A Study on the Impact of Ethical Climate on Workplace 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 WORKPLACE 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(X1) is 12.2059, Stakeholder interest(X6) is 12.4713, Personal morality(X7) is 14.6673, Team interest(X5) is 14.7881, Organization rules and procedure(X8) is 14.2554, Organizational interest(X2) is 15.4287.
Regression Analysis Model Summary – Production deviance and Ethical Climate variables

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
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<th>Mean Square</th>
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<td>5572.320</td>
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<tr>
<td>Residual</td>
<td>25182.533</td>
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Regression Analysis Model Summary – Property deviance and Ethical Climate variables

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<td>5705.399</td>
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Regression Coefficient – Production deviance and Ethical Climate variables

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<th>Model</th>
<th>Unstandardized Coefficients</th>
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<th>Std. Error</th>
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<td>Personal morality</td>
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<tr>
<td>Team interest</td>
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<td>Organization Rules and Procedure</td>
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<tr>
<td>Organization interest</td>
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<td>.087</td>
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</table>

Regression Fitted Y = 50.029 + (1.423) X₁ + (0.697) X₂ + (0.673) X₃ + (0.272) X₅ + (0.372) X₆ + (0.239)X₇

Ethical factors were predicting the Property deviance

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

The variable explains 57 per cent of the variability in the Production deviation, 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

Ethical factors were predicting the 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(X₁) is 12.2059, Stake holder interest(X₂) is 12.4713, Personal morality(X₃) is 14.6673, Team interest(X₅) is 14.7881, Organization rules and procedure(X₇) is 14.2554.

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<td>(Constant)</td>
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<td>Stakeholder interest</td>
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<td>Organization Rules and Procedure</td>
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Regression Fitted Y = 55.879 + (1.424) X₁ + (0.605) X₂ + (0.728) X₃ + (0.184) X₅ + (0.345) X₇

The variable explains 57 per cent of the variability in the Property 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 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(X₁) is 12.2059, Stake holder interest(X₂) is 12.4713, Personal morality(X₃) is 14.6673, Team interest(X₅) is 14.7881, Organization rules and procedure(X₇) is 14.2554, Organizational interest(X₉) is 15.4287.
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Regression Fitted $Y = 23.381 + (0.764) X_1 + (0.477) X_6 + (0.340) X_8 + (0.161) X_2$

Table 4.9
Regression Coefficient – Political deviance and Ethical Climate variables

<table>
<thead>
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<tr>
<td></td>
<td>B</td>
</tr>
<tr>
<td>(Constant)</td>
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</tr>
<tr>
<td>Self interest</td>
<td>23.381</td>
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<tr>
<td>Stakeholder interest</td>
<td>.764</td>
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<td>Personal morality</td>
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<td>Team interest</td>
<td>.177</td>
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<tr>
<td>Organization Rules and Procedure</td>
<td>.366</td>
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<tr>
<td>Organization interest</td>
<td>.161</td>
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</table>

Regression Fitted $Y = 23.381 + (0.764) X_1 + (0.477) X_6 + (0.340) X_8 + (0.161) X_2$

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, Stakeholder 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($X_3$) is 12.8822.

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, Stakeholder 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, Stakeholder interest, Personal morality, Team interest, Organization rules and procedure are the five ethical climate factors which stand as predictors of property deviance.
- Self interest, Stakeholder’s 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.

REFERENCE