

Factors Promoting Ethical Behaviour of Nurses: A Management Approach of Nishtar Hospital Pakistan

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Abstract

The research reported in this thesis was on “Factors promoting Ethical behaviour of nurses in hospitals”. The purpose of the research was to study the impact of 5 different factors on the ethical behaviour of students and how to respond to the effects of those factors in the given scenario. The secondary data was collected from the published articles on the ethical behaviour of employees (nurses)/students given on the Jstor while the primary data was gathered by floating questionnaires among the nurses of Nishtar Hospital and SPSS software was applied to analyze data for frequencies correlations parameters and CFA technique was done by using the AMOS software. The findings supported that the ethical behaviour of self is influenced by different variables like law and professional codes, ethical behaviour of peers, ethical climate, ethical optimism, and ethical education. Hence ethical behaviour can be enforced in a company, university, or hospital by implementing these very factors.

Keywords: *Ethics, Ethical Behaviour, Management, Factors, Hospital, Law and Professional Codes, Ethical Climate, Ethical Optimism, Ethical Education.*

Introduction

Ethics is that branch of philosophy that is involved with the means of all aspects of human behaviour. Theoretical ethics, typically referred to as normative ethics, is regarding discovering and describing right from wrong; it's the thought however we tend to develop the foundations and principles (or norms) accustomed to deciding and guiding purposeful decision-making (Sharma & Dhar, 2016).

Business ethics (also company ethics) may be a sort of applied ethics or skilled ethics that examines moral principles and ethical or moral issues that arise in an exceedingly business setting. It applies to all or any aspects of business conduct and has relevancy to the conduct of people and whole organizations (Sharma et al., 2016).

Personal values offer an inside reference for what's practical, useful, vital, valuable, lovely, and productive. Values generate behaviour and facilitate solving common human issues of survival by relative rankings important (Sarıköse & Göktepe, 2021), the results of which give answers to queries of why individuals do what they are doing. Without any personal values, there would be no cultural reference against that to live the virtue of separate morals. As a result, traditional uniqueness would collapse (Salas-Vallina et al., 2018). Today's international firms enable individuals to work with others from totally different components of the globe, as workers, managers, and colleagues. This is often just one method that the variability of cultures may well be accumulated. Workers could bring customs and traditions from home countries and residential businesses to the worldwide workplace (Gupta et al., 2016).

The ethics codes area unit is as recent as a relic. Non-secular traditions and native beliefs have codes as their basics. Pericles created the code of Athenian the supporting Greek government and culture in prehistory. In every scenario, codes carry wide-ranging responsibility and cautions and sometimes they are

more than just the general purpose (Saleem et al., 2019). These usually imprison a dream of brilliance, about what people and community ought to be troubled for and what they accomplish. During these general codes, that area unit is usually mistaken as a part of law or general statements of straightforward ambition, area unit is several of the foremost vital statements of native anticipation (Al-Hamdan & Bani Issa, 2021). When it is applied to bound categories of individuals – doctors, and public servants – codes are the final conditions of suggestion. These were the sketches on which duties are assembled. Mostly codes are standards that professionals use to create the statement and are usually the initiation manuscript for a job (Ribeiro et al., 2020).

With the economic boom caused by the railway revolution, the quality of living of individuals raised high so further the organizations (Mabuza & Louw, 2020). Therefore, there was intense competition among the organizations, and it was a nice challenge for the developed countries to make sure the moral practices within the organizations rose financially further as virtuously to be within the list of the world's prime organizations (Luca Casali & Perano, 2021).

Insinuation of Study to the World

Codes of ethics are inscribed to direct behaviour. Why are ethics codes necessary for world improvement? As introductory booklets, they'll define the basis for political and government officials to employ to convey community duties (Nichols & Dowden, 2018). Communication will pass offensive behaviour clearly via codes as providing a dream that the government official is endeavoring. Thus, prompting money improvement, crafting democratic organizations, or funding economic development platforms while not expert government men may be displeasing, if not harmful. A very important mechanism for guaranteeing professionalism could be a code of ethics (Valentine et al., 2010).

In most scenarios, codes are used as an ally to make an up-to-date management structure e.g., Slovakia, centred on its ethics principles in a way to make their whole civic service system (Latib et al., 2017). And codes depend upon firm administration systems to be operational. Directors should have a belief that they're an ingredient of a job with skilled principles. In rare scenarios, expertness is to be found within the civic service, like in France. Civic professional in France is tutored and mingled from the education of their institute to their post in ministries as "public officers". It's seen as a reasonable occupation (Fu, 2013).

Similarly, research has been carried out in different parts of the world including Europe (Russian and Turkish organizations), America and Asia (Hong Kong) to guarantee the factors that are contributing to the ethical behaviour of the organizations. In the USA the research has been done in the healthcare, educational and IT sectors (Chowdhury, 2015). Moreover, in multi-national corporations and among working professionals which showed that emotional intelligence*, rules, law-and-code, ethical optimism, ethical education, specialized expertise, and ethical behaviour of peers are the factors that force an individual to work according to the norms of the organizations and do not deviate from the standards because otherwise, it would create anarchy and disharmony in the organizations. History has proved many times those organizations who do not comply with ethical behaviour eventually fall to earth like they were never high in the sky before (Al Halbusi et al., 2020).

Wirthlin Worldwide surveyed in 2003, showed that 80% of respondents said they choose to purchase a firm's goods or services somewhat on their view of its ethics. Enron, WorldCom, international Crossing et al. square measure solely the most effective well-known of the companies that went bankrupt virtuously before financially. In the U.S. the employee costs U.S. firms \$600 billion a year which is 6% of their GDP (Dey et al., 2022).

Implication in Pakistan

The history of Pakistan is good enough in the context of ethical values although Pakistan ranks in the list of developing countries of the world. Ethical behaviour has remained the problem of organizations and the people who are operating them throughout the world but in Pakistan, this problem is getting worse day by day (Samka et al., 2021). Organizations like the Railway, healthcare sector, educational sector, Airline (PIA), Wapda, Pepco, and SNGPL are going towards upheaval and the foremost and fundamental reason is corruption because organizations/institutions do not have strict laws as compared to being in developed countries (Al Halbusi et al., 2022). They do not behave ethically in their respective fields and due to that corruption level has risen during the past few years.

In the West, people run special movements to create awareness for ethics to be a central part of the organizations/institutions. This type of movement should be in developing countries too like Pakistan so that the people can work under the roof of ethics (Al Halbusi et al., 2021).

Cricket is the favourite sport of the Pakistanis' and many Pakistani cricketers have been caught in spot-fixing cases which is an unethical practice from the sides of these young players the ability to recognize and use emotions in positive and constructive ways. And that all happened due to unawareness. Giving special ethical education to these sportsmen will not only mitigate the immoral part of their hearts but also help them to become responsible citizens (Su & Hahn, 2022).

Due to this ignorance of ethical practices most foreign brands like Tommy Hilfiger and Timberland drew back from making investments in Pakistan due to the sensitive conditions prevailing inside the organizations. Practicing ethics inside and outside of the organizations will force foreign investments to come to Pakistan and make it their business hub (Hosseini & Ferreira, 2023). On the other hand, there are still organizations that are doing exceptionally well in their fields. They stand out from others in their innovation and their ethics. This paper will focus on those factors that promote the ethical behaviour of the employees of the organizations in Pakistan (Freire & Pinto, 2021).

Literature Review

Factors Promoting Ethical Behaviour

The ethical behaviour of employees, particularly in the healthcare sector, has been a focal point of numerous studies. Ethical behaviour, as the dependent variable, is influenced by a myriad of independent variables.

1. **Peer Influence and Role Modelling:** Deshpande (2009) emphasized the role of peer influence and social learning in shaping ethical behaviour. Employees often emulate their managers, viewing them as role models. This sentiment is echoed by Deshpande et al. (2005), who found that nurses felt more satisfied and respected when their superiors behaved ethically. Keith et al. (2003) also highlighted the strong influence of peer ethical behaviour on the comfort levels and ethical intentions of potential advertising employees.
2. **Emotional Intelligence and Ethical Climate:** Emotional intelligence has been identified as a significant factor influencing ethical behaviour. Joseph and Deshpande (2009) found that emotional intelligence, along with the ethical behaviour of co-workers and an independent climate, positively influenced individual ethical behaviour. This was further supported by Joseph et al. (2009), who found that one's own ethical behaviour and emotional intelligence influenced perceptions of peers' ethical behaviour.
3. **Organizational and Professional Factors:** Deshpande et al. (2008) highlighted the impact of specialized expertise and organizational freedom on ethical behaviour. In contrast, Elçi and Alpkın (2009) studied ethical climates in telecommunication firms and found that factors like efficiency,

company profit, and company rules didn't influence work satisfaction. However, professionalism, team interest, and social responsibility did play a role. Similarly, Deshpande et al. (2000) emphasized the role of rules, professionalism, and caring in influencing managers' ethical behaviour in Russian institutes.

4. **Personal Values and Decision Making:** Fritzsche and Oz (2009) explored the impact of personal values on ethical decision-making. They found that ethical education and traditional values positively influenced decision-making, while self-enhancement and openness had a negative impact. Trevino (1986) also highlighted individual variables like ego strength and locus of control in ethical decision-making.
5. **Organizational Commitment and Leadership:** Mulki et al. (2009) emphasized the role of leadership in shaping an ethical climate, which in turn influenced job satisfaction and employee effort. Zhao et al. (2011) found that the ethical behaviour of peers and successful managers influenced organizational commitment.
6. **Other Influencing Factors:** Siu and Lam (2009) highlighted income as a factor that reduced unethical behaviour. Joseph and Deshpande (1994) found that top management action, code of ethics, and job satisfaction were positively related to ethical behaviour. In contrast, Banerjee et al. (1998) emphasized the role of moral development, personal opinions, and ethical climate in IT organizations. Deshpande and Fu (2012) found that only climate rules significantly influenced ethical behaviour in a Chinese government steel company.

In conclusion, the ethical behaviour of employees is influenced by a combination of individual, organizational, and external factors. Peer influence, emotional intelligence, organizational commitment, leadership, personal values, and professional factors play pivotal roles in shaping ethical behaviour across various sectors.

Ethical Leadership, Organizational Climate, and Employee Behaviour

The role of ethical leadership and organizational climate in influencing employee behaviour has been a focal point of numerous studies. Ethical leadership, characterized by fairness, integrity, and transparency, has been linked to various positive organizational outcomes, including enhanced employee performance, commitment, and ethical behaviour (Sharma & Dhar, 2016). For instance, studies have shown that ethical leadership, when combined with a conducive ethical climate, can significantly influence employees' ethical behaviour (Freire & Bettencourt, 2021). Moreover, the interaction of ethical climate with factors such as person-organization fit plays a pivotal role in shaping employee behaviour, especially in the context of workplace bullying (Al Halbusi et al., 2023).

In the healthcare sector, particularly among nursing staff, the performance and well-being of employees are influenced by various factors, including affective commitment, work-family conflict, and emotional intelligence (Ramlawati et al., 2023). For instance, a study conducted in India highlighted the role of affective commitment in influencing the performance of nursing staff, especially within transitioning healthcare systems (Kajwang, 2022). Another study emphasized the moderating role of emotional intelligence in the relationship between work-family conflict, stress, and the psychological well-being of nursing staff (Kim, 2022). Furthermore, perceived organizational support (POS) and self-efficacy have been identified as significant predictors of work engagement among nurses (Sembiring et al., 2020).

Managerial coaching skills, combined with strong perceived organizational support (POS), have been found to stimulate affective commitment among employees, leading to enhanced performance and reduced turnover intentions (Dimitriou & Ducette, 2018). Additionally, the ethical context within an organization can further influence employee attitudes and behaviours (Osei et al., 2016).

In the realm of ethical decision-making, a comprehensive review spanning forty years categorized influential factors such as Organizational Culture, Rewards/Sanctions, and Moral Intensity, emphasizing

the need for further research to validate their impact (DINC et al., 2016). Another study focusing on Chinese employees found that facets of job satisfaction, such as co-worker and supervision satisfaction, significantly impact ethical behaviour (Javaid et al., 2018).

In the digital start-up ecosystem, ethical leadership plays a pivotal role in shaping organizational identity, with employee voice acting as a significant influencer (Mahanta & Goswami, 2020). The fostering of innovative performance through ethical leadership and the mediating role of intellectual capital further underscores the importance of ethical leadership in this sector (Gigol, 2021).

Research Problem

Given the extensive literature on the factors promoting ethical behaviour and the role of ethical leadership, organizational climate, and employee behaviour, there appears to be a gap in understanding the interplay of these factors in specific sectors. The healthcare sector, especially nursing, has been highlighted in the literature, but the digital start-up ecosystem is a relatively new and rapidly evolving sector.

Research Question

"How do ethical leadership and organizational climate influence employee behaviour in the digital start-up ecosystem, and how do these relationships compare to those observed in the healthcare sector, particularly among nursing staff?"

Methodology

Research Type

The research consists of Ethical Behaviour which is a qualitative attribute of humans and one of the difficult issues to cater to in the world so to scrutinize it on a quantitative basis the responses from the sample population has been carried out to make a further detailed study.

Data type and Research period

The data collection process consists of two methods i.e., Primary and Secondary data. The method that was used for this research was the primary data (as it was collected for the very first time). The duration of the research consists of 7 months ranging from October 2022 to April 2023.

Population and Planned sample

The target population of the research was the nurses of the Nishtar Hospital which is situated in Multan and it asked them to respond to the questions regarding the ethical behaviour. This is unique research as far as this problem is concerned. So, the sample population consisted of 300 nurses of Nishtar Hospital which gave the 100% response rate in return by favoring the research.

Table 1: Instrument Description:

Instrument	Creators	Year	No. of Items
Law and Professional Codes	Elci and Alpkan	2009	6
Ethical Behaviour of Peers	Deshpande et. al	2005	4
Ethical Behaviour of Self	Deshpande et. al	2005	4
Ethical Optimism	Deshpande et. al	2005	6
Ethical Climate	Mulki et. al	2009	6
Ethical Education	Deshpande et. al	2005	4

Hypothesis

The dependent variable in the research is the Ethical behaviour of self (oneself) with respect to the other independent variables like law and professional codes, ethical behaviour of peers, ethical optimism, ethical climate, and ethical education. The purpose of this research is to evaluate the relationship of dependent variables with independent variables. So that's why there are the following hypotheses generated for the given research. It will basically help the researcher to test the expected result with the actual result.

Hypothesis 1

H₀: There is no significant positive relationship between ethical behaviour of self and law and professional codes.

H₁: There is a significant positive relationship between ethical behaviour of self and law and professional codes.

Hypothesis 2

H₀: There is no significant positive relationship between the ethical behaviour of self and the ethical behaviour of peers.

H₁: There is a significant positive relationship between the ethical behaviour of self and the ethical behaviour of peers.

Hypothesis 3

H₀: There is no significant positive relationship between ethical behaviour of self and ethical optimism.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical optimism.

Hypothesis 4

H₀: There is no significant positive relationship between ethical behaviour of self and ethical climate.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical climate.

Hypothesis 5

H₀: There is no significant positive relationship between ethical behaviour of self and ethical education.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical education.

Techniques

Different techniques were used for the generation of results. The techniques including Correlations Analysis and Confirmatory Measure Analysis (CFA) were used with the help of AMOS to interpret the primary data.

Data Analysis

For the analysis of data, software like SPSS and AMOS has helped the researcher in analyzing the collected primary data.

Data Interpretation

After analyzing the primary data, the researcher interpreted the results by running statistical techniques on the data and the results are mentioned in the results section of the research.

Theoretical Framework

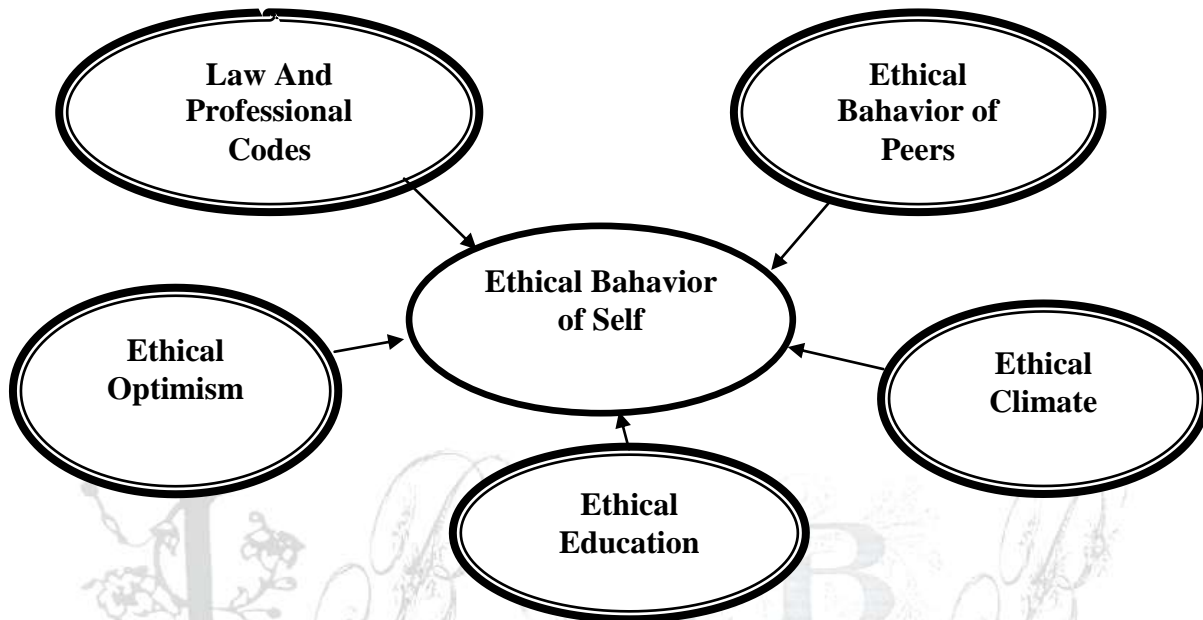


Figure No 1: Theoretical Framework

Results and Analysis

Confirmatory Factor Analysis (CFA)

The data has been collected from 300 nurses of Nishtar Hospital. Table 4.1 shows that SEM was used to compute the Average Variance Extracted (AVE) and Construct reliability from the variables' values obtained in AMOS as mentioned in appendices A (2). The basic purpose of the Confirmatory Factor Analysis (CFA) was to check the reliability and validity of the data. To qualify the values, the standard criteria of values were set and if values met those criteria, then these were eligible for AVE and CR. An English psychologist Charles Spearman was known for his work in Statistics, and he was the pioneer of Factor Analysis. And this factor analysis was then further modified into confirmatory factor analysis, and it was introduced by Jöreskog.

In the first step, validity was tested using the average variance extracted (AVE) and all the values including the dependent and independent variables became significant. As a rule of thumb, the AVE of more than 0.5 indicates acceptable levels of analysis (Hult et al. 2004).

In the second step, reliability was tested using the construct reliability and all the values of the dependent and independent variables became significant. As a benchmark, a construct reliability of more than 0.7 would be considered acceptable (Hult et al. 2004).

In the third and final step to calculate the validity, all the values obtained from discriminant validity were non-discriminant values. Discriminant validity was tested using the method suggested by Fornell and Larcker (1981) in which AVE is compared to the squared correlations of all variables. The values of AVE should be greater than the value of all the squared correlations.

Table 2: Confirmatory Factor Analysis

Variable	Factor Loading	AVE	Construct reliability
Law and Professional codes	0.92-0.98	0.874	0.977
Ethical Behaviour of Peer	0.92-0.95	0.870	0.964
Ethical Behaviour of Self	0.87-0.98	0.853	0.958
Ethical Optimism	0.87-0.95	0.901	0.982
Ethical Climate	0.95-0.97	0.906	0.983
Ethical Education	0.94-0.96	0.907	0.975

Correlations

Correlation analysis is used to quantify the association between two continuous variables (e.g., between an independent and a dependent variable or between two independent variables). The outcome variable is also called the response or dependent variable and the risk factors and confounders are called the predictors, or explanatory or independent variables. Karl Pearson introduced the Pearson correlation coefficient from an alike but somewhat dissimilar scheme by Francis Galton.

Pearson's *r* can range from -1 to 1. -1 (negative one) shows a perfect negative linear relation between two variables. 0 (zero) shows no relation between the two variables while 1 (positive one) shows a perfect positive linear relation between two variables. Values from 0 – 0.4 show low correlation, 0.5 – 0.6 show moderate correlation and 0.7 – 0.9 show high correlation between the variables.

Ethical behaviour of self is the dependent variable of the study while law and professional codes, ethical behaviour of peers, ethical optimism, ethical education, and ethical climate are the independent variables as mentioned in Table 3.

There is a high correlation between ethical behaviour of self (dependent variable) and law and professional codes (independent variable) i.e., 0.925. There is a high correlation between the ethical behaviour of self (dependent variable) and ethical behaviour of peers (independent variable) i.e., 0.976.

There is a high correlation between ethical behaviour of self (dependent variable) and ethical optimism (independent variable) i.e., 0.986. There is a high correlation between the ethical behaviour of self (dependent variable) and the ethical climate of the company (independent variable) i.e., 0.956. There is a high correlation between the ethical behaviour of self (dependent variable) and ethical education of students (independent variable) i.e., 0.929.

Hypothesis Testing

Hypothesis 1

H₀: There is no significant positive relationship between ethical behaviour of self and law and professional codes.

H₁: There is a significant positive relationship between ethical behaviour of self and law and professional codes.

We accept H1 as the p-value is significant and is less than 0.05 and it is also backed from the previous work done by Elci and Alpkan (2009) that there is a significant positive relationship between self's ethical behaviour and law and professional codes which means if law and professional codes in an organization/institute are stringent then the individuals will be more ethical.

Hypothesis 2

H₀: There is no significant positive relationship between the ethical behaviour of self and the ethical behaviour of peers.

H₁: There is a significant positive relationship between the ethical behaviour of self and the ethical behaviour of peers.

We accept H1 as the p-value is less than 0.05 and it is also supported by the prior work from Deshpande et al. (2005) that there is a positive significant relationship between the two which states that we see our peers to work ethically then we are motivated more to work ethically, it basically increases the ethical morale of the individual.

Hypothesis 3

H₀: There is no significant positive relationship between the ethical behaviour of self and ethical optimism.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical optimism.

We accept H1 as the p-value is less than 0.05 and the results are also supported by the previous study done by Deshpande et al. (2009) that these two variables are positively correlated which simply says that when there is a perceived perception about managers that they are working ethically so the person under them will also work ethically.

Hypothesis 4

H₀: There is no significant positive relationship between ethical behaviour of self and ethical climate.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical climate.

We accept H1 as the p-value is less than 0.05 and the results are also supported by the previous work done by Mulki et al. (2009) that these two variables are positively correlated in a way that when the ethical climate of the organizations/institute become stricter than the person in the organizations/institute will behave more ethically towards their work.

Hypothesis 5

H₀: There is no significant positive relationship between ethical behaviour of self and ethical education.

H₁: There is a significant positive relationship between ethical behaviour of self and ethical education.

We accept H1 as the p-value is less than 0.05 and the results are also aligned with the previous work done by Fritzsche and Oz (2009) that these two variables are positively correlated in such a way that when the ethical education is provided to the students or to the employees of the organizations then their work is more ethical as compared to the prior situation.

Correlations Table 3

		Law	Peer	Self	Optimism	Climate	Education
Law	Pearson Correlation	1	.923**	.925**	.935**	.983**	.986**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	300	300	300	300	300	300
Peer	Pearson Correlation	.923**	1	.976**	.984**	.954**	.927**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	300	300	300	300	300	300
Self	Pearson Correlation	.925**	.976**	1	.986**	.956**	.9290**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	300	300	300	300	300	300
Opt	Pearson Correlation	.935**	.984**	.986**	1	.966**	.940**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	300	300	300	300	300	300
Opt	Pearson Correlation	.983**	.954**	.956**	.966**	1	.988**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	300	300	300	300	300	300
Clm	Pearson Correlation	.986**	.927**	.929**	.940**	.988**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	300	300	300	300	300	300
Edu	Pearson Correlation	.986**	.927**	.929**	.940**	.988**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	300	300	300	300	300	300

** Correlation is significant at the 0.01 level (2-tailed).

Demographics

The target population of the research consisted 300 of nurses of the Nishtar hospitals to measure the ethical behaviour of nurses as mentioned in the appendices C (graphs a,b,c) (demographical illustration). The 77% (n=77) of the respondents consisted of female nurses of Nishtar Hospital while the remaining 23% (n=23) consisted of male nurses and the ratio of females is far greater than the male employees working at the hospitals as shown in Graph A. As far as the income bracket is concerned 51% (n=51) of the target population comes under the range of PKR. 20,000 – 29,999. 36% (n=36) lie between PKR. 10,000 – 19,999 and the rest 13% (n=13) comes under PKR. 0 – 9,999 as shown in graph B. Most of the employees have worked there for many years and they have spent a lot of time there. The highest time for which the nurses are associated with the hospitals is 3 – 4 years with a highest 45% (n=48). 35% (n=35) of people are associated with hospitals with a time range of 1 – 2 years. 13% (n=13) are working in hospitals with 1 year of experience while 4% (n=4) of the target population were working there for more than 5 years as shown in graph C.

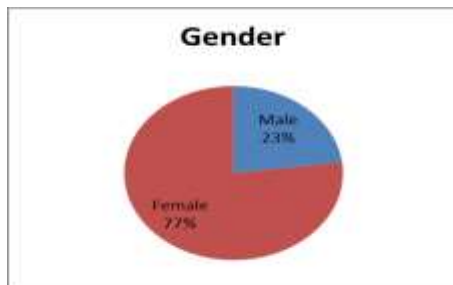




Figure No 2: Demographic

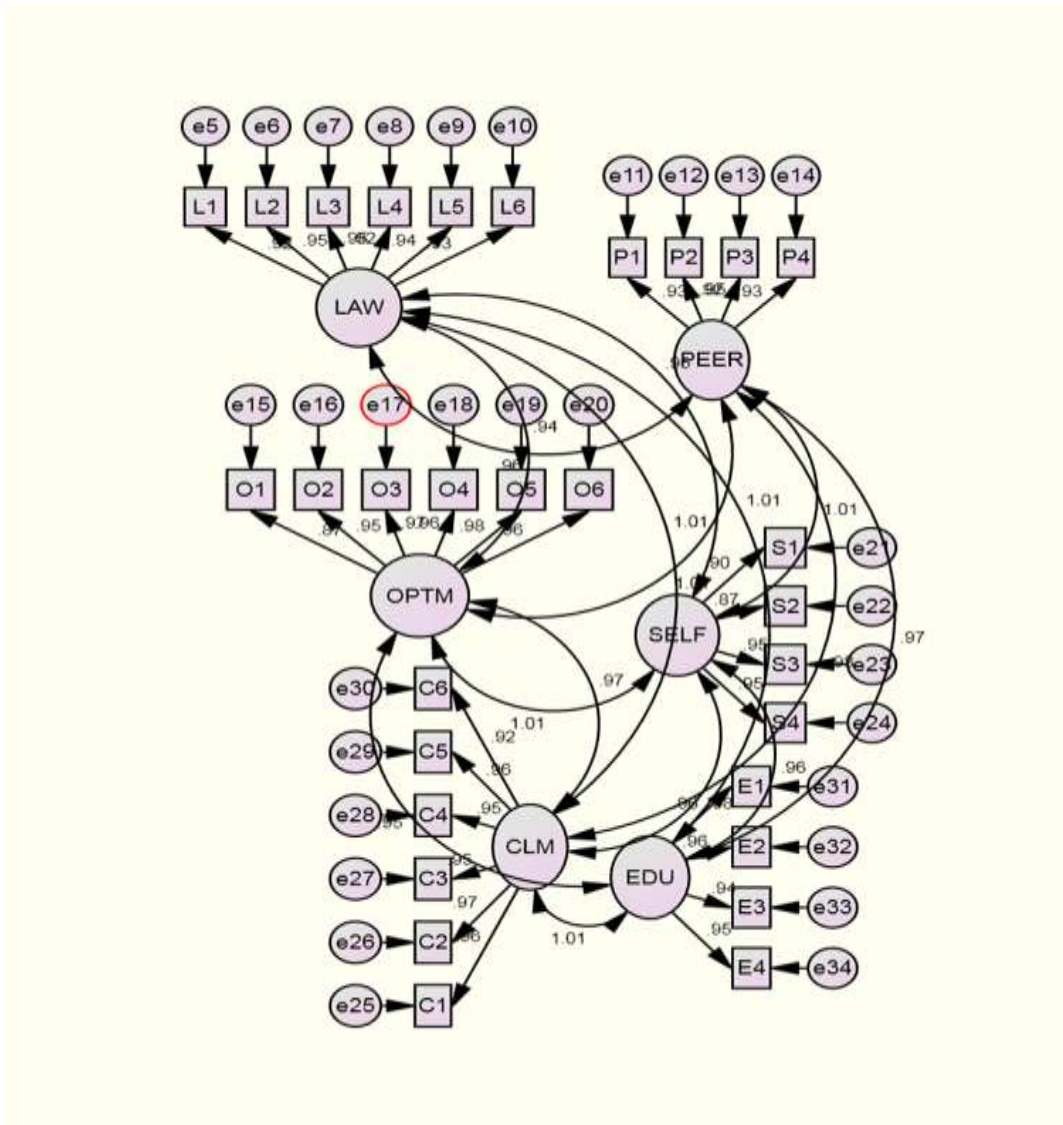


Figure No 3

Conclusion

The foremost objective of the study is to evaluate the factors that lead an individual to behave ethically in a work environment. This study also revealed the importance of those factors in the organizational setup. By implementing and working out on those factors one can do work ethically in the daily routine of his/her life while remaining just towards the organization/institute. There are a total 6 variables in the theoretical framework of the study, 5 out of which are independent variables while the remaining 1 is the dependent variable and theoretical framework is between independent variables like law and professional codes, ethical behaviour of peers, ethical climate, ethical education and ethical optimism and dependent variable i.e., ethical behaviour of self. Different software was used to convert the raw data into useful information and that software includes AMOS and SPSS. After that statistical techniques were used to generate the results and these techniques include Regression analysis and Confirmatory Factor Analysis (CFA). The findings of this research are not very much different from the previous work done on the same problem and the results of this study are also backed by the work done by the researcher in the same field. The findings support the alternate hypothesis in every situation and the null hypothesis has been rejected as the results were not in favour according to the Regression analysis and CFA. The results show that a significant relationship exists between ethical behaviour of self (dependent variable) and law and professional codes, ethical behaviour of peers, ethical climate, ethical education, and ethical optimism (independent variable).

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