

# **The Relationship between Ethical Philosophy and Super-Role Behavior of the Staff of Departments of Youth Affairs and Sports of Golestan Province**

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**ABSTRACT:** The purpose of this research was to investigate the relationship between ethical philosophy and super-role behavior of the staff of departments of youth affairs and sports of Golestan province. The research method was descriptive from a correlational kind. The statistical population of the study included 240 subjects of all staff of the departments of youth affairs and sports of Golestan province in 2017-2018 that were randomly selected using the Morgan table. A sample of 140 subjects was selected as the sample. A questionnaire was used to collect data. Data were analyzed using structural equations. The findings showed that there is a relationship between the ethical philosophy and super-role behavior of the staff of the departments of youth affairs and sports of Golestan Province.

**Keywords:** Ethical Philosophy, Behavior, Ministry of Sports.

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## **INTRODUCTION**

The issue of this research, which the researcher is seeking to solve, is the study of the relationship between the ethical philosophy of the staff to evolve the behaviors outside the role and super-task in them. In other words, two people who work in the same organization and one unit at the same time and with the same conditions have different job and duty behaviors: one of them is within the scope of organizational tasks and is based on the description of the job and another one shows the behaviors outside the task such as helping colleagues, etc., in which case it will be necessary to identify the factors influencing the tendency to survival and the extent of their impact. Therefore, various researchers have sought to identify the causes of this phenomenon in the organization and have identified various causes such as job characteristics, individual characteristics, leadership factors, etc. (Tavallaei, 2014). Although the attention to the issue of the ethics as one of the characteristics of the individual, organizational and social level in organizations is not a new issue, in recent years, the successful experience of corporative ethics companies along with the decline of organizations that ignored ethical principles has revealed the effectiveness of ethical solutions in organizations more than ever (Daneshfard, 2012). The sports and youth centers of the Golestan province are among the organizations dealing with the general public from various social classes. Any quantitative and qualitative failure in the above organization's services leads to direct feedback from citizens including the loss of time and additional costs and spiritual and physical fatigue results from inappropriate use of services such as services to improve public health and wellness regarding the wide range of audiences. The wide range of activities of this organization and the existence of a wide range of factors such as popular communication and the need for more management in the debate on championship and public sports in recent years have highlighted the need for this organization to evolve the behaviors outside the task more than ever (Senobari, 2014). In a fully transformed and dominant

situation of organizations and the need for them to be effective in such a situation, they have increasingly revealed their need for a generational generation of the staff, a generation that is referred to as organizational soldiers. These employees are undoubtedly the point of view of effective organizations of non-productive ones because they regard the organization as their home country and they do without considering anything in addition to their formal role in pursuit of their goals and do not hesitate to do anything (Tavallaei, 2014).

In the departments of youth affairs and sports of Golestan province, the issue of organizational ethics has become very high due to dealing with various types of society, including infertility, adolescents, youth, elderly, both genders of women and men and consequently, in line with the ethical philosophy of the staff, the super-role behavior is a matter which is directly related to the ethics issue. If various studies show that ethical issues as a requirement in sport organizations in our country are discussed, and its relationship with organizational citizenship behavior as a kind of inferiority behavior will lead to the recognition of the dimensions of ethics affecting citizenship behavior in the organization (Taheri Demneh et al., 2015). As Turnipseed and Wilson (2012) also found, people who have a higher ethical behavior are more likely to behave as citizens. Therefore, it can be argued that the ethical philosophy of the individual is positively related to his organizational citizenship behaviors and the lack of attention to ethics in societies like Iran that has rich moral values and significant differences with developed countries can be a major problem for organizations. Today, the observance of the ethics and the preservation of ethical values have become one of the most important phenomena that are considered in most organizations (Senobari, 2014). Ethical principles form part of formal politics and the informal culture of the organization, and ethical philosophies, which value-philosophical necessities and criterion, are a measure of the correctness and inaccuracy of the individual's behavior towards himself, others and society, are among the factors that affect the attitude, behavior and performance of the staff (Soleimani, 2016).

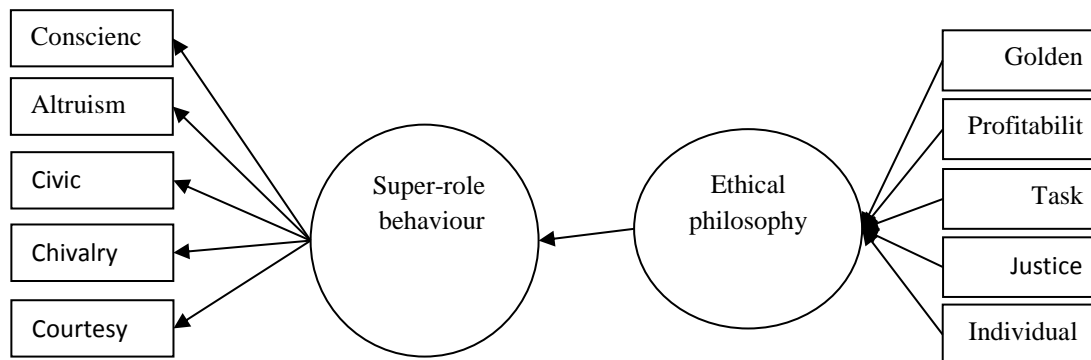
The issue of people who is not the only championship sports with the departments of youth affairs and sports of Golestan province, but it is also facilities, availability, availability for everyone, and many other issues. In this regard, it is clear that the staff and managers of this complex must be more ethical, organizational and ethical in order to be able to respond to those who come to these offices. The most basic approach to ethics is moral philosophy; it is assumed that the ethical philosophy affects people's ethical decisions (Amirshahi et al., 2015). Some researchers believe that the ethical decisions are influenced by the selection and recruitment of moral persons, and that rewards and punishments do not have much effect on ethical principles (Lawton, cited by Senobari, 2014). The concept of work ethics is of great importance in the decisions of the organization's officials to create and maintain highly motivated and diligent employees (Qolipour et al., 2016). Based on what was said, the current research sought to find out whether there is a relationship between ethical philosophy and super-role behavior of the staff of the departments of youth affairs and sports of Golestan province.

## METHODOLOGY

The research method was descriptive from a correlational kind. The statistical population of the study included 240 subjects of all staff of the departments of youth affairs and sports of Golestan province in 2017-2018 that were randomly selected using the Morgan table. A sample of 140 subjects was selected as the sample. In the stage of research implementation, after providing a preliminary description of the measurement tool and the purpose of the test, how to respond to the tests for participants was explained in detail. In the case of ethical considerations, after obtaining consent from the individuals and providing the necessary information, they were assured that the information received would be used only in this research and would be protected from any abuse. A questionnaire (standard questionnaire) was used to measure the variables of the research. In the questionnaire used to measure the main variables, an option 5 Likert scale was used. The variable questions of the treacherous behavior of Podsacowf & et al (2014), along with some modifications and the variable of moral philosophy questionnaire, have been extracted from Kojala & et al (2015). In the questionnaire of the ethical philosophy of the staff, a staff member was presented with a scenario designing a staff member who was fired only for three years until retirement due to the bad financial situation of the organization. The validity of the questionnaire was approved by the professors and experts. To assess the reliability of the questionnaire, internal consistency and Cronbach's alpha were used. For this purpose, 30 questionnaires were distributed among the community and Cronbach's alpha were calculated. The Cronbach's alpha coefficient for the ethical philosophy was 0.853 and for the super-role behavior it was 0.838 which indicates the reliability of the questionnaire. For data analysis, Pearson correlation coefficient was used. In all analyzes, the significance level was considered as  $p < 0.05$ .

**RESULTS**

The results of Kolmogorov's test showed that the distribution of data was normal ( $p > 0.05$ ). To test the overall proposed model for this research, namely, the study of the relationship between the components of the ethical philosophy on the super-role behavior, the data collected through the structural equation model were analyzed. The results are shown in Fig. 1.



df= 19, Chi-Square= 53.11, RMSEA= 0.114, GFI= 0.90.

**Figure 1.** Test of the relationship model between organizational communication components on organizational silence (Path coefficients and their significance index t, the values in parentheses- \*\* significance at the level (0.01) and s = scale).

As shown in Figure 1, the general indices of fitting goodness test in the structural equation model indicate the general fitting of the proposed model (Chi-Square / DF = 2.80, RMSEA = 0.114, GFI = 0.90, AGFI = 0.88, NFI = 0.91, NNFI = 0.90). The closer the AGFI, GFI, NFI, and NNFI index are to one, the pattern is better fitted, and the data are more likely to confirm the pattern of the given relationships. Similarly, the RMSEA is desirable to close zero to show better fit of the pattern. The lower chi-square / DF fitting is better, and is actually better than 3. Therefore, our data have confirmed the overall proposed pattern and the overall structure of the tested relationships has been confirmed through the obtained data, that is, there is a significant and rational relationship between the components of the ethical philosophy and the super-role behavior of the staff of departments of youth affairs and sports of Golestan province.

The production indices of the structural equation model are not limited to the general fitting indices, but the standard parameters  $\gamma$  and  $\beta$  (path coefficients) and their respective t values for each of the causal paths of the exogenous variable to the endogenous variables (gamma coefficients), and there is also the path of the latent variable to the endogenous latent variable (beta coefficients) that should be interpreted. These coefficients and indices show the relative strength of each path. The results of the t test show that all path coefficients  $\gamma$  and  $\beta$  are significant ( $p < 0.01$ ). As shown in Figure 1 and Table 1, all coefficients of the paths between the variables are significant.

**Table 1.** Lambda coefficients of research variables.

Components / Variables	Ethical philosophy	Super-role behavior
1	0.56 (4.18)**	-
2	0.49 (2.11)*	-
3	0.39 (2.72)*	-
4	0.78 (4.54)**	-
5	0.58 (3.40)**	-
6	-	0.67 (2.37)*
7	-	0.74 (5.21)**
8	-	0.46 (2.17)*
9	-	0.55 (3.37)**
10	-	0.49 (2.29)*

In the study of the effects of the variable of profligacy philosophy on the transpersonal behavior of the staff, as shown in Table 2, the path coefficient (0.36) is estimated. Considering t-value (2.17), with a probability (p-value) of 0.01> and it is less than a significant level of 0.05, it can be concluded that this path coefficient is significant at the error level of 0.05 that this value means that the philanthropy of profiteering in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior.

In the study of the effects of the variable of task philosophy on super-role behavior of the staff, as shown in Table 2, the path coefficient (0.51) is estimated. Considering t-value (3.47), with probability (p-value) which is equal to 0.001> and it is less than a significant level of 0.05, it can be concluded that this path coefficient is significant at the error level of 0.05 that this value means that the task philosophy in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior. In the study of the effects of the golden rule philosophy variable on the super-role behavior of the staff, as shown in Table 2, the path coefficient (0.64) is estimated. Considering t-value (4.09), with probability (p-value) which is equal to 0.001> and it is less than a significant level of 0.05, it can be concluded that this path coefficient is significant at the error level of 0.05 that this value means that the golden rule philosophy in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior. In the study of the effects of the variable of the justice philosophy on the super-role behavior, as shown in Table 2, the path coefficient (0.39) is estimated. Considering t-value (2.34), with probability (p-value) that is 0.01> and it is less than a significant level of 0.05, it can be concluded that this path coefficient is significant at the error level of 0.05 that this value means that the justice philosophy in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior. In the study of the effects of the variable of individual freedom philosophy on the super-role behavior, as shown in Table 2, the path coefficient (0.70) is estimated. Considering t-value (5.21), with probability (p-value) which is equal to 0.001 and it is less than a significant level of 0.05, it can be concluded that this path coefficient is significant at the error level of 0.05 that this value means that the philosophy of individual freedom in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior.

**Table 2.** Direct relationship between the values of the outcome philosophy on the super-role behavior.

Hypothesis	Direct path	Path coefficient	p-value	Result
1	Philosophy of Profit → Super-role behavior	0.36	0.01>	Confirmed
2	Philosophy of Task → Super-role behavior	0.51	0.001>	Confirmed
3	Philosophy of Golden Rule → Super-role behavior	0.64	0.001>	Confirmed
4	Philosophy of Justice → Super-role behavior	0.39	0.01>	Confirmed
5	Philosophy of Individual Freedom → Super-role behavior	0.70	0.001>	Confirmed

## DISCUSSION AND CONCLUSION

The purpose of this research was to investigate the relationship between the ethical philosophy and super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. The findings showed that there is a relationship between the ethical philosophy and super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. The research findings have shown that the tested relationships are confirmed by the data obtained, meaning that there is a meaningful and logical relationship between the components of the ethical philosophy and the super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. In other words, the research hypothesis has been approved, so it can be concluded that the staff of the departments of youth affairs and sports of Golestan province with respect to the spiritual principles and values that exist in their behavior or organization show beneficial behaviors such as altruism and chivalry while this kind of behavior may not be described in their job description and staff do it to help others. The results of this study are consistent with the results of Mogheli et al (2013). In relation to the first hypothesis of the research, there is a relationship between the benefit philosophy and super-role behavior among the staff of the departments of youth affairs and sports of Golestan province. Findings show that, in the study of the effects of the variable of the benefit philosophy on the staff's behavior, the path coefficient (0.36) is estimated. This value means that the benefit philosophy in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their super-role behavior. Accordingly, it can be said that the staff of the departments of youth affairs and sports of Golestan province for the sake of their own interests may not discriminate against other colleagues, so that the staff fill up very little of the colleagues

who are sick and absent. Because of the risk of their own interests, they also do not express opinions because they may not be beneficial to them. The results of the present study are consistent with the results of Baker et al (2016) and are not consistent with Soleimani's research (2016). Other findings showed that there is a relationship between the philosophy of duty and super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. It has been shown that the effects of the variable of task-oriented philosophy on the super-role behavior are estimated at the path coefficient (0.51) that this value means that the philosophy of duty in the staff of the departments of youth affairs and sports of Golestan province has had a direct and significant effect on their behavior. Therefore, it can be concluded that in the departments of youth affairs and sports of Golestan province, the ethical value of each act depends on its outcome, even if its result at the time of making the decision is not clear and, with regard to the goodwill of the staff, they always wish the best performance for others, they are obliged to respect the covenant, to carry out duty, integrity and trust as basic ethical principles. The results of this study are consistent with the findings of Mogheli et al (2013) and Huang et al (2014). There is a relationship between the philosophy of golden rule and the super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. According to the above findings, it can be concluded that the staff of the departments of youth affairs and sports of Golestan province act in a manner that they like to have the same behavior with others, they understand and accept occupational and organizational conditions and responsibilities, and they adapt to it and also try to ensure fairness and do not enter into each other in their organizational business. The employees attend their extra-curricular training sessions to maintain their deeply rooted behavior in the organization and welcome their organization's ideas and plans. The results of this study are consistent with the results of Rayner et al (2014) and Kamali (2010). There is a correlation between the philosophy of justice and the super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. The results showed that the employees in the adverse and unfavorable situations show the necessary tolerance and patience. At the same time, among ethical workers, they are closely linked to their working lives, and staff members of the departments are demanding that the managers make every decision to communicate closely with their ethical values. The results of the present study are in agreement with the results of Lahafi Bayan (2012). There is a relationship between the philosophy of individual freedom and the super-role behavior of the staff of the departments of youth affairs and sports of Golestan province. According to data analysis, it can be concluded that in the departments of youth affairs and sports of Golestan province all processes and procedures are fair and non-discriminatory, and each worker has the right to equal and equal freedom to others. The employees of the departments of youth affairs and sports of Golestan province believe that compulsory tasks include the cases such as the use of force in directors or supervisors, or the use of administrative and compulsory penalties for unfair trials. They consider individual freedom to be a special ethical discussion in their own departments and they are eager to expand, because the employees of these agencies are demanding freedoms that ultimately lead to their welfare, so that they will be able to do behaviors beyond their role in the organization, which results in better organization of the organization. The results of this study are consistent with the results of Shin (2012) and are not consistent with to the research of Salasi (2013). The results of the research have shown that the staff of the departments of youth affairs and sports of Golestan province, because of their own interests, may not be discriminated against in their behavior towards other colleagues, so that the employees fill up in very little of the colleagues who are sick and absent. Because of the risk of their own interests, they also do not express opinions because they may not be beneficial to them. Also, in the departments of youth affairs and sports of Golestan province, the ethical value of each act does not depend on its outcome, even if its outcome is not known at the time of making the decision, and in accordance with the goodwill of the staff, they always wish the best performance for others, they consider it imperative to perform the duty, duty, honesty and trust as basic ethical principles. The staff of the departments of youth affairs and sports of Golestan province act in a way that they like to have the same behavior with others, they understand and accept the conditions and responsibilities of the organization and work, and also in organizational jobs they are trying to ensure fairness and do not enter in the right of each other. The employees attend their extra-curricular training sessions to maintain their deeply rooted behavior in the organization and welcome their organization's ideas and plans. The results showed that the employees in the adverse and unfavorable situations show the necessary tolerance and patience. At the same time, among ethical workers, they are closely linked to their working lives, and staff members of the departments are demanding that the managers make every decision to communicate closely with their ethical values. 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### Conflict of interest

The authors declare no conflict of interest

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