and appreciation of teacher's professional behaviors are effective.

The Judiciary system is among governmental institutions which have importance and prominent position in the country. The judiciary has been established in accordance with Article 156 of the constitution in order to bring justice (Mansour, 2003). The executive arm of this law is that, according to the importance of the mission and the type of service provided from one hand and the high volume of manpower and it's applications on the other hand, the phenomenon of professional ethics can play an important role in the impact and success of this institution. Due to the fact that justice is a mission of the judiciary system, it's considered as one of the indicators in professional ethics which shows its extent. According

to the importance of the issue, there is little disagreement with this approach and the centrality of this statistical community in Iran and there is a lack of research in this regard as well. Therefore, via focusing and development of professional ethics which requires identifying effective factors especially human factors, can be used simultaneously to meet the expectations of communicating parties. Considering the importance of this topic, up to now the low amount of research was done on this approach based on Iran statistical population and there is a lack of research. Therefore, considering the multiplicity of professional ethics on the one hand and the unique role of human resources in the realization of this phenomenon, on the other hand, the recognition of human factors related to professional ethics in the judicial system is followed by a hybrid approach in this research, which requires identification of factors and validation of them.

2. METHODOLOGY

This research is practical in terms of purpose and in data type, it is descriptive – survey and in methodology is mix (qualitative-quantitative). The statistical population in this study in the qualitative section of experts and in the quantitative section of judicial and administrative experts in the judiciary of west providence's capital includes: Kermanshah, Iliam, Kurdistan, Hamedan and Lorestan as indicated in Table 1. Sampling in the qualitative field is theoretical and the method is snowballed as required, and in a quantitative field is graded random by allocating proper volume based on the structural equations rule (5-15 times, more than questionnaire questions. Since the number of questions is a 60-item, by 13 times greater, the sample is 780 individuals which were specified as Table 2 and 900 questionnaires were distributed and finally 847 questionnaires were received.

Data and information collecting device in the qualitative section was studying documents and interviews and in the quantitative section is a researcher-made questionnaire. The questionnaire was set at 5 points (0 = No influence, 1 = Very low influence, 2 = Low influence, 3 = High influence, 4 = Very high influence). For testing the questionnaire stability, the Cronbach's alpha was calculated about 90%, indicated that the questionnaire has high validity. Also for the validity test, the expert views were used in a way that questionnaires were delivered to professors of the university and questions were designed by their agreement. The execution process of this research is that in the first step of using professional

ethics resources and based on Grounded theory, different human factors in professional ethics in judiciary system were identified and primary model was designed, then for testing extracted factors, collected data and information were analyzed in questionnaire by using statistical tests such as; Kolomogrov-esmirnove, Pearson correlation coefficient, regression, factor analysis, etc. (Table 2).

3. INFORMATION AND DATA ANALYSIS

The analysis of results had two qualitative and quantitative levels as below:

In the qualitative section first, it is essential to identify the human resources as the basis of research. In order to do so, using five categories of resources in two sections as secondary references such as religious, literary, managerial, legal – semi-legal texts and primary references such as interval with the informed individual, based on Grounded theory is helpful. Accordingly, in companies using secondary sources, by using the snowball method, 33 academic and organizational experts were interviewed and finally in interpretive method with encoding, the obtained data were categorized and the result is presented in Table 3:

The census categories of human factors in professional ethics described as follows:

- **Personality traits:** Personality is a collection of emotional and behavioral traits that surround a person and helps him in his everyday life (Albert et al., 2006). The instances of personality traits are.
- **Tolerance:** Tolerance is the level of patience, tolerance and individual capacity. In other words, tolerance is the capacity for tolerance and patience power against different pressures.
- **Criticism and caution:** In an organizational field which has extensive ground for error, the importance of this principle is more than other areas. In an organization, criticism divided into two kinds of destructive and constructive criticism. Destructive criticism is just expressing the error, but in constructive criticism, it combines with the solution. The critics in the organization are dints, colleagues and superiors. What is important in ethics is criticism itself without considering its types (destructive or constructive) and the person who expresses it (client, colleagues and superiors).
- **Secrecy:** One of the key factors in creating trust is secrecy and has more importance in the organizational domain. At

Table 1: The number of selected judiciaries' experts

Experts category	Selected provinces					Total
	Kermanshah	Kurdistan	Illam	Hamadan	Lorestan	
Judicial	135	86	92	130	175	568
Administrative	480	351	374	455	467	2127
Total	610	437	466	585	592	2695

Table 2: The sample size of selected judiciaries' experts

Experts category	Selected provinces					Total
	Kermanshah	Kurdistan	Illam	Hamadan	Lorestan	
Judicial	39	25	76	38	36	164
Administrative	139	101	109	132	135	616
Total	178	176	135	170	171	780

Table 3: Results of encoding human factors related to professional ethics in the judicial system

Main category	Subcategory	Index	
Human factors of professional ethics in the judicial system	Personality traits	Tolerance	
		Criticism and advice secrecy	
		Effective listening	
		Emotional intelligence	
		Self-esteem	
		Positive thinking	
		Honesty/spiritual intelligence	
		Moral intelligence	
		Perfectionism	
		Behavioural traits	Citizenship behaviour
			Self-control
			Self-efficacy
	Proper interactions		
	Lack of indifference		
	Self-leadership		
	Trust oriented		
	Mental health		
	Spontaneously personal Development		
	The good manner in interactions		
	Expressing organizational commitment		
	Performance traits		Time management
		No hidden unemployment	
		Unemployment saving resources	
		punctuality (procedural and substantive)	
		Having organizational soldier spirit	
		Increasing knowledge work	
		Scholar trait	
		Physical and Non-physical Ability	
		Organizational loyalty	
		Effective response	
		Cooperation	
		Social administration acting	
	Religious – belief traits	Belief in human right	
		Trusteeship	
		Faith in god	
		Belief in forgiveness	
Self-calculation, Self-sacrifice, chastity			
Believe in loyalty (promise)			
Avoiding greed, cupidity and militancy			
Increasing Optimism and good Thoughts			
Guilt avoidance			
valuable cultural traits		Showing belonging	
		Revelations	
		Moral sensitivity	
	t culture		

(cont...)

Table 3: (Continued)

Main category	Subcategory	Index
		Community basing
		Social jealousy
		Rejection of hypocrisy
		And
		Flattery
		Realism
		The spirit justice
		The importance of
		Public interest

the organization level, the secrecy presented in three aspects including client, colleagues, and organization. This issue is so important that in some cases, punishment has been violated. But it should be considered that secrecy has not established just by punishment and it is related to ethics as well.

- **Effective listening:** Effective listening is the infrastructure of communicative skills. Effective listening seeks to create a concept separate from what we listen and it needs more attention, change, interpretation and remembrance (Hagheghi et al., 2012). In other words, understanding the sender (speaker) message similar to his/her purpose will happen in effective listening.
- **Emotional intelligence:** The ability to recognize and manage emotional cues and information in other words, the person's ability to self-awareness (recognition of emotions when they experience them) is the recognition of other's emotions, and managing emotional feelings. The persons who recognize their emotions could well interpret the emotional symbols, for example, they know the reason for their anger and how to express it without flout from norms to have more effect. Emotional intelligence has a main role in job performance (Robbins and Judge, 2014).
- **Spiritual intelligence:** Spiritual intelligence is the same as wisdom in which the individual makes deep communication with his/her inside and will reach inner peace and tranquillity. What is important about this intelligence is that spiritual quotient also manages an individual's intelligence quotient (IQ) and emotional quotient and it helps the person to make the best of his/her emotional and IQ. The organization whose forces have high spiritual intelligence has a positive and constructive atmosphere, welcoming creativity and new ideas and is ready to face changes. Since spiritual intelligence is fully nurtured and developed, its rise leads to the purity within and followed by the organization's successes. So addressing this issue will solve lots of today's organizational problems (Bozrgi et al., 2013).
- **Self-esteem:** Self-esteem reflects self-worth or in other words, is the self-perception of a person, but this perception is along with valuable judgment and involves some extent of self-respect and self-acceptance (Sohrabi and Prvari, 2016).
- **Optimism:** The origin of optimism could be found in McGregor X and theory Y. The outcome of optimism appears in action and behavior and it shows the importance of positivism. On the organizational stage, optimism prevents you from being viewed as a torture, queen to the organization as a prison and a manager as a symbol of authority. Therefore, this feature

is effective in making the work environment favorable and results in the benefit from the interests of both the person and all communication parts.

- **Honesty:** The criteria of honesty are promising and action. This ethical trait in the organization is also very valuable for both employees and managers. It causes the confidence of the communicating parties and the positive impact on their perspective. Ethical intelligence is the ability of right perception about errors and enforcement of proper behavior. This intelligence involves having strong ethical beliefs and appropriate action. The person who possesses this characteristic connects his/her activities with it. This intelligence is related to some values such as sympathy, morality, self-control, respect, kindness, tolerance and justice (Momeni, 2015).
- **Perfectionism:** The dynamics and vitality of the human life on one hand and the willingness to grow and rise on the other hand have not been confined to the outer dimension, and this is the same with regard to the inner dimension as well. Passing through perfectionism needs some requirements that one of them is morality. Therefore, the decision to move on the path of evolution follows the fulfillment of your ethics.

4. RESULTS

4.1. Behavioural Traits

Features that affect their behavior:

The most important components include:

Organizational citizenship behaviour: Organizational citizenship behavior is a collection of voluntary behaviors that are not part of an individual's official functions, but nonetheless, they do and contribute effectively to the function and roles of the organization (Appelbaum, 2004). These kinds of behavior could make advantages for all communicative parties.

- **Self-control:** Self-control will occur when individuals do their responsibilities without any manager administration and fear of control outcomes. In this method, a person does his/her duties without any external control. The most important factors to meet this kind of control are considered as job ethics, culture, and beliefs (Yousefi, 2014).
- **Self-efficacy:** Refers to the person who sees the ability to do something in him or herself. In other word is the belief that an individual could do his/her action. Albert Banora the creator of self-efficacy theory believed that there are four ways to increase self-efficacy:
 1. **Practical skill:** It is obtained inside experience related to work. Of course, if the past experience was successful, the confidence about its performing in future will be extensive
 2. **Indirect modelling:** Observing the persons while working
 3. **Oral motivation:** Convincing the person that he has the skill to do the job and thus increase his confidence through it.
 4. **Excitement:** A person is in an excited situation so he/she tends to complete the work and becomes more eager then he can perform better (Robbins and Judge, 2014).
- **Proper interaction:** The ability to create a proper relationship in an organization environment which includes different kinds of

relationship is important. Proper interaction requires a proper understanding of the next party, effective listening, proper reaction, sympathy and so on. If the human resources of an organization are equipped to communicate with the parties to the necessary communication skills, its outcome will be reflected in the effectiveness of the organization.

- **Lack of indifference:** Organizational indifference is one of the most important damages in today's organizations. The area of indifference in the organization describes the individual behavior, that is, mechanically, without applying genius and creativity, doing organizational accomplishments robotically. Naturally, such an instruction that is far away from any interest may lead to the maintenance of organizational order, but it does not encourage the employee to try, accept responsibility or inspire initiative. The clear example of indifference on the individual is using (officer and excused) term and runs the manager's instructions (Danaee et al., 2010). This pest in the organization has some reasons such as long and deep dissatisfaction (Gisela, 2005), frustration and failure and problems and so on (Rezaeian, 2001).
- **Self-leadership** is a set of processes which a person can control his/her behavior by using them. The main hypothesis in self-leadership is that there is a responsibility, ability, innovation in humans (Robbins and Judge, 2014. Vol. 2). Therefore, based on human resources, they could perform and manage any duty without requiring external guides. In order to achieve this, organizational support is ineffective, but it is the main cause of the individual.
- **Trust oriented:** Trust is a positive expectation form another person based on lack of expediency. Three types of trust exist in an organizational relationship:
 1. **Trust based on the threat:** Is based on fear of vindictiveness and violate of trust
 2. **Trust based on awareness:** Is based on behavior prediction which is obtained from past interactions.
 3. **Trust based on the recognition:** Is based on mutual understanding of intentions and values about each other's needs and interest (Robbins and Judge, 2014). The third type is the most excellent type of trust and plays the main role in group ethics.
- **Mental health:** The mental health of humans is an important issue for the organization and the individual since its effects on organizational performance as mediator factors are so important. Mental health is related to personality traits and job environment. And mental health gives a person the ability to perform his/her activity and occupational functions in a healthy and peaceful manner without any mental damage. The opposite point of this issue is that lack of mental health will influence the occupational situation and family life and will be considered as a fatal impact for performance and moral responsibility.
- **Spontaneous personal development:** It is voluntary behaviors to improve knowledge, skill and ability. The characteristic of such behavior is that learning is accomplished in a new set of skills in order to develop the scope of participation in the organization (Mohsenpour et al., 2012). Development is a multi-dimensional topic, so some parts of it are related to personal tendency and interest.

- The good manner in interactions: The multiplicity of communications at the level of the organization to different audiences, including the clients, colleagues, managers, and ... show the significance of this issue. So having a decent and open attitude toward organizational interactions is very helpful.
- Expressing organizational commitment: Organizational commitment indicates the extent of dependence that the employee has a particular organization and how much his goals and are to maintain his relationship with the organization. Organizational commitment has three different aspects:
 1. Emotional commitment: The emotional connection with the organization and belief in its values
 2. Continuance commitment: Economic value from relationship's maintenance with the organization in comparison with its leave
 3. Normative commitment: The obligation to stay in the organization because of spiritual and moral reasons (Robbins and Judge, 2014). In addition, the organizational commitment has its meaning when it performs.
- Punctuality (identical and substantial): Being on time is in the form of identification and substantial. Identical aspect is related to following the rules, and substantial aspect is related to performing actions and activities in a proper time. The basis of being on time is according to its substantial aspect. But the situation of organizations and their performance presents another aspect of being on time. By identical (form based) aspect we mean the time is conserved without any result or outcome. Which is clear in today's organization, especially governmental organization is the form-based aspect of being on time and this problem provides another problem such as hidden unemployment.
- Having the spirit of organizational soldier: In present conditions, organizations need a valuable generation of employees called organizational soldiers. Since they do the best at all works without expecting it. In other words, the belief in carrying out the quality of the tasks assigned to it without waiting for the reward is the distinction between this kind of human resources (Allameh and Yousefi, 2015).
- Job's knowledge increasing: Job knowledge is one of the direct variables for a successful person in the organization. The source of knowledge does not restrict to organizational performance, but it's related to the person. As knowledge, increasing follows spontaneously by an individual, in addition to personal development and providing advantages for a person, it has an advantage for service revisers and organization as well. This issue in connection with the organizational background needs individual efforts as a way that could cope with obstacles in the organization. Due to the fact that responsiveness is the basis of organizational ethics and has a high correlation with job knowledge so that in morality domain knowledge increasing should be considered.

4.2. Performance Traits

Traits which possess the potential outcomes and most important components of it are as follows:

- Time management: Time management involves a set of skills to control and use the time to achieve goals. In other words, time management is the use of time and available opportunities (Yousefi, 2014).
- The omission of hidden unemployment: Hidden unemployment occurs when a person does the job and activity evidently but his/her activity has not any outcome. The problem is that there is a larger epidemic in government agencies and so far there is not a good mechanism to deal with it. It could be thanks to the process oriental organization instead of being outcome oriented. Along with these two main factors, human resources trend is another key factor. Therefore, changes in the attitude of human resources are important and could be along with organizational ethics.
- Resource saving: Organizational resources are categorized in different ways, such as human, non-human, physical-nonphysical, in addition, some parts of saving are related to the organization and management policies and decisions and other parts are related to human resource performance. But these categorizations and divisions don't reduce the importance of saving, and saving has its meaning through all organizational resources. According to the general meaning of saving as a proper using of resources, the proper using of human resources is related to the symmetry between job and worker and also competency. About other resources such as physical or financial resources, it is related to optimal usage. Since the existence of waste as one of the organizational problems increases the importance of saving, and the waste phenomenon is not only resolved by relying on rules and regulations, so the contribution of the human resources of the organization, which is the product of motivation, the inner desire and the degree of morality of their orbit, underlies the fulfillment of resources.
- Scholar trait: As mentioned in knowledge, increasing, the knowledge of employee about job activity will increase and will provide the new skills for an individual, but there is a possibility that the obtained knowledge is not operating, and the distance between knowledge and action will have not any value for the organization. Therefore, knowledge, increasing outcome, appears in action, the scholarship will be met and has many values.
- Physical and nonphysical ability: It is the ability and competence for doing different activities related to one occupation. Basically, the abilities of a person are dividable in two parts: Mental (the capability for doing mental activities such as thinking, analyzing and problem-solving), and physical (the capability for doing physical, powerful and the same activity) (Robbins and Judge, 2014). Therefore, performing a successful job needs some abilities which are the symbol of that job. For performing an activity having both physical and non-physical abilities is required. There are different interpretations about the importance of abilities but what should be considered is the type of activity and its actor which determines the importance of that activity, otherwise, possessing all aspects of ability is considered as an advantage.
- Organizational loyalty: Loyalty is what the organization expects from their human resources, and relates to organization managers. But the debatable point is the commitment of human

resources to the principles and values of the organization in different situations. It should be noted that relying on loyalty should not ignore criticism. In the state of organizational silence, the organization members prefer to remain silent rather than planned their opinions and views on organizational issues (Morrison and Milliken, 2000) so that loyalty with respect to an organization should be followed as a norm.

- **Effective response:** Responsiveness is considered mainly as a subjective situation, rather than an objective one, that means Responsiveness depends on the person's perception of the organizational reality. According to this view, there are two types of responsiveness in organizations: Formal (external) responsiveness and informal (internal) responsiveness. A formal response is referred to objective and external systems towards the behavior of individuals. That is, organizations utilize responsiveness as a purpose of managing and ensuring compliance by the employees. Such formal systems include responding call action and performance evaluation systems. The basis of informal (internal) responsiveness is the individual's obligation selection and inference. In other words, informal responses mean social, cultural, and value norms, and so on (Hasani and Mehr, 2015).
- **Cooperation:** Affiliation, connection and interaction with the organization in different ways are undeniable. In this place, the importance of collaborating and helping each other will create collective success.
- **Performing social monitoring:** New methods of monitoring, social monitoring should not be forgotten. This type of monitoring in an organization appears as a co-worker monitoring by co-workers and in religion, is a symbol to promote virtue and prevent vice. The trustee is the action of all human resources of the organization, which will be acted upon without legal requirements and spontaneously. Its outcomes are lack of indifference and responsibility.

4.3. Religious-Belief Traits

This category of characteristics derives from the innate dimension of mankind, the most important of which are:

- **Belief in human right:** Belief and respecting the rights of individuals directly or indirectly communicating with us interpreted as a human right in Islamic religion. Its importance summarized in ethics as the right to respect. But its provision is not just related to executors and includes public. Therefore, its position and situation in the service section is more important than other parts. Totally providing human rights is due to rights recognition and acting.
- **Trustworthiness spirit:** Trustworthiness is associated with the proper maintenance of the lending property. The importance of Trustworthiness in tasks is more than property because task's Trustworthiness also includes property. The importance of trusteeship is such that it is considered punishable for the violation, but what can be effective in making this trait is moralistic morals rather than punishments.
- **Faith in god:** Belief and faith in god is the necessary requirements of ethical life (Amoli, 2011). For a broker, the belief in a creator who is observant and 1 day must be present in front of the person responsible for his actions, deeds and decisions can greatly enhance the quality of service delivery.

- **Belief in forgiveness:** Since work life is characterized by ups and downs, which is sometimes due to organizational policies and sometimes due to the expectations of the parties, it is very effective to have the morale of forgiveness and passing on the desirability of the workspace.
- **Self-calculation:** As organizations use auditing as a means of recognizing and verifying the correctness of their performance, Each person also needs an audit of his actions and behavior so that he will be aware of the accuracy of his actions and behavior and use the results to improve.
- **Self-sacrifice:** Prioritizing others towards oneself is Conceptualize in the form of self-sacrifice and has many positive effects. Self-sacrificing respondents can be recipients, colleagues, organizations, communities, etc. But usually, religious motivation is a major incentive for -Self-sacrifice.
- **Chastity:** Purity and inner health are one of the features that can guide the perception and thinking, actions and behavior through the effect. One of its outcomes is the simplicity of morality.
- **Believing in fulfillment of promise:** Loyalty to promise, which is important as a valuable component in service requires an internal belief in this. The substantiation of this trait, which is religious in nature, can affect being ethical.
- **Avoiding greed, cupidity and Avarice:** The recommendation of the Islamic religion to the satisfaction and optimal exploitation of the status quo on one hand and to the avoidance of greed and cupidity on the other hand in the current circumstances of our organization is very important. Greed for organizational positions, stimulating unhealthy competition, prescribing property and income in an illegitimate manner, such as bribing, embezzlement, overtime imposition, and so forth are the consequences of the lack of greed, cupidity and Avarice.
- **Optimism and good thoughts:** In the field of communication and interactions, especially organizational life, suspicion is probable. If not inhibited, this can have devastating effects. Therefore, the ability to carry cases on a positive aspect can be a reasonable way of treating this disorder.
- **Guilt avoidance:** One of the results of guilt is the destruction of ethics, and guilt avoidance has a direct effect on morality.

4.4. Valuable - Cultural Traits

This class of features, borrowed from the social dimension - interactivity and values derived from social life, the most important of which are:

- **Showing belongings:** One of the issues that make sensitivity and precision in doing personal things is the sense of belonging and ownership. Unfortunately, this feeling does not apply to organizational matters as compared to personal affairs. Therefore, the creation of a sense of belonging in the process of service delivery creates change.
- **Disclosure:** Disclosure occurs when members of the organization refrain from covering the observed abnormalities and react to this phenomenon reasonably. If this phenomenon is publicized and accepted as a moral duty by all members of the organization, both who commit an abnormality in the organization and the custodians are overshadowed and Ultimately, the hope of purifying the work environment is not unexpected.

- One of the characteristics that a person is sensitive to moral phenomena and sees phenomena from the moral point of view. (Mohsenpour et al., 2011). Ethical sensitivity is a feature that enables a person to recognize ethical conflicts and their perceptions of vulnerable situations and to be aware of the moral outcomes in making their decision about others (Khalili and Sadrollahi, 2015). Moral sensitivity needs this ability to identify what is right and to think in terms of ethical and legal issues and discuss it with others (Ersoy and Gundogmus, 2003).
- Consult culture: Consultation is seeking help from the mind and experience of others (Kian et al., 2015). Due to the complexity of organizational issues and the necessity of reducing the error in decisions, an institutionalized coherence and consultation should be made. Community basing: Community basing finds its meaning against individual based and will change the individual behaviours in society.
- Axial society: Axial society is meaningful in relation to the axial person. The influence of this trait in the culture of a society transforms the behavior of the people of that society.
- Social prejudice: Prejudice makes sense when the belief that is so strong that behaviour is expressed in the same way as belief. Prejudice leads to dogmatic pursuit and stubborn insistence on the desired will, which in some cases may not be correct. But if jealousy takes on the superficial aspect and the demands and demands of the community are the basis of belief, it is the result of social enmity which itself is the stimulant of moralism.
- Rejection of hypocrisy and flattery: It means dualism and bilingualism. For example, in the presence of someone, he will praise and make a statement of friendship and goodness, but in the absence of him, he will denounce and try to harm him (Yazdi, 2007). Hypocrisy and flattery as destructive organizational morals are not controlled by any laws, circulars, and instructions other than the power of culture and value.
- Realism: Idealism, without considering the facts, has a devastating psychological effect and is effective in poisoning the organization's environment and unhealthy advertising. On the contrary, the flow of realism and the acceptance of

the present situation, along with the shortcomings, instead of creating joy and regret, provide a platform for activity in accordance with real conditions.

- The spirit of justice: This valuable attribute makes it necessary to take the necessary steps to confront the source of oppression and its repulsion. This spirit in managers and government executives avoids them to do injustice and also sustain this situation.
- Being axis of public interest: Public interest is the common interest between all society members. In fact, general interest is the benefit of collective life. Hence it has an impartial, moral and impartial moral, minimalistic (minimalistic justice requirement) character (Moradi et al., 2012). Therefore, with the foundation of public interest in the field of service, the expectation of universal prosperity is not unfounded. The importance of the issue raised in the vacuum and uncertainty in the face of demands from the communicating parties is doubled. The present research has modeled the human factors associated with professional ethics in the judicial system as follows: (Figure 1).

Therefore, the main hypothesis of the research is that human factors are relevant to the professional ethics of the judicial system. In this regard, the following hypotheses are:

1. Personality traits have an effective relationship with professional ethics in the judicial system
2. behavioural traits have an effective relationship with professional ethics in the judicial system
3. Performance traits have an effective relationship with professional ethics in the judicial system
4. Belief-religious traits have an effective relationship with professional ethics in the judicial system
5. Value-cultural traits have an effective relationship with professional ethics in the judicial system.

In the quantitative section, the hypothesis is examined. For this purpose, the normality of the distribution of variables is performed first through the Kolmogorov-Smirnov test. The null assumption on this test is the normal distribution of variables. If the significance level of the test is <0.05, then the assumption is null and we conclude that the distribution of the desired variable is normal. The result of data analysis is described in Table 4. Show that all variables are normal. In the following for hypothesis test, the Pearson correlation coefficient was used.

The result of this test about main hypotheses which indicates that there is an effective relationship between human factors and the professional ethics in the judicial system as the following: According to the significant level obtained from data in Table 5 which is 0.00, and its comparison with error 0.05 ($P < 0.05$) by

Figure 1: A conceptual model of research

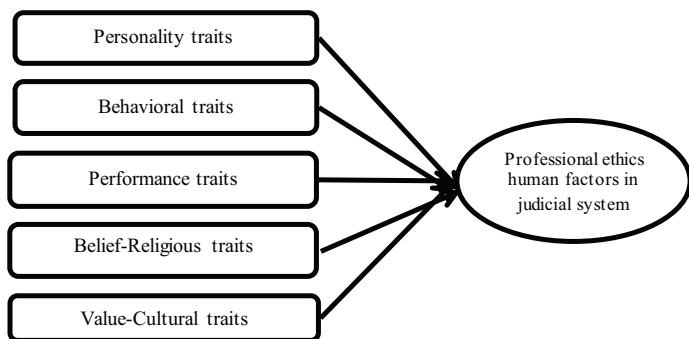


Table 4: The result of the clomogove-esmirnov test for normal distribution data

Variable	Mean±Standard deviation	Z	Significant level	Result
Personality traits	3.67±0.242	1.027	1.145	normal
Behavioral traits	3.62±0.149	1.139	1.086	normal
Performance traits	3.77±0.080	1.269	0.963	normal
Belief-religious traits	3.41±0.117	1.192	0.930	normal
Value-cultural traits	3.11±0.060	1.324	1.234	normal

95% confidence we observe that there is a significant relationship between human factors and professional ethics in the judiciary system.

Therefore, according to the Pearson correlation coefficient is 0.879. Hence there is a positive relationship and the main hypothesis of research is accepted (Figure 2).

According to the result from regression analysis, the regression equation is:

(Human factors) $0.65 + 0.8 =$ professional ethics in the judicial system and also according to the coefficient in regression talk we observe that the linear equation predicts W/3.

The results of the Kolmogorov-Smirnov test show that the data related to the components of human factors follow the normal distribution. In order to investigate the relationship between the five factors of human factors and professional ethics in the judicial

Figure 2: Linear regression equation about the relationship between human factors and professional ethics in the judicial system

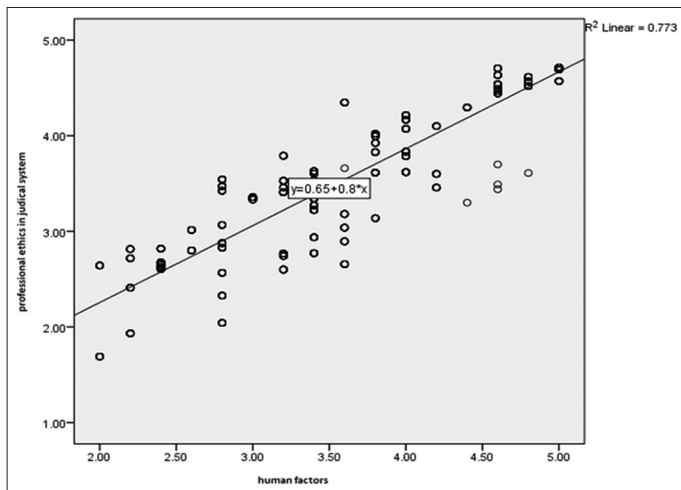


Table 5: Pearson correlation coefficient about the relationship between human factors and professional ethics

		Professional ethics
Human factors	Pearson correlation coefficient	0.879
	Significance level	0.000
	P=0.000 F	F=2873.907
	Coefficient=0.773 R ²	R=0.879

Table 6: Pearson correlation coefficient in the relationship between human factors and professional others in the judicial system

Variables	Pearson correlation coefficient	Significant level	Test result
Professional ethics in the judicial system			
Personality traits	0.744	0.000	There is a direct relationship
Behavioural traits	0.725	0.000	There is a direct relationship
Performance traits	0.675	0.000	There is a direct relationship
Belief-religious traits	0.381	0.000	There is a direct relationship
Value-cultural traits	0.772	0.000	There is a direct relationship

system, Pearson correlation coefficient has been used. The results are as follows. Considering the significant levels of the Pearson correlation coefficient in Table 6 and their comparison with the acceptable error rate of 0.05 ($P < 0.05$) with 95% confidence can be seen that among the factors of human factors and professional ethics and a meaningful relationship in the judicial system. For the exact analysis of data and obtaining research result, the strategy of variable number decreases and the recognition of the internal structure are useful. Analysis of explanatory factor is a method which tries to explore the main variables or factors for providing the correlation model between observable variables. What we seek in this section is studying the correlation between the observed variable and externalization involves main measuring tools of variables. By using the analysis, explanatory factor would be able to recognize the variables which have the main portion in providing the observed variable changes and define the relationship and other variables in some hypothesis.

As mentioned before, in the theoretical basis research, different measuring tools were used for testing the concept of human factors of professional ethics in the judiciary system by scientists. Based on the collection made of 5 compensates extracted and was provincial in the form of a questionnaire. In the following, the explanatory factors in all variables were done by using SPSS. Next, we will analyze the human explanatory factor of professional ethics in the judicial system. Next, we will analyse the explanatory factor in the human factor of professional ethics in the judicial system. The result of KMS-Bartlett test is presented in Table 7.

According to the result, we could perform the steps of an affirmative factor on data. The amount of KMO more than 0.5 shows suitable sampling and the confidence level in the Bartlett test shows that the factorial model is proper. The amount of calculating KMO is 0.872 (more than 0.5) so the calculations show the sampling properness. In the next step, we should study the hidden factors. In Table 8 the result of determining hidden factor, according to special values are presented.

The column of special values showed the number of hidden factors and the total values of more than 1 show the hidden factors. So that, the column of special values about human factor variables of professional ethics in the judicial system, introduces one factor more than 2 so that the proposal structural factor has one factor. Another way for determining hidden factor numbers is scree plot which is shown in Figure 3. The numbers of failures of the graph are horizontal axis shears the number of hidden factor of 2 variables. This graph shows one hidden factors which is defined according to the failure point in the graph based on the horizontal axis. Therefore,

a graph with one failure shows the number of hidden factors for human factors of professional ethics in the judicial system.

For studying the factors proper traits up to now, the again matrix correlation was U and d ... this correlative matrix between factors was collocated by using their bad and comport them with the original correlation between variables.

As Table 9 shows, the analysis of explanatory factor could recognizable hidden factor and extracted it. After recognition of the hidden factor of human resource in the professional ethics of the judicial system, it is necessary to tot the proper relationship

Figure 3: Scree plot for determining the number of hidden factors in human factors of professional ethics in the judicial system

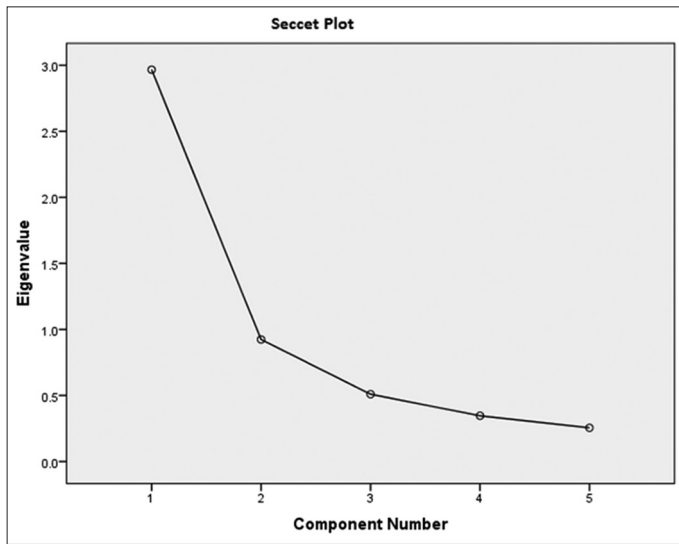


Figure 4: The model for measuring the variable of human factor professional ethics in the judicial system in standard estimation

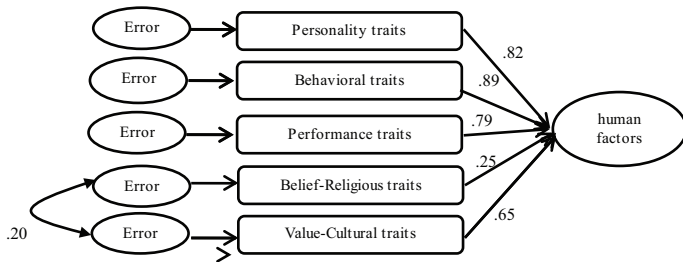


Table 7: The result of KMO-Bartlett test

KMO the scale for proper sampling	0.818
Bartlett's test	
K ²	1767.194
Freedom grad	10
Significant level	0.000

Table 8: The total determined variance of a hidden factor of human factor variable in professional ethics in the judicial system

Factor	Firmany special values			Total extracted local factors		
	Total	Variance percent	Collective percent	Total	Variance percent	Collective percent
1	2.966	59.325	59.325	2.966	59.325	59.325

between this factor and the observed variability. This done by using AMOS software and confirming the relationship between variables as a measuring model form.

Figure 4 shows the measurement model for the hidden variable of the human factor in professional ethics in the judicial system in standard estimation. Factorial loads in the model in standard estimation show the number of effects in any of the variables in determining the variance of numbers or original factor. In other words, the factorial shows the correlation between the observed variable (question) with a hidden variable.

In this study in order to examine the proper model, the scales related to provided propriety model in table two was used. The result of estimating (Model Propriety) confirms the model propriety. So the obtained model is confirmed.

In following the scales in Table 10 will be described.

$\frac{x^2}{df}$: In structural equation modelling, the K score, is the traditional method of evaluating the total model.

The null assumption based on this statistic is that model is properly to data of a statistical population. When the k Score static is significant this hypothesis is rejected, shows that the considered model has not complete property. used for the rejection of null assumption whereas the amount of this ratio is lower than 5, the null assumption are confirmed. In other words, the mode completely is proper to statistical population data. Whereas the calculated $\frac{x^2}{df}$ in human factor professional ethics in the judicial

system is 0, it shows the null assumption confirmation and complete property of statistical population data (It should be noted that this model is a saturated one. GFI, AGFI: Two scales of GFI propriety and AGFI modified propriety are known as absolute propriety scales. The number of this index (Scales) should be between 0 and 1. The number >19 shows the accepted propriety. The measuring of next propriety which appears in the outcome of the plan, compares the relative scales propriety and shows that on which extent the model propriety is suitable according to basic line model which is independent model NFI, is on this graph scale, which more is more than ok to 1, shows the suitable property Another scale is CFI which could between 0 and 1 whereas NFI could be >1. How the number of this scale is close to 1, indicating the good fit of the model. So that calculated number shows the model propriety confirmation basal on three scales.

5. CONCLUSION AND SUGGESTIONS

Now that the great amount of organizational morality relates to human resources, so development in morality is convergent with

Table 9: Correlation matrix reproduced based on factorial locality

	Components	Load factor
Professional ethics in the judicial system	Personality traits	0.859
	Behavioural traits	0.886
	Performance traits	0.835
	Belief-religious traits	0.397
	Value-cultural traits	0.768

Table 10: Proper scales in the model for measuring variable of human factor professional ethics in a judicial system

	Result	Favoured domain	Amount	Scale anume
Job square	Model confirmed	$0 < \frac{x^2}{df} < 5$	1.196	$\frac{x^2}{df}$
The root of average error in estimated squares	Model confirmed	RMSEA <0.05	0.015	RMSEA
The roots of remains squares	Model confirmed	RMR ≥ 0	0.009	RMR
Good propriety	Model confirmed	GFI >0.9	0.998	GFI
Corrected propriety scale	Model confirmed	AGFI >0.85	0.991	AGFI
Normal propriety scale (Bantler-Bount)	Model confirmed	NFI >0.90	0.997	NFI
Comparative propriety scale	Model confirmed	CFI >0.90	1	CFI
Increasing propriety scale	Model confirmed	IFI >0.90	1	IFI

this component. So that organization should recognize the human factors related to professional ethics and make policies based on it. The present study seeks to recognize the human factors related to professional ethics in the judicial system. Analysis shows that, census factors in 5 components as, personality, behavioral, performance belief-religious and value-cultural trusts are categorized and after quantities examination of statistical test were confirmed. About this study corresponded with other researchers in literature, it should be noted that the outcomes of the present study are in accordance with Norian et al., (demographic variables such as grade, experience ...), Rwat et al., (improving professional ethics), Ahmadi et al., study (personality trusts), Nadi et al. (17 human personality traits factors effective such as, free minds human relation, creativity,...) with all personality and behavioral traits, and Nezila study (motivational factors in professional ethics) and behavioral traits and performance. Totally this research is in accordance with other studies in two sections of external and internal literature and wants to identify the human factors professional ethics in judicial system. Finally, in order to strengthen professional ethics related to human resources the judicial authorities should consider the following:

- Supporting of education in applicable law
- Evaluating the annual performance in 360 grade S and including related components with professional ethics
- Performing a self-service method for rewards
- Providing components and scales of professional ethics in attraction, selection and promotion process.

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