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The role of adherence to the moral values of the leader in the personality development of employees

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Abstract

Moral values are among the most important social norms that society will be chaotic without observing it. Due to the advancement of human societies, adherence to ethical values in organizations has become very important. Ethical values in the organization are a set of ethical actions that are in contact with certain rulings. Professional ethics, work ethics, administrative ethics, organizational ethics, leadership ethics are issues related to ethical values, each of which is considered as a value in the organization. The moral responsibilities of the leader in the organization are openness, honesty, mutual respect, ethics, trustworthiness, and adherence to ethical values, and the leader as the person who rotates the organization, the attitude and behavior of the leader directly affect the performance of the employees. Therefore, adherence to the moral values of the leader on the formation of employees' work personality is very constructive. The ethical value of the organization increases the spirit of trust, accountability, organizational commitment, and work conscience in employees because employees are interested in working in organizations run by the ethical leader. They have high moral values and have a high level of emotionality and can react in stressful environments without anxiety and slowly solve the problem. They can be firm and determined people, express opinions without fear, have individual freedom, easily coordinate to advance the organization's goals.

Keywords: ethics, ethical values, professional ethics, organizational ethics, leadership ethics, administrative ethics, personality

Introduction

Since Aristotle knows the basis of any theoretical knowledge, the growth of moral virtues in the individual. From the viewpoint of education, ethical values can be considered as precedence over intellectual education. Ethical values include ways to live, which everyone in society must learn in order to sustain social life. The acceptance of moral values by the people of the society and guiding their actions by these values brings about the continuation of social life, and if these values are ignored, society will suffer and chaos. Observing ethics and preserving ethical values is one of the most important phenomena that in addition to human societies is considered in most organizations. Ethics has become part of official policies and informal cultures of organizations. Ethics means observing spiritual principles and values that govern the behavior of a person or group. Ethical values determine standards that separate good behavior and decision-making from the bad. Hunt and his colleagues created the concept of ethical values of the organization, and Researches show that people's perceptions of these values are positively related to specific ethical beliefs and ethical management.

Employees prefer an organizational environment with an ethical environment. The ethical values of the organization increase the general responses of employees to work. Organizational commitment is one of the results of the ethical environment because committed employees are often connected to the values of the organization. Due to the importance of managers' ethics in personal life, one of the indicators of manager selection in the comprehensive system of appointments is the emphasis on the manager's personal ethics. A person who is not trustworthy in his personal life in business also becomes indifferent to the confidentiality and trustworthiness of an organization that is more packed. Managers' ethics is also important on the other hand and it is the role of model and the impact of their decision-making in the organization. These ethical values describe the cultural characteristics of an ethical environment. On the other hand, managers are often modeled as employees. Their personal ethics can promote ethics in organizational culture. For this reason, ethics plays an essential role in managers' personal life in professional ethics.

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On the other hand, since the manager in the organization is considered as the beating pulse of the organization, adherence to the moral values of the leader has a very important role in the personality of the employees. It can affect the big five personality factors (neuroticism, extraversion, openness, acceptability, and conscientiousness). Therefore, organizations governed by the leader who is shackling to moral values, the employees of that organization have higher peace, trust, will and emotional stability.

Research Objectives

- Identifying the impact of ethical values on the organization
- Identifying the effect of ethical values on employees' personality

Research Methodology

This paper has been collected by the library method.

Ethics

Ethics consists of a set of laws governing how people behave to each other, which individuals have agreed to accept in order to protect their mutual interests, provided that others follow those rules (Hashemi, 2013) ^[11].

Ethical Values

Moral value is considered as a social construct and the highest social norm, as Rolls (2004) also confirms justice as the first virtue of social institutional, from this perspective, moral values act as a construct of social coexistence in association with the three dimensions of personal personality development, individual and institutional social behavior. On the one hand, these values are acceptable to everyone in one society and on the other hand, ensure social coexistence. The well-known approach of ethical theories is divided into two categories: task-oriented and ultimate stick. The task-oriented approach is based on a law or principle and expects people to follow that law or principle. In other words, this approach knows ethical actions and actions that are in accordance with a set of specific rulings. But the ultimate approach is at the fore of an understanding of the goal or a set of objectives. That must be achieved in practice and in this regard, measures are emphasized as a means of achieving these goals (Omidi, 2012) ^[11].

What are ethical values

In general, different schools in ethics aim to value different human verbs by providing criteria. Philosophers and scholars have presented their views on ethical education based on their view of what ethics are, the nature of moral values, and its origin. In general, that part of philosophy, called ethics, which can be called the philosophy of ethics, is an attempt to understand the nature of values. Values that show man how to live. In the field of values, it can be said that the fog of valuable things is the life of man All human beings have basic needs such as water, food, and shelter, so there is no difference between man and animal. In the course of history, many things were considered valuable and the concept of good or not arose. In fact, human beings valued everything that made their lives more vibrant, for example, from The Point of View of Kristen den (1992), ethics from Aristotle's point of view is closely linked to good in human life, creating conditions for human

happiness. Aristotle is the foundation of any theoretical knowledge as the growth of moral virtues in the individual. From the viewpoints of teaching ethical values, it is possible to take precedence over intellectual education. Moral values include ways to live. That everyone in society should learn them in order to sustain a social life. The acceptance of moral values by the people of the society and guiding their actions by these values brings about the continuation of social life, and if values are ignored, society will suffer and chaos (Heidari, 2013) ^[3].

Philosophical Views on Ethical Values

Epicurus: Epicurus recommended pleasure and avoidance of suffering. He considered pleasure as the only criterion for ethical action and distinguished natural pleasures that are healthy, reasonable, and temperate from unnatural pleasures such as greed and lust. In other words, happiness for human beings is the greatest amount of pleasure in the long run. Of course, he did not mean unstable sensory pleasures, but a lack of pain and comfort because of friendship. From Epicurus's point of mind, one must strive to achieve the state of the black arc, which was the peace of mind and body, and in order to achieve this goal, one must renounce politics, accumulate wealth, and gain fame. Epicurus recommended a kind of life free of global melee. He sees wealth, fame, etc. as a chain on man's hands and feet that rigidly slabs his freedom (Ibid).

Jon Stewart Mill: He has embraced the Epicurus school as one of his pioneers. From Jon Stewart's point of view, man's desire is pleasure, but since one has to live with other people, he experiences that his good is in the best interests of others and that everyone's interests are shared. Therefore, selfishness is not expedient, and seeking good is superior to others. The desire between pleasures and desirability is less and more different. In his opinion, there is no famous Epicurus theory that is merely the pleasures of intellect, feelings, and pleasures, moral feelings as pleasures of value higher than sensory pleasures. (Ibid)

Adler: From Adler's point of view, these three thinkers do not have sufficient foundations in their philosophy of ethics to prove the truth of such views versus pragmatism. They cannot overcome mindfulness and proportions. In resolving this philosophical problem, Adler emphasizes the distinction between natural and acquired tendencies. From his point of view, natural tendencies are the same as those, and acquired tendencies are the same. From Adler's point of view, everything we need is good. Needs that are suitable for our nature. (Ibid)

Ethical values of the organization

Observance of ethics and maintaining ethical values has become one of the most important phenomena that is considered in most organizations. Ethics has become part of official policies and informal cultures of organizations. Ethics means observing spiritual principles and values that govern the behavior of a person or group, what is right and wrong? Moral values determine standards on how good or bad it is in terms of behavior and decision-making. Ethics is something that is different from law-induced behavior. Legal behavior is rooted in a set of principles and regulations that determine the type of action of individuals. They are generally accepted by the community, enforced, and enforced in the courts. (Kamal, 2010) ^[8].

Hunt and colleagues created the concept of ethical values of the organization and these ethical values emanate the cultural characteristics of an ethical environment. Employees prefer an organizational environment with an ethical environment. The ethical values of the organization increase the general responses of employees to work. Organizational commitment is one of the results of the ethical environment because committed employees are often connected to the values of the organization (Ibid).

Organizational Ethics

Ethics is defined as a system of values, beliefs, principles, principles, dos, and don'ts according to which the good and bad of the organization are identified and bad deeds are distinguished from good. By relying on ethical principles, managers are able to decide what is good and what is bad. Who in the organization goes the right way and who goes the wrong way. Therefore, managers cannot act decisively in performing their duties such as decision-making of monitoring evaluation of encouragement and punishment without an ethical system in the organization. On the other hand, it should be noted that ethics is something that is different from the behaviors caused by the law. Legal behavior is rooted in a set of principles and regulations that determine the type of action of individuals, are generally accepted by the community, are binding, and apply in the courts (Zarnagh, 2011) [6].

Ethical Behavior

Ethical behavior is composed of two main aspects: the ability to distinguish good from evil, right from wrong, commitment, willingness, and trust to do what is right and correct. Ethical behavior reflects one's values. Values are a range of beliefs and tendencies. Behavioral values drive the individual. Values that are directly related to one's beliefs about what is right and wrong are called moral values that impose moral obligations and principles. Moral values are called. By examining one's values, they can be divided into core moral values and cultural or individual ethical values. The main values are the basis of ethical decisions. Regardless of time, culture, and religion, these values are basic values. Usually, these values are defined by words such as trustworthy respect, responsibility, justice and justice, social manners, and nationality. Cultural or individual values are beliefs about what is three or wrong. These beliefs are based on the experience of family values, religious beliefs, cultural traditions, standards, and professional actions. These values change with changes in time, culture, religion, and people (Kamil, 2010) [8].

Professional Ethics

Work ethic is a set of principles and standards of human conduct that determines the behavior of individuals and groups. In fact, it can be said that work ethic is a social norm in which employees are expected to do their job well. Today, professional ethics, as a branch of ethics knowledge, examines ethical obligations in a letter and its ethical issues, and seeks to provide methods and guidelines to determine these assignments for individuals and professional groups. Professional ethics in tradition has been centered on human beings and the motivation to serve others and has evolved throughout history. The purpose of professional ethics is a set of rules that must be followed by voluntary persons based on the call of their conscience and nature in doing

professional work. Have no external obligation or face legal penalties in case of violation. This ethics is a set of accepted ethical actions and reactions prescribed by professional organizations and societies to provide the most desirable possible social relationships for its members in performing professional duties (Methaney, 2017).

Ethical Responsibilities of Leaders

Ethics in Personal Life: Due to the importance of managers' ethics in personal life, one of the indicators of manager selection in the comprehensive system of appointments is the emphasis on the manager's personal ethics. A person who is not trustworthy in his personal life in business is also reckless about the confidentiality and trustworthiness of an organization that is more packed. Managers' ethics is also important on the other hand and it is the role of model and the impact of their decision-making in the organization. On the other hand, managers are often modeled as employees. Their personal ethics can promote ethics in organizational culture. And their unethical behaviors in personal life promote anti-ethics in the organization. Therefore, ethics plays an essential role in managers' personal life in professional ethics. (Methaney, 2017).

Job Ethics: Job ethics refers to a person's ethical performance in his/her occupational communication behaviors. Each profession requires certain ethics. Managers are expected to have a good pattern of behavior such as assertiveness in relation to others and in business. Al-Kui is based on the original and mutual honesty, honesty, and respect of the head of the creator organization of its spirit of life. If an organization has a great spirit, it is because of the great spirit of the people who are at the head of the organization, and if this spirit is broken, it is due to the corrupt morale of the people in the management body and its head (ibid).

Leadership Ethics

Watson (1996) states that the actions of managers originate from a series of beliefs and actions that combine work goals and ethics, according to Watson Miran's theory, sometimes contrary to what they claim to be. Managers sometimes discover something that not only does not act on themselves, but at the same time they base it on not acting, and therefore this research seems necessary based on what managers do, but it is not enough. Ethics is defined as a system of values, dos, and don'ts, according to which the good and bad of the organization are distinguished from the good. Relying on ethical principles, managers are able to guarantee what is good and what is wrong (Mahdavi Kho, 2009) [4].

Components of work ethic

Durkheim is one of the pioneers in defining work and ethics as a social component. In his book (about the division of social work) and consequently, he introduces work ethic as a phenomenon that is completely affected by social conditions and shows how this effect works. The components of work ethics, including attachment and interest in work, perseverance, and seriousness at work, healthy human relationships at work and collective spirit, and participation in work are investigated. The construction and display of programs that show these components lead to the re-production and dissemination of work conscience in society and strengthening these components in the teachings

of the culture of the people of the society closer to the transcendent goals. Perhaps social ethics can be related to the motives that form from within human beings. However, how to strengthen and maintain these motivations, as the main driver, shows the concept of work ethic (Dadu, 2014) [5].

The Concept of Administrative Ethics

Ethics is now the ethical charter of the organization and the professional behavior of the basic jobs within the organization. In the past decade, increasing attention has been paid to this issue, which should be seen in the events of recent decades such as globalization of decentralization development, management, increasing business relations of public organizations with the private sector, the growth of social studies, and the increasing demand for accountability and social responsibility by the competent and political authorities. Administrative ethics has now become a reformist movement in public administration that studies and identifies the rules and regulations of administrative human behavior and issues such as the formulation of the Code of Ethics, Rules and Standards of Conduct, Ethics Education, Ethics Management, Ethics Decision-Making, Culture and Ethics and Ethics Infrastructure (Tawlai, 2013).

Definition and concept of personality

The definition and concept of personality, like most concepts related to human characteristics, is not easy because the concept that this word has found in slang is very different from the concept for which psychologists have come up with it, literally the character from its Latin origins means the mask or mask that in old Greece, theater actors put on their faces, but in personality psychology as an organization within emotional, emotional, cognitive and systems. A defined concept that determines man's unique reactions to the environment (Taheri, 2009) [7].

Personality refers to the sum of physical, psychological, emotional, and social characteristics that make the individual a unique and different being from other people. These characteristics in daily life refer to enduring traits over time that have not changed from one situation to another and point to the nature of the individual's existence. In general, our behavior is influenced by these cognitive and emotional characteristics and abilities, and in order to predict behavior, these characteristics should be carefully examined (Ghazinejad, 2014) [10].

Five Big Character Factors

The five major personality factors are neuroticism, extraversion, openness, acceptability, and conscientiousness. According to Lance Berry, Sodargas, Gibson, and Leung are defined by the five great character factors:

Neurotic liveness: Neurotic trait is a factor of personality with high emotional stability and low anxiety on one side of continuity and on the other side, emotional instability, and high anxiety. Those with high emotional stability are usually calm, temperate, and thrust people who are able to cope with stressful situations without disturbance or anxiety. And people with low emotional stability have been seen in them, anger, depression, shyness, and vulnerability.

Extroversion: According to Petraeus Eysenck, there are obvious differences between introverts and extroverts. Extroverts are people who like partying, have many friends, need to talk to others, do not want to read or study in

solitude, eager for provocation and excitement are risky, curiosity, sudden and unthinkable acts, is motivated, is willing to respond and likes change and diversity, carefree and optimistic, wants to be happy and smiling, has no ability to control his feelings and is not able to control his feelings. It's not sustainability.

Openness: Less known than outsourcing. In this factor, they are curious both in the inner world and in the outer world, and their lives are rich inexperience. They are diverse, have mental curiosity and independence in judgment. Other sub-features of this streak include imagination and aesthetics.

Acceptability: It is also the next of interpersonal tendencies. A compromised person is basically intrusive. One of the characteristics of people with Ragra in acceptability is trust, frankness, other friendship, companionship, humility, and heart of mercy.

Conscientiousness: In this factor, will is the concept of will. The person is conscientious, purposeful, willing, and determined. Other features in this factor are accuracy, goodwill, reliability, conscientiousness, effort for success, and discipline (Ghazinejad, 2014) [10].

Conclusion

The discussion of moral values is important because human societies are chaotic without adhering to moral values. With the advancement of human societies and the emergence of various organizations, ethical values have been developed in the organization and leaders like those at the head of the organization must be attached to ethical values because the leader is known as a pattern of behavior in an organization, the commitment to the moral values of the leader increases the ethics of employees, here work ethics, including attachment and interest in work, perseverance, and seriousness at work, healthy human relationships in the workplace. Collective work and spirit and participation in work are considered. Also, it increases job ethics and job ethics is that the person has a moral performance in his/her occupational communication behaviors. Each profession requires certain ethics. Leaders are expected to have a good behavioral pattern such as decisiveness in relation to others and in business. The model is based on the explicitness, honesty, and genuine and mutual respect of the head of the creator organization of its soul and life. If an organization has a great spirit, it is because of the great spirit of the people who are at the head of the organization, and if this spirit is broken, because of the corrupt morals of the people in the management body and its head, all this finding emphasizes that the organizations that are governed by the leaders who are shackling moral values, the employees of that organization are more emotionally stable and those who have more emotional stability are able to deal with the stressful situation. No turmoil or anxiety to deal with. These features are vital to advancing organizational goals.

Resources

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