

The Effects of the Applications of Business Ethics on Employees: Evaluation on Konya AFAD Employees

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Abstract—Today, the business enterprises, which are in active in almost every area and want to be successful, should adopt the concepts of business ethics and social responsibility. This is also at the same way in the public sector. In this study, business ethics and employee satisfaction has been theoretically mentioned and an opinion was acquired from the employees of Office on Disaster and Emergency Management of the Province Konya about the applications of business ethics in their institutes; it was checked whether or not there is a significant relationship between the dimensions of business ethics and demographic factors; and the relationship between employee satisfaction level and sub dimensions of applications of business ethics was examined For all of these aims, 68 disaster and emergency case employees were reached by means questionnaires. The results of study were analyzed by statistical analysis program. At the end of study, it was concluded that employee satisfaction is s in a positive directional relationship with the applications of business ethics on the employees serving disaster and emergency case.

Keywords: Job Commitment, Turnout Intention, Burnout, Disaster and Emergency Case

1. INTRODUCTION

Business ethics is a specific ethical discipline belonging to business world, because the ethical problem met in the business world are not different from the general ethical problems (Arslan, 2005: 4). In this direction, business ethics is a phenomenon emerging with the application of ethical thoughts and principles to the activities of business management. For example, if human's not keeping promises is viewed as an unethical behavior, in business relationships, also not keeping promise toward the employees, customers, shareholders, competitors, and suppliers is an unethical behavior. The businesses must also pay attention to comply with the ethical principles that are good, nice, and true (Şahin ve Yıldırım, 2008: 57).

In all economic activities, it is primary to acquire the honesty, trust, respect, and behaving rightly as a principle and to support the society sharing the same environment. Business ethics is the examinations of principles and values that guide for making choices in common sense in the direction of possibilities provided by economy, business world (Mc Hugh, 1992: 15). Commitment to the value of business ethics and behaving ethic in the decisions that will be made provide the resources in an economy more efficiently and effectively. Just as the principle of doing work in a true and nice way, one of the major principles of business ethics, is extremely important in the areas of effectiveness and quality, it also affects the organizations from many various angles such as protecting the work peace, team spirit in organization, and development of cooperation understanding. In addition, that the agency has an image that is respectful to the ethics principles enables the business of interest to be preferred more in terms of customer. Therefore, researchers states that implementing the principles of business ethics bring the measurable and un measurable values in business (Zaim, 2009: 128).

According to the logic of "obeying order" ethics, official authorities impose rules, to supply ethical behavior, which are designed to be followed the other rules. The reason for that some public officials behave unethically is their not acting according to the rules. Therefore, stricter sanctions must be brought against those violating rules in public administration and, thus, the tendency to violate the rules must be eliminated. Thus, in this ethical understanding, the problem of main paradigm is interest confliction. Interest confliction can be defined as the cases, in which the interests of public official himself/herself, his/her relations, or his/her friends contradict to the public interest, while he/she is serving (Yüksel, 2005, p.109). In impartiality, the values such as not thinking of self-interest, loyalism to government, service for public, and

democratic responsibility can be viewed as the values of spirit of public administration.

As the resources of the ethical problems in institutes, obtaining personal gain and egoism, personal values against the objectives of organization, and cross-cultural contradictions can be put in order. Sometimes, the personal values of the people recruited in organizations are not in desirable level. They keep more dominant their own demands and desires than the demands and desires of organization and this situation causes the emergence of a case that is detriment to the other employees, organization, or society. The people, who embezzles, inflate invoices, and accepts a bribe; show the other unethical behaviors, can always be present. Besides this, ambition to get a promotion may cause egoism (Frederick, Post and Davis, 1992: 59).

2. CONCEPTUAL FRAMEWORK ASSOCIATED WITH BUSINESS ETHICS

2.1. The Concept of Business Ethics

Morality is the response of the word moral, Latin originated, Morality, when it is used in the meaning in Latin, morality expresses a relative case and puts forward that ethical rules can be used in the different groups in different meanings from the society to society, In Arabic language, morality is the plural of the word “hulk” means temper, disposition, and mold in word meaning and tells the spiritual principles that should be complied in the human relationship, the values of society traditionally, and the behavioral rules. In Turkish, it is used in the meaning in Arabic (Cevizci, 2002: 1–3). Business ethics expresses what is right and what is wrong in the production and consumption process of good and service. Business ethics, as a term, includes the working and professional ethics. When a working ethics is mentioned about in a society, the attitudes and behaviors shown toward job and working are understood. While some societies and sectors positively regards to working, some stands out resting and entertainment rather than working. For example, in Protestant sect, while working is a worship, in Christianity, it is rarely welcomed. The Islamic Religion gives important to working (Murat, 2008: 70). Business ethics is morality of the entrepreneurs and workers. It is, from the viewpoint of employee, that he/she makes his work appropriately, while from the employer, it is that he/she gives the right of employee and the response of his/her labor (Tabakoğlu, 2008: 37). Taka expresses business ethics in the form that “it is a discipline examining the relationship between economic activities and realization of fairness and justice in the societies and, in the society under consideration, as well as activities contributing in the realization of justice, and economic applications.” Business ethics examines the societies from economic, legal, and ethical point of view (Taka, 1997: 99).

Business ethics is a phenomenon emerging with the application of ethical principles and thoughts to the activities

of business management. For example, if the fact that the people do not keeps their promises is deemed an unethical behavior, also not keeping his/her promises toward shareholders, suppliers, competitors and customers is an unethical behavior. In the businesses, it should be paid attention to complying with ethical principles (good, wonderful, true) (Şahin ve Yıldırım, 2008: 57). Business ethics concentrates on how the ethical rules can be applied to the institute, behavior, and policies of business. Business ethics is a study regarding how the ethical standards, during the production and distribution of good and service, can be applied to the behaviors of the relevant persons in the organization of the developed societies. In other words, business ethics does not only cover the analysis of the principles and norms but also the attempts toward applying certain sort of behaviors to these results of analysis and it is an applied form of morality (Valesgues, 1988: 20). In the section of research of the study, a case study takes place about the subject. In this direction, analyses was conducted through collected data from the employees of Office on Disaster and Emergency Management of the province. In the analyses under consideration, it was attempted to be identified the effect of applications of the business ethics on employee satisfaction and to be added a supportive element to the theoretical part of the study.

2.2. Importance of Business Ethics

Business ethics is also closely related to the understanding of social responsibility. It can be said that that business ethics becomes effective on the relationships system in socioeconomic process will contribute to the development of the system of social responsibility, because a social context, on which the principles of business ethics is dominant, in spite of everything, makes obligatory firms to engage in an activity on the basis of a responsible understanding considering the interests of all the sectors of society, instead of an egoist approach considering their own interests. In other words, business ethics requires the businesses and entrepreneurs, without acting with only profit motive, to take into consideration the other social sectors as well. Even though monetary gain and success based on monetary gain is a fundamental condition for the company to survive, it should not also be ignored that the business should have a certain responsibilities toward the society, in which it acts and from whose resources it utilizes. As Mendonca and Kanungo stated, it cannot be rejected that the entrepreneurs are obliged to reach their aims relevant to their own businesses; however, the style to be able to realize these aims of them has to be associated with the interests of the consumers, employees, those taking place in the service sector, and local communities (Mendonca and Kanungo, 1998: 203). In fact, at the present days, related to the aim of business, advocating the validity of one dimensional formulation do not match with the realities of social life (Schulze, 1997: 39).

In parallel with the development of the world, living conditions changing in societies and the values related to the business ethics and economic life in our society can be expressed as follows (Dinçer, 1992 : 88-89): “Not to cheat to each other during shopping, Not to make the things he/she/himself/herself does not like to the others; To help the people, who are the owner of need; To pay the debt in due time, To pay for the wage of employee as much as he/she deserves and in time, -To avoid from unfair competitive environment and not to make unfair competition, -To be fair and honest about scales, -To introduce the products at the moment of need without considering manipulative policies, - Not to lie about goods; to know the features of product and specify their bad aspects, -To show facilitation while being seller and customer or paying for his/her debt, or collecting his/her receivables or to make self-sacrifice, if necessary; After the bargains and contracts carried out, keeping loyal to the contract, not to bargain with others”.

2.3. Historical Development of Business Ethics

From the aspects of business ethics, whose historical development dates to the antiquity, the leading author and philosophers of Roman and ancient Greek civilizations do not positively regard to the commercial activities and business management. The reason for this is that there may be a desire to gain money and lie in this kind of activities they worry about that corruption can spread to the societies. In the societies, in which work and effort are accepted that the duty of subclasses and, in which there is aristocracy, the works, for which physical efforts and had work are exerted, are disclaimed (Arslan, 2012: 39). The historical development of business ethics is in parallel with the development and change experienced in the administrative, economic and political areas (Gök, 2008: 3). The religions have an important effects on the business and working ethics and the life of the individuals (Özgener, 2004: 56).

Along Middle Age, the regulations of church about business ethics, even lees, made a constrictive effect on the commercial activities carried out. For example, prohibition of interest created a tension between business world and church. Interest prohibition, whose roots date to Roman and Greek civilizations was protected by church until the second half of 19th century. The tension emerging with the interest prohibition in the development period of capitalism was eliminated by protestant reformists. The reason for this is that the interest right of the person, who puts capital, is made legitimate in Protestantism. Together with the removal of incompliance business world and clerics, Protestantism and Calvinism, deeming the professional and commercial success as a divine grace, prepared a necessary infrastructure that is necessary for capitalism. In England, the laws on interest prohibitions were demolished in 1854 (Arslan, 2012: 41).

2.4. Managers in Businesses and Business Ethics

The role of manager is to design the solution suggestions under the uncertainty conditions against the challenges to business for the welfare of business. The aim is to provide the continuation of business against the negative behaviors toward the life of business and whether or not this aim is realized will be assessed with the health of business. The duty of manager, rather than following some very specific aims rationally, with a style of a politicians first satisfying either of group and then the other group, is to solve the problems in time, i.e. to meet the demands of different group in business (Boatright, 1998: 307-308). Ethics has a number of managerial function. The managers face with a number of complex problems and, thanks to managerial ethics, make guidance regarding that these kind of problems will be coped with. In addition, ethics determines how the manager should deal with the issue of the interests, rights, and freedoms (Baron, 2003: 683).

In the studies on managerial ethics, the issues such as why the managers should have generally some ethical values and, more broadly; why the managers do not exhibits the ethical behavior; and which motives push the managers to behave unethically, are examined. As a result of examination carried out, two reason stand out about why the managers behave unethically: a) That the positive results emerging at the end of behaving in complied with ethics cannot be seen or noticed; b) When the behaviors against ethics are exhibited, that what the price of it is cannot be known. Because of two reasons above, most of the managers see that even though many people in managerial position around them do not behave ethically, they can perform their works and, consequently, they themselves also make some unethical behaviors. There are some price of gaining, cheating the others. One of these prices is to exert energy. For the cases such as that the unethical transactions of managers about the valuable resources are not heard and that they are not caught, it is a reality that the manager exerts effort. Such a person should keep two sets books Fraudulent accounts are hidden in secure drawers. Nobody should see these and hear phone talks. Providing humans to keep a secret, to expect tax department to notice the contrasts in accounts, to hope for the customers to see the rotten, light damaged fruit, or price increases certainly make the person tired (Tierney, 1997: 53-55).

In a number of studies carried out, it was attempted to be generally presented why the managers go towards unethical behaviors. But another tendency increasingly growing is the requirement that the managers becomes sensitive to the ethical issues. The future managers will be more interested in the domains such a women rights, natural, and environmental issues. The objectives of managers regarding maximizing the business profitability became any more a simplified concept. Nowadays, the managers feel the obligation to address to the social aims such as presenting more interesting things to society, using the new technologies, predicting the desires and demands of consumers, and creating the distributable income (Kirel, 2000: 62). Both somebodies in the head of large companies and many successful businessmen have been begun

to be seen as the leaders of society. However, it is expected from the leaders to exhibit example behaviors. In other words, it is expected from them to exhibit behaviors just as they have to behave, not just as everyone behave. Shortly, the more the behaviors of the groups in the leadership position, politicians, clergymen, and jurists are criticized, the more virtue it is expected from business life (Drucker, 1996: 29).

Implementing the ethical principles in a business should have a compatible method. For business ethics to be able to implement with an appropriate methodology in a business, first of all, alternative decisions are defined. Then, these decisions are evaluated in terms of ethical principles and moral standards. And depending on these evaluations, a choice is made. Attempting to implement business ethics with an inappropriate methodology causes the managers to add their own interests to the processes of making decisions. In an inappropriate ethical methodology, managers adopt an ethical system that is closest to the decisions they appropriately chose to their own self-interests and, thus, they try to show the rightness (legitimacy) of decisions they made thanks to this (Baron, 2003: 684).

2.5. Those working in Businesses and Business Ethics

For a business to survive, grow, and make profit, it is important for business management to behave sensitive to business ethics toward all groups they are in contact (Pelit and Güçer, 2007: 36). However, as a result of globalization, the demand increases all over the world toward more democracy and human rights. In the issues such as ethnical origin, language, religion, sect, and gender, it is desired not to be discriminated. In multinational companies, that the people from the different cultures work bring together the new ethical problems. This situation requires the people in businesses to act in compatible with the principles of business ethics (Murat, 2008: 67–81).

In the increase effectiveness in businesses, when the contribution of employees is taken into consideration, the importance of business ethics emerges once more and it becomes impossible to think of effectiveness and business ethics separately from each other. In this context, the whole of applications, based on ethical principles raising the quality of labor, such as providing the work safety of employees, arranging the working environment in compatible with the health conditions, following a satisfying wage policy, become tolerance toward union activities, not to observe the employees with the instruments such as hidden cameras, being based on competence in the choice and promotion of the personnel, not exhibiting the emotional harassment and insulting behaviors toward the professional adequacy and reliability of any of employees, not making racial and sexual discrimination, not exploiting the labor of child and woman, taking deterrent actions against the events of sexual harassment, and delivering the various social rights take place among the main conditions of business reliability, and effectiveness increase (İlhan, 2009: 263-264).

2.6. Policies of Business Ethics

Individual is a social entity. He has some needs such as “to like”, “to be liked”, “to belong to a group”, “to appreciate”, “to be appreciated”, “to be successful in a group” etc. These needs require the individual to live together with the others. On the other hand, individual need to be free, to develop himself/ herself” and to make an effort for his/her own happiness and success. These two different needs can conflict to each other. The rules serve minimizing these conflictions. It enables an individual both to be able to live together with the other individuals in more harmonious and peaceful way and to be able to become free in maximum degree. These are the rules that make it possible the game to live together and ensure the maximum freedom individual needs. The rules provides, while individual experiences his/her own freedom, him/her not damage to the other individuals and, thus, on the one hand, while constricting the individual, on the other hand, limiting that the freedoms of the other individuals inhibit his/her freedom, it gives freedom to the individual he/she needs. In this meaning, the rules is guarantee of the maximum freedom of individual, whereas individual ethics is the process that the individual complied with this kind of rules with his/her free will and conscious and that such a conscious forms in the individual (Çiftçi, 2003 : 46).

Business ethics is not independent from the morality of individual, family, and society. Every individual raises in a family and his/her nurture receives from his/her family. Besides this, education on ethics is provided in schools. Hence, in becoming well- behaved of individual, the family and educational institutes have a very important place. But for installing business ethics, it is necessary to take the other actions without neglecting the importance of education (Aktan, 2001: 32). In business management, that the issue ethics takes place as a single or a single sentences in mission or vision slogans is not enough. What should be done is to develop policies in detail to give weight the educational programs about business ethics, and to prepare procedures in all business (Tierney, 1997: 21). A member of business to be equipped with the ethical criteria are expected to acquire the ethical principles and act according to these. At this point, in addition to the general ethical principles, identifying that the rules determined by business and the generally acceptable ethical behaviors, they must be presented to the employee and, thus, an ethical structure must be formed, which will enable the individuals to behave ethically. In this direction, in the process of forming and implementing the principles of business ethics, the elements that should be followed can be put in order as follow:

First principle is to bring the standards the business management formed about business ethics into written state. The second one is that the owner and managers of business, besides they are decisive and believer about forming business ethics, make example behaviors toward all employees and those around them. The third one is that, forming an “ethical

committee” to follow the works about business ethics, the managers provide the ethical culture to be institutionalized. The fourth one is to appreciate and award the positive behaviors toward business ethics and, in return to this, to condemn the negative behaviors that do not fit to business ethics toward business ethics, if necessary, to punish. The fifth one is to clearly show and make feel that the business ethics is given importance in the business (for example, to use banners and slogans toward business ethics and its application). The sixth one is to continuously train the employees about business ethics. The seventh principle is to make the legal arrangements toward the business ethics (for example, it should be struggled with tax fraud, illicit employment, and unfair competition; the consumer rights should be protected) However, some official institutes e.g. (competition institute, institute on protracting consumer) toward business ethics should be formed (Şahin ve Yıldırım, 2008: 61-62). Businesses recently employ for the employees and the other staff to comply with the rules of business ethics, the staff called impartial referee employee, ethics officials, or ombudsman. Especially, these officials that are common in the very large and developed enterprises play important role in solving the ethical problems, especially ethical dilemmas. These people are selected from among the people having experience 10 years and over. These officials, identifying and reporting the ethical dilemmas to the top management, have the authority to make recommendation for the solution (Özgener, 2008: 41).

For the business to be kept committed to the ethical principles the applications such as following the employees through computerized systems with video ad following the mails received and sent mails are of the actions taken. However,, although is expressed that these actions are taken not to be violated the principles of business ethics, there are also those qualifying these actions as unethical due to the fact that they violate the secrecy of private life, hurt interpersonal relationships based on trust, and negatively affect the psychological situations of employees and so on (İşseveroğlu, 2001: 61-62).

3. STUDY

3.1. The Aim of Study and Its Hypotheses

Today, whatever the activity area of businesses are, it is seen that they face with the problems of business ethics. The solution of these problems requires both the business managers and employees to act in compatible with business ethics. The aim of this study is to reveal at which dimensions and what level the applications of business ethics affect the behaviors of employees and, in addition, to identify the levels of the sub titles of the firm applications, personal values, attitude of managers, workmates, and employee satisfaction and their relationships with each other.

- H1: There is no statistically significant difference between manager attitudes of employees of disaster and emergency case and age groups.
- H2: According to the educational levels of the employees of disaster and emergency case, there is no statistically significant difference between the personal values.
- H3: According to the educational levels of the employees of disaster and emergency case, there is a statistically significant difference between the workmates.
- H4: There is no a statistically significant difference between working status the employees disaster and emergency case and firm applications.
- H5: There is a positive directional strong relationship between employee satisfaction of the employees of disaster and emergency case and firm application.
- H6: There is a positive directional weak relationship between employee satisfaction of the employees of disaster and emergency case and personal values.

3.2. The Place of Study

The study was applied on the employees of Office on Disaster and Emergency Case Management of the province Konya that subjects to Prime Ministry. It was learnt that totally 77 people have been working in the institute and questionnaire was administered to 68 people, who can be reached except for the employees, who are in holiday, on sick leave, or absent from the institute. All questionnaires returned and 68 valid questionnaires were used.

3.3. Method of Study

In the study, survey method was used as information collecting instrument. As a result of literature review carried, utilizing the papers that are compatible with the subject of applications of business ethics on employees, the survey questions fitting to our study were formed (Özdemir ve Yaman, 2008). The questionnaire used in collecting data consists of 6 sections. There are 4 questions on the determination of demographic features of the participants in the first section; 11 questions on firm applications in the second section, 11 questions toward determining the personal values in the third section, 8 questions toward determining the attitudes of managers in the fourth section; 6 questions toward determining the attitudes of employees in fifth section and, lastly, and 11 questions toward measuring employee satisfaction. In the survey, technique of 5-points Likert scale was used. Likert scale is accepted as an attitude scale and, differently from the other scales, identifying whether or not at what degree the responder approves the judgement about the subject, aims to determine the attitudes of people (Altunışık vd., 2007: 108). Likert scale used, according to the degree made from positive to negative, expresses the meanings of “1 = I definitely agree with, 2 = I agree with, 3 = I am indecisive, 4 = I disagree with, and 5 = I definitely disagree with”.

3.4. Reliability Analysis

The results of reliability analysis regarding the scales used in the surveys are stated below.

Table 1: Reliability Analysis

Scales	Number of expression	Cronbach's Alpha (α)
Firm Applications	11	0,675
Personal Values	11	0,656
The Attitudes of Managers	8	0,850
The Attitudes of Employees	6	0,808
All Ethical Scales	36	0,883
Employee Satisfaction	11	0,910

For the reliability of scale, Cronbach Alpha Test is used. According to the test, alpha coefficients consisting of items showing high relationship to each other become high. The higher alpha coefficient is, more consistent the items that are existent in this scale become to each other and they consist of items trying to measure the same feature. Coefficient of Cronbach Alpha studies whether or not the items taking place in the scale expresses a whole showing a homogenous structure. Depending on the alpha coefficient, the reliability of scale is interpreted according to the interval below (Tezbaşaran, 1997: 46).

If $0 < \text{Alpha} < 0,4$, the scale is not reliable.

If $0,40 < \text{Alpha} < 0,60$, the reliability of scale is low. .

If $0,60 < \text{Alpha} < 0,80$, the scale is quite reliable.

If $0,8 < \text{Alpha} < 1$ the scale is reliable at the high level.

According to the results obtained, of the values of Cronbach Alpha calculated, it can be said that firm applications and personal values are quite reliable; that the sub dimensions of the attitude of managers, workmates, and employee satisfaction are reliable at high degree in the scope of study; and that analyses are at the acceptable level.

3.5. Findings of Studies

3.5.1. Demographic Findings

The demographic features of 68 people, to whom the study is administrated, are stated below. It was observed that the large majority of the employees participating in the study are males and in the range of 26-34 ages; that their educational level are at bachelor degree; and they consist of the staff in the class of technical service.

Table 2: Demographic Features

Gender	Frequency
Female	16
Male	52
Age	Frequency
Under 26	20

26-34	24
35-44	20
Upper 44	4
Education	Frequency
Primary School	2
High School	9
Associate Degree	21
Undergraduate Degree	31
Graduate or Doctorate Degree	5
Work Positions	Frequency
Administrator (Manager, Chief, etc.)	10
Technical Services Staff	38
General Administrative Services Staff	20

3.5.2. The Sub Factors of Business Ethics and the Case of Differentiation of Perceptions Regarding Employee Satisfaction

In the study, whether or not the demographic features of those participating in the survey have a significant difference at the base of firm applications, personal values, attitude of manager, and employee satisfaction were tested by means of Anova test among parametric tests.

Table 3: The Differentiation Status of the Dimensions According to Age Group

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Firm Applications	Between Groups	0,32	3,00	0,11	0,31	0,820
	Within Groups	22,13	64,00	0,35		
	Total	22,45	67,00			
Personal Values	Between Groups	0,29	3,00	0,10	0,29	0,831
	Within Groups	20,90	64,00	0,33		
	Total	21,18	67,00			
The Attitudes of Managers	Between Groups	5,42	3,00	1,81	3,60	0,018
	Within Groups	32,17	64,00	0,50		
	Total	37,59	67,00			
The Attitudes of Employees	Between Groups	2,98	3,00	0,99	1,95	0,130
	Within Groups	32,58	64,00	0,51		
	Total	35,56	67,00			

Employee Satisfaction	Between Groups	3,59	3,00	1,20	1,93	0,134
	Within Groups	39,74	64,00	0,62		
	Total	43,33	67,00			

When the results of analysis are evaluated ($\text{Sig} < ,05$), significance test was carried out and, since $\text{Sig}=0,018$ in attitude of manager, it was concluded that subscale of attitude of manager formed the significant differences with the managerial groups. H1 Hypothesis, defined as “According to the age groups of the employees of Disaster and Emergency Case, there is no statistically significant difference between the attitude of manager” is rejected.

Table 4: The Differentiation Status of the Dimensions According to Education Level

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Firm Applications	Between Groups	2,47	4,00	0,62	1,95	0,114
	Within Groups	19,98	63,00	0,32		
	Total	22,45	67,00			
Personal Values	Between Groups	4,46	4,00	1,11	4,20	0,004
	Within Groups	16,73	63,00	0,27		
	Total	21,18	67,00			
The Attitudes of Managers	Between Groups	6,45	4,00	1,61	3,26	0,017
	Within Groups	31,15	63,00	0,49		
	Total	37,59	67,00			
The Attitudes of Employees	Between Groups	5,04	4,00	1,26	2,60	0,044
	Within Groups	30,52	63,00	0,48		
	Total	35,56	67,00			
Employee Satisfaction	Between Groups	2,51	4,00	0,63	0,97	0,431
	Within Groups	40,82	63,00	0,65		
	Total	43,33	67,00			

When the results of analysis are evaluated ($\text{Sig} < ,05$), significance test was carried out and, it was concluded that since $\text{Sig}=0,004$ in the personal values and $\text{Sig}=0,044$ in workmates, the subscales of the personal values, attitude of manager, and workmates formed the significant difference with the educational levels. As the educational levels of employees of disaster and emergency case change, their ethical viewpoints of them also change and H2 hypothesis, defined as “there is no significant difference between personal values according to their educational levels”, is rejected H3 hypothesis, established as “According to the educational levels, there is no statistically significant difference between workmates”, is accepted.

Table 5: The Differentiation Status of the Dimensions According to Work Status

Anova						
		Sum of Squares	df	Mean Square	F	Sig.
Firm Applications	Between Groups	0,38	2,00	0,19	0,56	0,573
	Within Groups	22,07	65,00	0,34		
	Total	22,45	67,00			
Personal Values	Between Groups	0,42	2,00	0,21	0,66	0,519
	Within Groups	20,76	65,00	0,32		
	Total	21,18	67,00			
The Attitudes of Managers	Between Groups	1,70	2,00	0,85	1,54	0,222
	Within Groups	35,89	65,00	0,55		
	Total	37,59	67,00			
The Attitudes of Employees	Between Groups	0,45	2,00	0,22	0,41	0,663
	Within Groups	35,12	65,00	0,54		
	Total	35,56	67,00			
Employee Satisfaction	Between Groups	0,69	2,00	0,34	0,52	0,595
	Within Groups	42,64	65,00	0,66		
	Total	43,33	67,00			

It is studied whether or not the scales and their sub dimensions form a statistical difference and analyses were carried out at the significance level of 0.05. Since $p < 0.05$ in all of scales in

the table, it was concluded that there was no significant difference between gender and scales. H4 Hypothesis is accepted.

3.5.3. Mean, Standard Deviation, and Correlation Values Regarding Sub Factors of Business Ethics and Employee Satisfaction

Table 6: Descriptive Statistics

	Mean	Std. Deviation	N
Firm Applications	2,4947	,57889	68
Personal Values	2,9572	,56226	68
The Attitudes of Managers	2,4540	,74904	68
The Attitudes of Employees	2,3995	,72856	68
Employee Satisfaction	2,5909	,80419	68

Table 7: Correlation Table Displaying Relationship Between All Dimensions

Correlations					
Boyut	Firm Applications	Personal Values	The Attitudes of Managers	The Attitudes of Employees	Employee Satisfaction
Firm Applications	1,00	0,15	0,74	0,71	0,63
Personal Values	0,15	1,00	0,26	0,44	0,30
The Attitudes of Managers	0,74	0,26	1,00	0,83	0,76
The Attitudes of Employees	0,71	0,44	0,83	1,00	0,71
Employee Satisfaction	0,63	0,30	0,76	0,71	1,00

In the directions of correlations taking place in Table 7, the conclusion that employee satisfaction is in a positive directional strong relationship with firm applications, attitude of manager, and workmates and negative directional weak relationship with the personal values revealed. H5 and H6 Hypotheses are accepted.

4. CONCLUSION

Ethical application in institutes involve in and affect both in - institute and out- institute parts Institutes, together with their employees, are responsible for presenting service to the citizens. While institutes, on the one hand, are trying to protect

their self- interest and increase the benefits they will present to the employees, on the other hand, via product and service are in the effort to provide the highest benefit for the citizens (Turgut, 2007: 226).

Elected and assigned public officials and the ones coming from career can be defined in three application patterns (Steinberg and Austern, 1995, p.78): behavior not based on ethics, impartial behaviors toward values, and ethics-based behavior. Behavior not based on ethics is not affected from the ethical or spiritual relations. This person does not have any principle and, when an opportunity and enough promotion are given, he/she will evaluate every gap for the personal gain.

Public official, subject of behavior not based on ethics, can exhibit the following behavior:

-He/she utilizes from the weakness, weak morality, and mistakes of others, uses them, thus, increases its own monetary and the other gains.

-He/she makes the life difficult to those being in ethical behavior or those revealing the problems.

-He/she masques those made wrongly and unfairly, referring to the fraudulent behaviors against the law or it uses force for the sake of mere its power.

-He/she uses his/her position and duties in government as an instrument in increasing his/her personal gains and power.

-He/she regards to the social problems (even if these problems create extravagance, ineffectiveness, injustice and the decision of legislative organ is necessary to solve these) in terms of his/her personal benefit.

-He/she sees irrelevant the public needs, and oppressions of public officials about illegal and unethical applications; he/she says that he/she does not have information about it.

-He/she does not see any wrongness in arranging the system at the top level in terms of his/her personal and familial interests or interest of his/her business partner.

Effect of sub dimensions of applications of business ethics of the employees of disaster and emergency case, whose duties are built on human life in the positions they are in, on the degree of employee satisfaction becomes important for them to work longer in institute they subject to and to be viable. The employees that will be provided possibilities for them to be able to serve better, perceiving the importance of service, can also increase their job commitments.

In this study, it was examined the acquirement of opinion about business ethics applications in the institutes of the employees of Office on Disaster and Emergency Case Management of the province Konya; level of being a significant relationship between these relationships and demographic factors; and the relationship of employee satisfaction levels and the sub dimensions of business ethics applications. For this aim, 68 employees of disaster and

emergency case were reached. The results of study were examined by means of SPSS 15 statistical analysis. At the end of the study, the relationships between the thoughts of staff about the business ethics applications and their levels were evaluated and it is thought that they will hold a quality of guiding resource to academics.

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