



A Study on the Impact of Ethical Climate on work Place Deviance with Special Reference to Selected it Companies.

KEYWORDS

Traditional Media (performing arts), Grass root and Effective Communication, Participatory Approach and rural development.

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ABSTRACT

Indian economy has witnessed a tremendous growth after globalization and liberalization. One of the contributing industries in the recent past is our information technology sector. Information Technology has influenced human being's progress in almost all aspects.

Researcher has taken an overview on the ethical climate and deviance behavior in IT sector and has suggested controlling measure to control the level of deviance.

WORKPLACE DEVIANCE

Workplace deviance involves intentional acts that violate organizational or societal norms and that harm the organization or its members.

Robinson and Bennett's (1995) typology of workplace deviance can be used to classify deviant behavior. There are 4 types of Deviant behavior. Property, political, production and personal deviance.

ETHICAL CLIMATE

The rights to live have liberty and personal securities are basic human rights that stands as the foundation for deriving the widely recognized rights found in law and practice.

Victor and Cullen (1987) developed a typology for measuring organizational ethical climates and put it in a nutshell that these climates are spotted in different locations. There are 9 Ethical climate variables with 3 dimensions used in the study.

RESEARCH OBJECTIVES

The following are the objectives of the study

- To analyze the impact of ethical climate on workplace deviance in the Small and Medium IT companies with reference to Coimbatore city.
- To identify the inter-relationship among the aspects Ethical climate and Workplace deviance in Small and Medium IT companies in Coimbatore city.
- Study will offer suggestions to solve the managerial problems in the IT sector based on the outcomes of the interrelationship among EC and WPD

RESEARCH DESIGN AND METHODOLOGY

SAMPLE SIZE

1010 employees consisting of team leaders, project heads and project leads were selected at random small and medium scale IT companies.

TOOLS FOR DATA COLLECTION

Ethical Climate

36 ethical climate statements comprising of 9 dimensions were used. Statements were adopted from Victor and Cullen's (1987, 1988) ECQ instrument. A five point scale was used, where "1" stands for 'Never', and "5" stands for 'Always'.

Workplace deviance

There are four types of Workplace deviance, namely, production, property, political and personal aggression. To understand these 22 statements of Robinson and Bennett(1995) were adopted from different reviews. A five point scale was used, where "1" stands for 'Never', and "5" stands for 'Always'.

Demographic factors

The demographic factors of the respondents. Age, gender, income and experience of the respondents each in different appropriate scales were used.

ANALYSIS AND INTERPRETATION

4.4 ANALYSIS OF RELATIONSHIP BETWEEN WORK-PLACE DEVIANCE FACTORS AND ETHICAL CLIMATE FACTORS

Workplace deviance variables are treated as dependent variables. While nine ethical climate variables are treated as independent variables. To understand the dependence of one variable on one or more independent variables, the author is interested to employ multiple regression analysis.

1.1. Ethical factors were predicting the Production deviance

Null Hypothesis: Ethical climate factors are not good predictors of Production deviance

The following variables have been selected for Regression analysis

Production deviance (Y) = Dependent variable

The independent variables are all the 9 items of ethical climate.

From the Analysis, the mean and standard deviation of the dependent variable and independent variables. The mean score of Production deviance is 16.4931. The mean score of independent variables are Self interest(X_1) is 12.2059, Stake holder interest(X_2) is 12.4713, Personal morality(X_3) is 14.6673, Team interest(X_4) is 14.7881, Organization rules and procedure(X_5) is 14.2554, Organizational interest(X_6) is 15.4287.

Table 4.1
Regression Analysis Model Summary –production deviance and Ethical Climate variables

Multiple R	R Square	Adjusted R Square	Std. Error of the Estimate
.755	.570	.568	5.01071

Table 4.2
Analysis of Variance (ANOVA) – Production deviance and Ethical Climate variables

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	33433.919	6	5572.320	221.941	.000
Residual	25182.533	1003	25.107		
Total	58616.451	1009			

Table 4.3
Regression Coefficient – Production deviance and Ethical Climate variables

Model	Unstandardized Coefficients		T	Sig.
	B	Std. Error		
(Constant)	50.029	2.555	19.578	.000
Self interest	1.423	.096	14.824	.000
Stakeholder interest	.697	.075	9.348	.000
Personal morality	.673	.076	8.848	.000
Team interest	.272	.075	3.637	.000
Organization Rules and Procedure	.372	.095	3.935	.000
Organization interest	.239	.087	2.739	.000

Regression Fitted $Y = 50.029 + (1.423) X_1 + (0.697) X_6 + (0.673) X_7 + (.272) X_5 + (.372) X_8 + (0.239) X_2$

The variable explains 57 per cent of the variability in the Production deviance, $F(6,1003) = 221.941$, $p < 0.05$ is significant, and fits in the multiple regression model. Six factors like Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure, Organizational interest of ethical climate are predictors of the dependent variable.

Ethical factors were predicting the Property deviance
Null Hypothesis: Ethical climate factors are not good predictors of Property deviance

The following variables have been selected for Regression analysis

Property deviance (Y) = Dependent variable

The independent variables are all the 9 items of ethical climate.

From the analysis it indicates that the mean and standard deviation of the dependent variable and independent variables. The mean score of property deviance is 16.4931. The mean score of independent variables are Self

interest(X_1) is 12.2059, Stake holder interest(X_6) is 12.4713, Personal morality(X_7) is 14.6673, Team interest(X_2) is 14.7881, Organization rules and procedure(X_8) is 14.2554.

Table 4.4
Regression Analysis Model Summary –Property deviance and Ethical Climate variables

Multiple R	R Square	Adjusted R Square	Std. Error of the Estimate
.695	.484	.481	5.50912

Table 4.5
Analysis of Variance (ANOVA) – Property deviance and Ethical Climate variables

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	28526.993	5	5705.399	187.984	.000
Residual	30471.828	1004	30.350		
Total	58998.821	1009			

Table 4.6
Regression Coefficient – Property deviance and Ethical Climate variables

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
(Constant)	55.879	2.776	20.132	.000
Self interest	1.424	.106	13.494	.000
Stakeholder interest	.605	.081	7.486	.000
Personal morality	.728	.084	8.711	.000
Team interest	.184	.081	2.278	.000
Organization Rules and Procedure	.345	.080	4.332	.023

Regression Fitted $Y = 55.879 + (1.424) X_1 + (0.605) X_6 + (0.728) X_7 + (.184) X_5 + (.345) X_8$

The variable explains 48.4 per cent of the variability in the Property deviance, $F(5,1004) = 187.984$, $p < 0.05$ is significant, and fits in the multiple regression model. Five factors like Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure of ethical climate are predictors of the dependent variable.

Ethical factors were predicting the Political deviance
Null Hypothesis: Ethical climate factors are not good predictors of Political deviance

The following variables have been selected for Regression analysis

Political deviance (Y) = Dependent variable

The independent variables are all the 9 items of ethical climate.

From the Analysis it indicates that the mean and standard deviation of the dependent variable and independent variables. The mean score of Political deviance is 8.5545. The mean score of independent variables are Self interest(X_1) is 12.2059, Stake holder interest(X_6) is 12.4713, Personal morality(X_7) is 14.6673, Team interest(X_2) is 14.7881, Organization rules and procedure(X_8) is 14.2554, Organizational interest(X_5) is 15.4287.

Table 4.7
Regression Analysis Model Summary –Political deviance and Ethical Climate variables

Multiple R	R Square	Adjusted R Square	Std. Error of the Estimate
.740	.547	.544	2.92346

Table 4.8
Analysis of Variance (ANOVA) – Political deviance and Ethical Climate variables

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	10345.263	6	1724.210	201.741	.000
Residual	8572.242	1003	8.547		
Total	18917.505	1009			

Table 4.9
Regression Coefficient –Political deviance and Ethical Climate variables

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
(Constant)				
Self interest	23.381	1.491	15.682	.000
Stakeholder interest	.764	.056	13.633	.000
Personal morality	.477	.044	10.966	.000
Team interest	.177	.044	3.987	.000
Organization Rules and Procedure	.366	.044	8.390	.000
Organization interest	.340	.055	6.159	.000
Efficiency	.161	.051	3.153	.002

Regression Fitted $Y = 23.381 + (0.764) X_1 + (0.477) X_6 + (0.177) X_7 + (.366) X_5 + (.340) X_8 + (0.161) X_2$

The variable explains 54.7 per cent of the variability in the Political deviance, $F(6,1003) = 201.742$, $p < 0.05$ is significant, and fits in the multiple regression model. Six factors like Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure, Organizational interest of ethical climate are predictors of the dependent variable.

Ethical factors were predicting the Personal aggression
Null Hypothesis: Ethical climate factors are not good predictors of Personal aggression

The following variables have been selected for Regression analysis

Personal aggression (Y) = Dependent variable

The independent variables are all the 9 items of ethical climate.

It is inferred from the analysis that the mean and standard deviation of the dependent variable and independent variables. The mean score of Personal aggression is 8.3406. The mean score of independent variables are Self interest(X_1) is 12.2059, Stake holder interest(X_6) is 12.4713, Personal morality(X_7) is 14.6673, Team interest(X_5) is 14.7881, Organization rules and procedure(X_8) is 14.2554, Efficiency(X_2) is 12.8822.

Table 4.10
Regression Analysis Model Summary –Personal aggression and Ethical Climate variables

Multiple R	R Square	Adjusted R Square	Std. Error of the Estimate
.711	.506	.503	1.88809

Table 4.11
Analysis of Variance (ANOVA) –Personal aggression and Ethical Climate variables

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	3659.255	6	609.876	171.079	.000
Residual	3575.581	1003	3.565		
Total	7234.836	1009			

Table 4.12
Regression Coefficient –Personal aggression and Ethical Climate variables

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
(Constant)				
Self interest	17.572	1.151	15.261	.000
Stakeholder interest	.224	.037	6.031	.000
Personal morality	.069	.028	2.434	.000
Team interest	.285	.030	9.629	.000
Organization Rules and Procedure	.159	.028	5.720	.000
Efficiency	.217	.027	7.894	.000
	.176	.035	5.055	.015

Regression Fitted $Y = 17.571 + (0.224) X_1 + (0.069) X_6 + (0.285) X_7 + (.159) X_5 + (.217) X_8 + (0.176) X_2$

The variable explains 50.6 per cent of the variability in the Personal aggression, $F(6,1003) = 171.079$, $p < 0.05$ is significant, and fits in the multiple regression model. Six factors like Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure, efficiency of ethical climate are predictors of the dependent variable.

FINDING
DEMOGRAPHIC FACTORS

- 78.1% of the respondents are male and 21.8% of them are female.
- 34.5% of the respondents belong to 25-30 years age group, whereas, 14.5% of them are from 31-35 years, 24.1% are from 36-40 years, 22.4% of them are from 41-45 years and 4.2% of them belong to 46-50 years category.
- 50.6% of the respondents' income is greater than Rs. 45,000 per month.
- 36.7% of the respondents have 1-3 years of experience in the present organization, 33.1% are working with them for more than 10 years and only 3.4% are working between 3-5 years in the present company.

RELATIONSHIP BETWEEN WORKPLACE DEVIANCE, ETHICAL CLIMATE AND ORGANIZATION COMMITMENT

In order to fulfill the third objective of the study multiple regression analysis was used.

Ethical climate factors were predicting the Workplace deviance

- Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure, Organizational interest are the six ethical climate factors which stand as predictors of Production deviance.
- Self interest, Stake holder interest, Personal morality, Team interest, Organization rules and procedure are the five ethical climate factors which stand as predictors of property deviance.
- Self interest, Stakeholders' interest, Personal morality, Team interest, Organization rules and procedure and Organizational interest are the six factors of ethical climate which stand as predictors of Political deviance.
- Self interest, Stakeholders' interest, Personal morality, Team interest, Organization rules and procedure and efficiency are the factors of ethical climate which stands as predictors of Personal aggression.

SUGGESTIONS

The findings of the study demonstrate that there is relationship between workplace deviance, ethical climate

- The following are the important recommendations derived from this study.
- From the analyses made, it was inferred that out of nine factors four important factors of ethical climate i.e., Self interest, Stakeholders interest, Organization rules and Procedures, Personal Morality influences Workplace deviance. Top level management is suggested to concentrate on the influencing factors while framing their HR policies.
- To assist Management in developing a conducive ethical climate, it is suggested to frame strategies that could concentrate on employee welfare and higher emphasis could be made on employee centric activities.
- Management can concentrate in more team building

exercises as the result of the study witness that, employees in Information Technology industry show more interest in team/group work than individual efficiency.

- The result provided evidence that, 4 factors of ethical climate are related to all the four Deviance behavior. Training and development programmes can be designed in such a way that IT employees will improve formal socialization and positive culture, motivating leadership, admirable personality trait, which stands as need of the day.
- Management should often reward and publish positive behavior. This may help the employees to learn not to cultivate deviant behavior in their work place.

CONCLUSION

Information technology companies are involved in spending a lot for the employees and they involve high expenses, it is clear that unethical climate, deviant behavior is of great concern to them. From the study it is concluded that Ethical climate factors have an impact on Workplace deviance. In specific, out of nine climate factors, only four factors via., Self interest, Stakeholders interest, organizational rules and procedures, Personal morality contribute to influence all the four Workplace deviance factors.

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