

**Research Article**

## **STUDYING THE RELATIONSHIP BETWEEN CAREER ASPIRATIONS AND PROFESSIONAL ETHICS AMONG FACULTY MEMBERS OF AZAD UNIVERSITY OF TABRIZ**

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### **ABSTRACT**

This research has been carried out to study the relationship between career aspirations and professional ethics among faculty members of Islamic Azad university of Tabriz in 1393-1394 (2014-2015). This research is an applied study in terms of the purpose, and it is a field study in terms of data and information collection, while it is a descriptive survey; that is, a correlation study in terms of nature and properties. The population involves 420 faculty members randomly selected as a statistical sample by using Morgan table. Standard questionnaire of Billgardy and his colleagues have been used to collect information of career aspirations, and the questionnaire presented by Sarmad and his colleagues has been considered for professional ethics. In order to analyze the information, Smirnov Kologrof test and Pearson correlation coefficient have been taken into account. Person test and linear and multiple regression as well as SPSS software have been used for test questions and the research hypothesis. The results showed that there is a positive and significant relationship in the level of  $p=0/001$  between career aspirations and its components with professional ethics.

**Keywords:** *Career Aspirations, Professional Ethics, Technical, Functional Competency, General Managerial Competency*

### **INTRODUCTION**

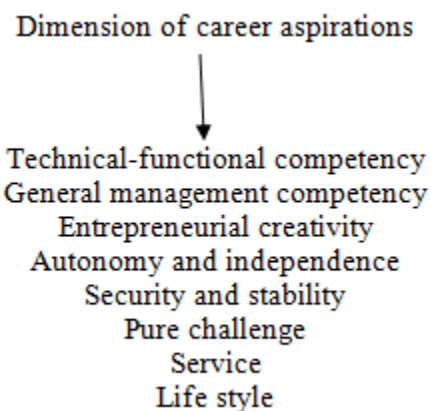
Human resources are crucial factors and elements of organizations survival. when valuable human resources are considered as the most important strategic resource of organizations, leading organization know the success key by using new qualitative and managerial methods and approaches as well as educated human.

Also, they believe that the valuable asset creating the competitive advantage for them is high quality employees, and these human keep the organization as the leading organization, and they are considered as a gold key. The concept of human resources management depends on the role and importance of skilled manpower, and they attempt to use, optimize, improve, keep and apply the human resources so that their abilities can be considered to provide an effective production, service and welfare hierarchies. Finally, the organization can be managed, and the predicted high goals and proposes can be desirably achieved (Kashof, 2010).

Careeraspirations are considered as internal dimensional aspects of a careers success. They considerably affect the development of individuals' career (SeyyedJavadian and HosseinZadeh, 2008). Ethics is one of the humanities branches, and it is divided into three branches involving ethics philosophy, theoretical ethics and rational ethics. Professional ethics is one of the new branches of ethics. It tries to respond the problems of professional ethics, and special principles have been considered (ShahbandarZadeh and HajiZadeh, 2011). According to the research carried out by Shein (1970), the individuals' self-esteem is reflected in five approaches of values, motivations and basic needs as follows.

1) Autonomy and independence, 2) security and stability, 3) technical-functional competency, as managerial competence, 5) entrepreneurial creativity. In the researches carried out in 1980 in terms of careers, three approaches have been added to these. They involve 1) Service and dedication, 2) pure challenges, and 3) life style. By evolution of life and career routs, most people understand that one of these eight approaches can be considered as a anchor, and they can be observed in figure 1.

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**Figure 1: The model of career aspirations developed by Shein**

With regard to higher education introductions and centers in the country, thought of manpower have been nurtured. In terms of improving the society and developing the science and technology, the success key depends on the kind of training and education and the method of training in institutions. It can be said that factually members of universities have a crucial role in realization of goals, and their better performance can develop the science and technology and can motivate the students.

Therefore, studying career aspirations and professional ethics of faculty members is very important, and these two components affect their performance. It should be mentioned that if the needs of universities faculty members are met in terms of other aspects like welfare and education facilities, economic and intellectual aspects, then a desirable turning and education result can be obtained.

**Literature Review**

Katzi and Sheroder (2011), in their research entitled “the relationship between career aspirations, emotional intelligence and Job satisfaction among the employers in service industry of south Africa” concluded that there is a positive and significant relationship between career aspirations, emotional intelligence and job satisfaction. Also, the obtained results show that the components of entrepreneurial creativity, service and dedication and independence can product emotional intelligence, while the components of pure challenges, service and dedication can considerably product job satisfaction. Singbot (2011), in a research entitled “employees’ perspective about the job anchor in a large comparing”, concluded that technical competency is important for financial managers a company, and service orientation has great importance for human resources managers. Amirtash and his colleagues, in a research entitled “comparing job anchors (career aspirations) and organizational commitment between faculty members of physical education and in Islamic Azad university of Iran” m concluded that there is a significant difference between job anchors(career aspirations)of faculty members of physical education and other courses. There were no differences between two groups in terms of organizational commitment. Esmail and Ramly (2001) carried out a research entitled” comparing the effect of self-efficiency and organizational socialization and the methods of continuous improvement in terms of employers career aspirations. The results of their research showed that the relationship between self-efficiency level and socialization was statistically significant, but there were no significant differences between the methods of continuous improvement and career aspirations.

**MATERIALS AND METHODS**

**Methods**

The present research is an applied study in terms of purpose, and it is a descriptive study a correlation study in terms of nature and property. The population involves the faculty member of Islamic Azad university of Tabriz. There are no faculty members in 2014 according to the studies reported by the authorities of the related university. Since it’s impossible to access to all of them, sampling is randomly performed, and the relative class is considered. The sample involves 201 persons according to Morgan

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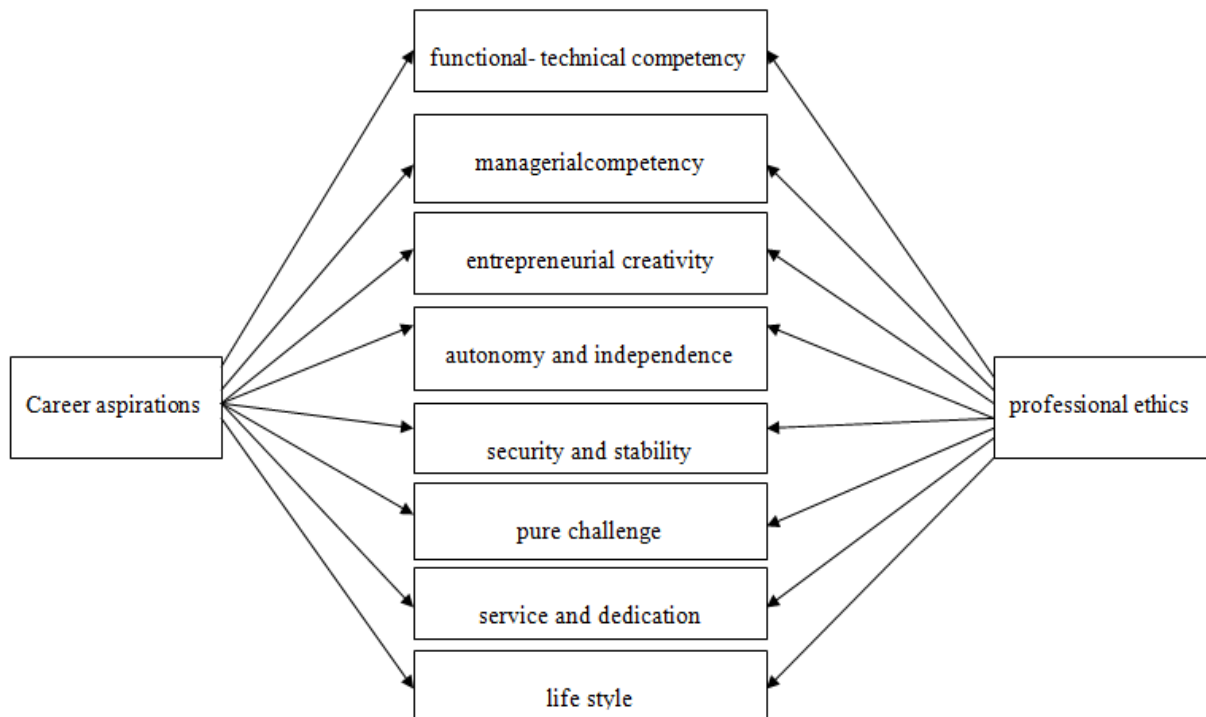
table since some of these questionnaires are distorted and intact, valid questionnaires were collected in this research and 200 persons were studied.

The first section involves collecting information by studying articles, quarterly, thesis and searching internet sites. In the second section, information and data are collected in a field form after explaining purposes and research hypothesis.

The tool used to collect information is the questionnaire. The method of sampling is a relative class, and it is randomly performed. The population of this research is Islamic Azad university of Tabriz. The sample involves 201 male and female faculty members determined by Morgan table. In this research, the standard questionnaire of Bilgardy and his colleagues (2005) has been used to study the career aspirations, while the questionnaire presented by Sarmad and his colleagues (2005) has been used in terms of professional ethics as a tool for collecting data.

A) standard questionnaire of aspirations that is on the basis of the questionnaire presented by Bilgardy and his colleagues (2005) is composed of eight dimensions involving functional technical competency, general management competency, security, stability, entrepreneurial creativity, autonomy, independence, service and dedication, pure challenge, and like study. The questionnaire of career aspirations involves 25 questions.

B) The questionnaire of professional ethics is on the basis of the questionnaire presented by Sarmad and his colleagues, and it has been taken from Kadvaizir (2002). In order to measure professional ethics, the questionnaire involving 20 questions to measure it in eight dimensions has been used. The answer sheet involves five choices, and they are in the form of Likert spectrum. Validity of the questionnaire was confirmed by the specialists, and its reliability was estimated 0.8 for career aspirations and 0.75 for professional ethics by using Cronbach alpha. The method of information analysis was performed by using Clogrophsmirnov test and Pearson correlation coefficient.  $r$ -Pearson tests, linear and multiple regression as well as SPSS software were used for test question and research hypothesis.



**Figure 2: Conceptual model of the relationship between career aspirations and professional ethics**

According to the research that has been carried out, the following model shows the relationship between the variables of career aspirations with professional ethics.

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In order to determine and explain the professional ethics of the members on the basis of their career aspirations components, multiple regression was used according to a step by step method. It was observed that the components of independence, security and stability, functional technical competency, service and dedication, like style, entrepreneurial creativity and managerial competency are respectively placed in the first, second, third, fourth, fifth, sixth and seventh step. There was no significant relationship between two variables; namely, pure challenge and professional ethics because the significance level of  $p=0.91$  and above  $0.05$  as well as  $r=0.008$  were considered in pure challenge variable. Therefore,  $H_0$  is confirmed, and the research hypothesis is rejected. Multiple correlation coefficient in professional ethics of the members is equal to  $R=0.62$ , the coefficient of determination is equal to  $R^2=0.38$ , and pure determination coefficient is equal to  $R^2=0.36$ . Totally, the variables of the members' career aspirations explain 36percent of their professional ethics. 64percent of professional ethics variance is explainable by the variables that are not in the range of this research. In addition, regression form has been explained according to table 1 and variance analysis test, and it is linear because the value of F test used to determine the significance effect of effective variables on predicting the members professional ethics is equal to 17.75 with significant level of  $p=0.001$  and below  $0.05$ ; that is, there is one-way relationship between variables.

**Table 1: Analyzing variance for significance test of regression form**

| Form       | Sum of squares | Degree of freedom | Average of squares | F     | P     |
|------------|----------------|-------------------|--------------------|-------|-------|
| Regression | 2204.07        | 7                 | 314.86             |       |       |
| Remaining  | 3517.92        | 192               | 18.32              | 17.18 | 0.001 |
| Total      | 22.57          | 199               |                    |       |       |

When professional ethics is explained on the basis of career aspirations components, autonomy independence and security, stability are respectively placed in the first and second place. These two dimensions can predict professional ethics of faculty members. It can be concluded that there is a relationship between career aspirations and professional ethics. According to the test of Pearson correlation coefficient, the significance level of test is  $p=0.001$  and  $p<0.05$ , and the value is  $r=0.56$ . Therefore  $H_0$  is rejected, and the research hypothesis is accepted. There is a direct and significant relationship between two variables. According to diagram of linear regression, coefficient of determination is  $R^2=0.32$ .

32 percent of professional ethics of faculty members of Islamic Azad University can be predicted on the basis of their career aspirations.

**Conclusion**

In order to explain professional ethics of the members according to their career aspirations components, it was specified that the component of independence, security and stability, functional/technical competency service and dedications, like style, creativity and entrepreneur and managerial competency are respectively placed in the first, second, third, fourth , fifth, sixth and seventh place. Hence, when professional ethics is explained according to the components of career aspirations, autonomy/independence in the first place and security/stability in the second place can predict professional ethics of faculty members. Therefore, there is a positive and significant relationship in the level of  $p=0.001$  between career aspirations and its components (functional/technical competency, general managerial competency, organizational security and stability, entrepreneurial creativity, service, autonomy independence, life style, pure challenge) with professional ethics. According to career aspirations of faculty members of Islamic Azad University in Tabriz, 32 percent of their professional ethics can be predicted. Totally, it can be concluded that there is a relationship between career aspirations and professional ethics.

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