

Evaluation of the Effect of Professional Ethics of Managers on Decision-Making Strategies on the Role of Capacity of Information Management Systems in Managers

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ABSTRACT

Introduction: Ethical principles applied in organizations can extend individual and corporate priorities beyond profits and shareholder enrichment. Ethical factors may influence leaders to make the right decisions to protect the organization from unethical behavior. If the capacity of information systems in this organization is increased, employees and the organization can implement their predetermined plans and achieve their demands, so observing professional ethics, both by employees and managers, solves many problems. Considering the above, we seek to answer the question of whether the capacity of information management systems modifies the relationship between managers' professional ethics on decision-making strategies. **Aims:** The aim of this study was to investigate the effect of managers' professional ethics on decision-making strategies regarding the role of capacity of information management systems in managers of private companies in Golestan province. **Research hypotheses:** Research hypotheses include professional ethics that influence decision-making strategies, and the capacity of information systems does not change the impact of professional ethics on decision-making strategies.

Materials and Methods: This study is a descriptive-comparative study. The statistical population of this study is a group of managers of private companies that are active in Golestan province with a number of 90 people. Data collection was done through professional ethics questionnaires, decision-making strategies, and information systems capacity. The sample size was done using Cochran's formula and data collection was done using simple random sampling method. SPSS and Smart PLS software were used to analyze the statistics and structural equation modeling was used to answer the research hypotheses. **Results:** Professional ethics affects decision-making strategies in managers of private companies. The results also showed that there is a direct and significant relationship between professional ethics and decision-making strategies, and with increasing the level of ethics, decision-making strategies increase.. Therefore, observing ethical issues in the organization, especially in the managers' treatment of employees, is a necessity and should always be respected so that employees feel more committed to their work and organization.

Introduction

Decision-making strategy is the way in which managers develop predetermined goals of the organization and also use these methods to accelerate the achievement of these goals (Zahedi and Rafiee, 2011). Nowadays, large and medium-sized organizations are faced with many opportunities and threats on the way to perfection, some of which are challenging and their management requires the acquisition of a decision-making strategy (Ahmadian et al., 2009). Its accuracy can lead to significant leaps in the path of the organization, and the inaccuracy of the decision can lead to the slowness of the organization's progress in the modern world, speed or even destruction to be organized. Decision-making is a process that leads to the selection of the appropriate method and procedure (Shirvani & Mardani, 2011). Today, small and large organizations are faced with more complex situations and issues such as intense competition, economic fluctuations, daily crises in international relations, rapid technological advances in most fields, greater sensitivity of the human factor in the organization, and many other issues, which have made it more difficult to manage organizations, so that management has changed. When organizational theorists talk about organizational decision-making, they are referring to the types of decision-making processes that are adopted at all levels as well as in all organizational units (Mollanazari and Esmaeili Kia, 2014). The past decade has witnessed a significant growth in the management sector in organizations. At the global level, management has found a strategic role in gaining competitive advantage and success of organizations (). Training courses, university degrees, international certificates, and various associations have been formed in this field that try to provide the required competencies and knowledge for activists in this field. The future of this profession is also considered bright and predicted. There will be many job opportunities in the coming decades. At the same time, despite these advances, the issue of ethics in management is an issue that has received less attention. Despite the profound impact of ethical decisions in management on the lives of the organization's members, it seems that human resources units are moving away from their traditional image as a factor that promotes the status of employees. Ethical management was created in the early period of its formation based on a strong value and social tendency, but in recent decades, especially in the effort to improve the quality of the organization. Achieving a position among senior managers has suffered from a kind of asymmetry. Such asymmetry is also evident in social science research.

The ethical trait of a leader is important because such traits are expected to positively influence organizational behavior (Aghighi, 2019). So far, research has shown that ethical leadership predicts outcomes such as organizational citizenship behavior, organizational commitment, and perceived leadership effectiveness, therefore, it is important to understand the personality traits associated with ethical leadership because of the leader's ability to influence the behavior of employees and the organization. More recently, a number of studies have included personality traits and characteristics of ethical behavior of leaders, providing significant empirical basis for the argument that personality traits are important in predicting the phenomenon of ethical leadership (Mayer et al., 2007). Nowadays, the emphasis on ethical issues is expanding and one of the effective ways in applying ethical issues and implementing ethical issues in society is to pay attention to ethical issues in decision-making or ethics in management science. Ethics and ethical behavior mostly refer to general principles such as honesty, honesty, and ethics. However, the Code of Professional Conduct is a set of rules set by governing bodies. Professional ethics are the principles of conduct that are regulated by individuals in a specific profession (Gholampour et al., 2020). Professional ethics is a set of ethical principles and standards that are formulated by organizations based on ethical patterns, and all members of the organization are required to adhere to these principles that govern their behavior. guides (Amirkabiri & Daruian, 2009). Observing professional ethics indicates the personality of the individual in the organization, and it is professional ethics that makes the person in a desirable form, both in society and among colleagues. Within the framework of this professional ethics, the role of individuals in society is formed, people become more interconnected, communication between people increases, a series of ethical norms and behaviors are created among employees and managers, as well as an important role in carrying out administrative and non-administrative activities related to the customer. Professional ethics, in turn,

stimulates many stimuli and eliminates many anomalies. Some researchers believe that the functional values of a profession in an organization are related to professional ethics. Managers' strategic decisions can lead to organizational performance and behavior that are more consistent with the organization's goals, as managers' decisions reflect the organization's goals, so a manager's strategic decision can help employees achieve these goals better and more easily.

Another important issue that is one of the requirements of the organization is the discussion of the capacity of information systems, which if the organization can significantly increase the capacity of its information systems, it will certainly guarantee its success in the scientific and even economic fields. Recent studies have shown that the failure of information systems is more due to organizational and psychological issues than to technological issues, the most important of which are organizational issues and information systems that are approved due to the dissatisfaction of end users. The attitude of most executives is that better performance of information systems alone does not lead to end-user satisfaction (Elahi et al., 2010). In their study entitled "Investigating the Relationship between Managers' Professional Ethics and Their Decision-Making in Listed Companies", the researchers concluded that there is a significant relationship between managers' ethics and their decision-making (Kord & Bahramian, 2015).

According to the above, if the capacity of information systems in this organization is increased, the employees and the organization can implement their predetermined programs and achieve their demands, so observing professional ethics, both by employees and managers, solves many problems. Considering the above, we seek to answer the question of whether the capacity of information management systems modifies the relationship between managers' professional ethics on decision-making strategies.

The hypotheses of this study include:

- 1) Professional ethics influence decision-making strategy
- 2) The capacity of information systems does not change the impact of professional ethics on decision-making strategies.

2. Research Methodology

Type of Research:

This research is descriptive-correlational in terms of purpose, application, type and analysis. The statistical population in this study is the managers of private companies that are active in Golestan province, which includes 90 people who were selected as the statistical sample by simple random sampling.

Research Tools:

The instruments used in this study include the Bahagir Medical Ethics Questionnaire (2011), the Aldi Decision Making Strategy Questionnaire (2006) and the Information Systems Capacity Questionnaire.

The Medical Ethics Questionnaire (2011) has 37 questions and the components are (utility ethics, task-oriented ethics, individual ethics, justice ethics, and legal ethics). The Information Systems Capacity Questionnaire consists of 9 questions. The scoring of the questionnaires used is based on the Likert scale.

Cronbach's alpha coefficient of medical ethics questionnaires, Aldi questionnaire (2006) and information systems capacity questionnaire are 89.89, 0.91, and 0.94, respectively. After collecting the research data and confirming the validity and reliability of the research tools, analyzing the data of the questionnaire, statistical tests can be used.

In this study, structural equation modeling using PLS software was used to investigate the relationship between independent, moderating, and dependent variables and determine the effect of each of them on the other. In this study, structural equation modeling was used using PLS software to test the hypothesis and good fit of the research model.

If the structural equation model is suitable, after fitting the model, using the significance test of the estimated regression coefficient, the existence or absence of a significant relationship between professional ethics, decision-making strategies, and the role of information systems capacity was

investigated.

4. Results

Hypothesis 1: Professional ethics influence decision-making strategy.

In this study, structural equation modeling was used using PLS software to test the hypothesis and good fit of the research model. If the fit of the structural equation model is appropriate, after fitting the model, using the significance test of the estimated regression coefficient, the existence or absence of a significant relationship between professional ethics, decision-making strategies, and the role of information systems capacity is investigated. If the significance test of the independent-variable regression coefficient, i.e. the t-test of professional ethics, indicates the significance of this coefficient, it is concluded that the variable of professional ethics with the variable Decision-making has a significant relationship, and depending on whether the coefficient is positive or negative, the relationship can be direct or reciprocal. Acceptance or rejection of the importance of the coefficient is decided if the estimated T statistic is greater than 1.96 indicates the accuracy of the impact of the structures with 95% confidence, and if the value of this statistic is between -1.96 and 1.96, or if the absolute value of the T statistic is less than 1.96. The effects of the structures are removed.

Before fitting the model, the fit indicator of the model was examined. If the model's fit indicators are appropriate, it means that the model is fit for the model. In Table 1, the model fit indices using the PLS method are presented.

Table 1 Indicators of Fit Quality Assessment

GOF	CV COM	CV RED	R2	Community	Variable
1/0	47/0	001/0-	02/0	54/0	Decision Strategies
≥ 0.01	Positive	Less than 0.02	Less than 0.19		
Poor quality	The measurement model is of good quality	Weak	Poor forecast		

According to Table 1 of the model's indicators, it can be seen that the R2 and CV RED indices show that the independent variable, i.e. professional ethics, is weak in predicting the dependent variable. Decision Strategies The CV COM indicator is positive, indicating the appropriate quality of the measurement model of decision-making strategies. The GOF index shows that the proposed structural equation model has low quality and it can be said that the structural equation model has low quality.

The results of the fitting of the structural equation model are shown in Table 2.

Table 2 - Results of Structural Equation Model Fitting

The Absolute Value of Test Statistics	Path Factor	Estimated Standard Error	Path
47/2	149/0	058/0	The Ethics of Professional Decision-Making Strategies

Considering the absolute magnitude of the T-statistic related to the variable of professional ethics (2.47) which is more than 1.96, it is concluded that the zero assumption in the test of the significance of professional ethics variables shows that this coefficient is not significant and with 95% certainty, it can be said that professional ethics affects decision-making strategies. Also, according to the estimated coefficient for this variable of 149, which is positive, it can be He said that there is a direct and significant relationship between professional ethics and decision-making strategies, and with the increase in the level of ethics, decision-making strategies increase..

Hypothesis: The capacity of information systems modulates the impact of professional ethics on decision-making strategies.

The role of modulating the capacity of information systems in the effect of professional ethics on decision-making strategies. The above model is fitted in Amos software. If the fit of the structural equation model is appropriate, after fitting the model, the role of adjusting the capacity of information systems in the effect of professional ethics on decision-making strategies was investigated using the estimated regression coefficient significance test. If the interaction coefficient between the variable of professional ethics and decision-making strategies is not significant, it is shown that the capacity of information systems does not change the effect of professional ethics on decision-making strategies, and if the coefficient of this variable is significant, it indicates that the variable of the capacity of information systems has a moderating role in the effect of professional ethics on decision-making strategies. The decision to accept or reject the coefficient was made based on the T-test.

The quality indicators of the above model are reported in Table 3.

Table 3- Indicators of Fit Quality Assessment

GOF	CV COM	CV RED	R2	Community	Variable
21/0	47/0	001/0	08/0	54/0	Decision Strategies
Equal to 15	Positive	Less than 0.02	Less than 0.19		
Medium Quality	The measurement model is of good quality	Poor forecast	Poor forecast		

According to the table of model indicators, the R2 and CV RED indicators show that independent variables such as professional ethics, the capacity of information systems, and their interaction are weak in predicting the dependent variable of decision-making strategies. Also, the CV COM index for positive decision-making strategies indicates the suitability of the model for measuring decision-making strategies. The GOF index also shows that the proposed structural equation model has a moderate quality and it can be said that the structural equation model is of moderate quality.

The results of fitting the structural equation model are shown in Table 4.

Table 4 - Results of Structural Equation Model Fitting

The Absolute Value of Test Statistics	Estimated	Estimated Standard Error	Path
97/2	425/0	151/0	The Ethics of Professional Decision-Making Strategies
51/0	137/0-	38/0	Capacity of Information Systems for Decision Making Strategies
87/0	287/0-	330/0	The Interaction between Professional Ethics and the Capacity of Information Systems for Decision Making Strategies

Considering the absolute magnitude of the test statistics related to the interaction variable between professional ethics and information systems capacity (0.87) is less than 1.96 (Table 4), it is concluded that the assumption of zero test of the significance of the interaction coefficient between the two variables of professional ethics is confirmed by decision-making strategies and with 95% confidence, it can be said: The capacity of information systems does not change the impact of professional ethics on decision-making strategies.

5. Discussion and Conclusion:

The analysis of the research hypothesis showed that professional ethics can predict decision-making strategies in private companies in Golestan, which in comparison with the present study, a study entitled "Investigating the Relationship between Managers' Professional Ethics on Improving Their Decision-Making" and concluded that there is a significant relationship between managers' professional ethics and their decision-making. There is a correspondence between these two studies (Kord & Bahramian, 2015). In comparison with the present study, a study entitled "Leadership, Ethics and Justice in Strategic Decision-Making" concluded that leadership, ethics and justice are

effective in strategic decision-making and there is a significant relationship between them that indicates agreement (Tatum and Eberlin, 2007). With regard to strengthening strategic decision-making, there should be some critics in the organization. People with different points of view find it difficult to agree, but there's no denying that decisions made based on group decisions will be more comprehensive and more effective for the organization. It is suggested that managers consider the decisions made in the organization that are successful and bring great benefits to the organization, and consider rewards that are somehow incentivizing employees. Research indicates that the people of the organization should be guided in such a way that they do not think only about their own interests and do not think about their own conscience, avoid hypocrisy and lies, and cooperate to implement the decisions of the organization (Bahagir, 2011). In fact, the organization should respect the rights of others and be hopeful. The organization should also give individuals the right to participate in decision-making in order to respect the interests of all individuals. Everyone has the right to defend their rights (Bordbar, 2019).

The general results of this study showed that professional ethics affects decision-making strategies in private companies in Golestan. Therefore, observing ethical issues in the organization, especially in the managers' treatment of employees, is a necessity and should always be respected so that employees feel more committed to their work and organization and as a result, make the necessary efforts for success. And organize the success of the organization with the right decisions that will be made to advance the goals of the organization. The results also showed that there is a direct and significant relationship between professional ethics and decision-making strategies, and with the increase in professional ethics, decision-making strategies also increase. Also, according to these results, it can be said that there is a direct and significant relationship between professional ethics and decision-making strategies. With the increase in the level of professional ethics, decision-making strategies increase. Therefore, according to the results, it is suggested Managers should consider the decisions made in the organization that are successful and bring a lot of benefits to the organization, and consider rewards that incentivize employees in some way. Managers must be strict in choosing and implementing the programs they have intended for the organization. In order to make the right and creative decisions, it is necessary to consider a variety of options for decision-making, as deciding between multiple options is better than single reviews. In order to have an efficient staff that can make the right decisions in line with the organization's interests, it is necessary to remind them to consider conscientiousness and having the courage to make decisions in every decision, and to take responsibility for the consequences of the decisions made in the organization.

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