



The Impact of Business Ethics on University Performance

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Abstract

The research seeks to clarify and determine the extent of the impact of business ethics on the university performance at the Applied Sciences College of Halabja. It also analyzes the relationship between them in this college.

The research started from a problem that was expressed by several intellectual and practical questions. What are the most important obstacles facing higher education institutions in the performance of employees? What is the impact of work ethics on the performance of college employees? Where the answer to these questions aimed to clarify the philosophy, intellectual connotations and executive effects of the variables of the current study, as it is considered one of the critical issues in the environment of Halabja city.

The researcher used the exploratory method in his current study. To achieve the objectives of the study and answer the previous questions, the researcher adopted a hypothetical model that reflects the nature of the relationship and influence between the study variables. This was subjected to a set of statistical tests through (SPSS v24). The study population represents almost exclusively the Applied Sciences College of Halabja. The questionnaire was used as the primary tool for collecting study data and information. 70 questionnaires were distributed to the employees and academic staff, and 67 questionnaires were returned for analysis. Based on the results, the study concluded that there is a direct impact of business ethics on university performance, as well as the existence of a reciprocal relationship between the two variables.

Keywords: Business Ethics, University Performance, Applied Sciences College.

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Introduction

Business ethics is essential for organizational sustainability due to the fact institutions are essential now no longer most effective in themselves however additionally due to their contributions to the increase of the financial device and the advantages they convey to the folks who are the customers of products and services (John, 2019). In wide terms, ethics are ideas that designate what is right and proper and what's awful and incorrect and that prescribe a code of conduct primarily based totally on such realistic definitions. On the other hand, educational institutions' ethics offer requirements or pointers for the behaviour and decision-making for the steerage of control and stakeholders. It is known that within side the absence of a code of ethics, there is often a loss of consensus approximately suitable moral principles and special human beings use special moral standards to decide whether or not an exercise or conduct is moral or unethical. Business ethics are vital to ensure moral educational institutions' decision-making and to this volume greater than ninety per cent of worldwide sustainability agencies have a code of ethics and feature large regard to triumphing legal guidelines. A code of ethics is a proper announcement of the organization's ethics and values this is designed to manual the personnel behaviour in several institutions conditions (Gomez-Mejia, L.R. and D.B. Balkin, 2002).

Literature Review

Much research indicates that business ethics plays a crucial role in improving the performance of universities at both academic and organizational levels. Previous studies have examined this relationship and revealed several mechanisms explaining how business ethics affects university performance. Enhancing the university's reputation. Ethical practices contribute to building a good reputation for the university and enhancing its position in society. A university's good reputation can attract more talented students and staff, thus enhancing its performance (Hussein, Adhwaa Kamal Dr.,2020).

Improving the university's relations with the local community and industry. The university's ethical conduct contributes to building positive relationships with external parties, such as companies, government institutions, and the local community. Improving these relationships may lead to opportunities for cooperation and financial support, contributing to improved university performance (Mohammad Taamneh, Nader Aljawarneh, Manaf Al-Okaily, Abdallah Taamneh & Ahmad Al-Oqaily, 2024).

Attract qualified academics and staff. Providing an ethical and inspiring work environment can attract qualified academics and staff. Attracting outstanding staff can improve the quality of teaching and research at the university, positively impacting its performance. Increased satisfaction and loyalty of students and employees. Adopting the principles of ethics at the university increases student and employee satisfaction, thus increasing the level of loyalty to the university. Increased satisfaction and loyalty can lead to improved student and employee performance at the university (Tormo-Carbó, G., Seguí-Mas, E. & Oltra, V., 2014).

Previous studies have proven that business ethics plays a crucial role in improving the performance of universities in several aspects, and directly affects the university's workflow and its interaction with its surrounding environment. Enhancing reputation and social standing: Managing the university ethically enhances its reputation and standing in the community, attracting more talented students and employees, collaborating with companies and potential donors (Arpaci, I., Yalçın, S.B., Balogluç, M. and Kesici, S., 2018).



It is important that university leaders, staff and students embrace principles of ethics in all aspects of their academic and administrative lives, to ensure continued achievement of institutional goals and improve their standing in society.

Business Ethics

Business ethics is taking a look at suitable commercial enterprise guidelines and practices concerning probably arguable subjects such as company governance, insider trading, bribery, discrimination, company social responsibility, and fiduciary responsibilities. The regulation regularly guides commercial enterprise ethics, however in different instances, commercial enterprise ethics offer a fundamental tenet that organizations can pick to observe to the advantage of public approval. Business ethics make certain that a primary stage of consideration exists among purchasers and numerous varieties of marketplace contributors with businesses. For example, a portfolio manager ought to deliver identical attention to the portfolios of own circle of relatives individuals and small-person investors. These forms of practice make certain the general public gets honest treatment (John, 2019).

The idea of enterprise ethics commenced within the Sixties as groups became extra privy to a growing consumer-primarily based totally society that confirmed issues concerning the environment, social causes, and company responsibility. The expanded attention on “social issues” turned into a trademark of the decade. Since that point period, the idea of enterprise ethics has evolved. Business ethics goes past only an ethical code of proper and wrong; it tries to reconcile what corporations have to do legally as opposed to preserving an aggressive advantage over different businesses. Firms show enterprise ethics in numerous ways (Mollie and Rene, 2011).

The Concept of Business Ethics

The basic ideas of business ethics are concerned with three differing types of {ethical} or ethical issues. Some concepts specialize in the problems covering the performance of business inside the setting wherever the business activates i.e. political, economic, legal and other social factors. Different concepts focus on the company issues, i.e. the issues referring to the functioning of a precise business or company. (Sallie, 2020) whereas the opposite concepts focus on individual issues, i.e. the issues about the conduct or behaviour of people within a business or company.

The Dimensions of Business Ethics

The reality of religious and moral responsibility

The present-day motion of Business Ethics commenced within the mid-Nineteen Seventies and turned into usually primarily based solely on ethical philosophy, marginalizing any non-secular or theological technique. However, centuries earlier than any philosophical technique for commercial enterprise ethics appeared, religions and theological systems (rational trends of non-secular beliefs) had already provided their personal moral view on commercial enterprise and its motive inside society, supplying norms of behaviour and values to commercial enterprise people. Over time, a few religions have even advanced a wealthy frame of ethical theology or teachings concerning



the commercial enterprise, supplying treatises with considerate reflections and moral prescriptions giving tips for brand spanking new commercial enterprise situations (Chachedina, 2001). This is the case of the Talmud, a set of voluminous Jewish texts edited over the duration of about seven hundred years, and circulated considering that earlier than 800 AD. They include now no longer a fixed of legal guidelines or precepts, however, designated discussions which comply with strict regulations of good judgment and argumentation (Carver, 2004).

Honesty and Integrity

One of the most important characteristics of a terrific manager in a corporate setting is honesty and integrity. Integrity is the main value that all of the executives agree upon when doing a strategic planning session. Leaders understand that the cornerstones of management are truthfulness and morality. Leaders take a stand for what they believe in. For instance, multibillionaire Jon Huntsman started a chemical company from the ground up and built it into a \$12 billion business. His book, *Winners Never Cheat*, is filled with stories from his own celebration in which he resolutely refused to waver from his beliefs. According to Huntsman, his sincerity is the reason he has achieved such success. Integrity means carrying out the right action because it is the right thing to do. Honest leaders don't give a damn if they're not the most well-known or visually appealing ones. Integrity is the practice of doing the right thing because it is the right thing to do. And it's what distinguishes success (Brian, 2016).

Transparency

Enterprise transparency is a concept that should be discussed between a business and its partners, consumers, investors, and staff. When discussing topics related to the business with stakeholders, it is important to be transparent and honest. Depending on the nature of the communication and the stakeholders involved, transparency in business can take many different forms of specific bureaucracy, but the end goal is always the same: to foster consideration and goodwill by building and maintaining the company's reputation for being honest and open in its business dealings (Hubstaff blog team, 2019).

The main benefit of business transparency is that it fosters consideration and goodwill while preserving the company's reputation with partners, customers, employees, and other stakeholders. Additional advantages of openness in business include:

Raising staff morale.

Increasing employee engagement and retention.

Showing stability and encouraging investment.

Using candid criticism to enhance procedures and produce outcomes.

Acting with integrity and ethical behaviour.



Independence and objectivity

Members should carry out all expert paintings with an Objective mind. Members acting sure styles of guarantee engagements, inclusive of the outside audit or overview of a monetary report, should be Independent of the entity and the issue be counted on which they may be reporting. Independence is likewise critical for a few different expert services, along with a few insolvency engagements, and unbiased commercial enterprise valuations (IFAC, 2004).

Business Ethics in the University

Business ethics has been taught to college students of non-humanistic research at the Applied Sciences College of Halabja. Nowadays, it has already been an essential part of the syllabi at Applied Sciences College of Halabja which is a college supplying more often than not non-humanistic research. In this form of research, there is mostly a loss of humanistic subjects, which can also additionally reason for positive imbalance within the student's schooling and their destiny selection-making. The challenge of Business Ethics in the Applied Sciences College of Halabja examines programmes changed into consequently a momentous selection that took into consideration modern traits in the enterprise, which has already come to be completely global (Christopher, 2018). Globalized enterprise calls for as minimum primary information of modern enterprise ethics' issues. Nonetheless, it isn't always easy to determine what the non-humanistic research students have to gain knowledge of in Business Ethics classes. Namely, there's a troubling ratio between moral concepts and sensible training. The idea of morality consists of each theoretical and sensible aspect. Ethics is a normative discipline. It proposes ethical concepts in addition to norms, values, rules, etc., which orientate human activity. Ethical questioning paperwork one's desires, appeals to doing one's duties, assembly targets, and engaging in beliefs. As a result of fact, it can even save you from performing unethically or making morally unacceptable decisions. However, there's usually the anomaly of what should be and what is. There are beliefs and imperatives of what's right, good enough and appropriate. On the other hand, one usually has to count numbers with the factuality of actual human existence and actions. Even college students of non-humanistic research have to be marginally privy to moral concepts (Mellisa, 2022).

Research Problem

Many current institutions are confronted with several demanding situations consisting of unlawful and unethical behaviour in some enterprise transactions. Managers also are confronted with the mission of comparing the impact of this crucial behaviour on the overall performance of such institutions. Again, many enterprise managers function their sports today, without the eager hobby of bothering whether or not their movements are proper or incorrect and the volume of personnel expertise of the period ethics whilst the extent of compliance is tremendously infinitesimal. The way Kurdistan society especially Halabja society cares little approximately the supply of wealth tends to make a number of those enterprise operators start to be surprised approximately the need for ethics in an organization.

In enterprise, the customer, and at the height of unethical behaviour and specifically extra worrisome is the unethical behaviour amongst personnel in any respect stage of the organization.



In Halabja, humans have a negative mindset toward art or do now no longer want to the art, which brings about low productivity in a few organizations. This is rooted within side the McGregor idea X approach. When humans are compelled to do such things as Halabja enjoys at some stage in the era, humans generally tend to install their exceptional and hence behave well. The problem of research is thus the following questions:

What are the most important obstacles facing higher education institutions in the performance of employees?

What is the impact of work ethics on the performance of college employees?

Research Objective

The examination was designed to discover the connection between business ethics and organizational sustainability. The specific objectives of this study are as follows:

To evaluate the impact of ethical climate on the performance of Applied Science College/ Halabja.

To investigate the effect of unethical standards on the performance of Applied Science College/ Halabja.

To find out the impact of ethical culture on the performance of employees at Applied Science College/ Halabja.

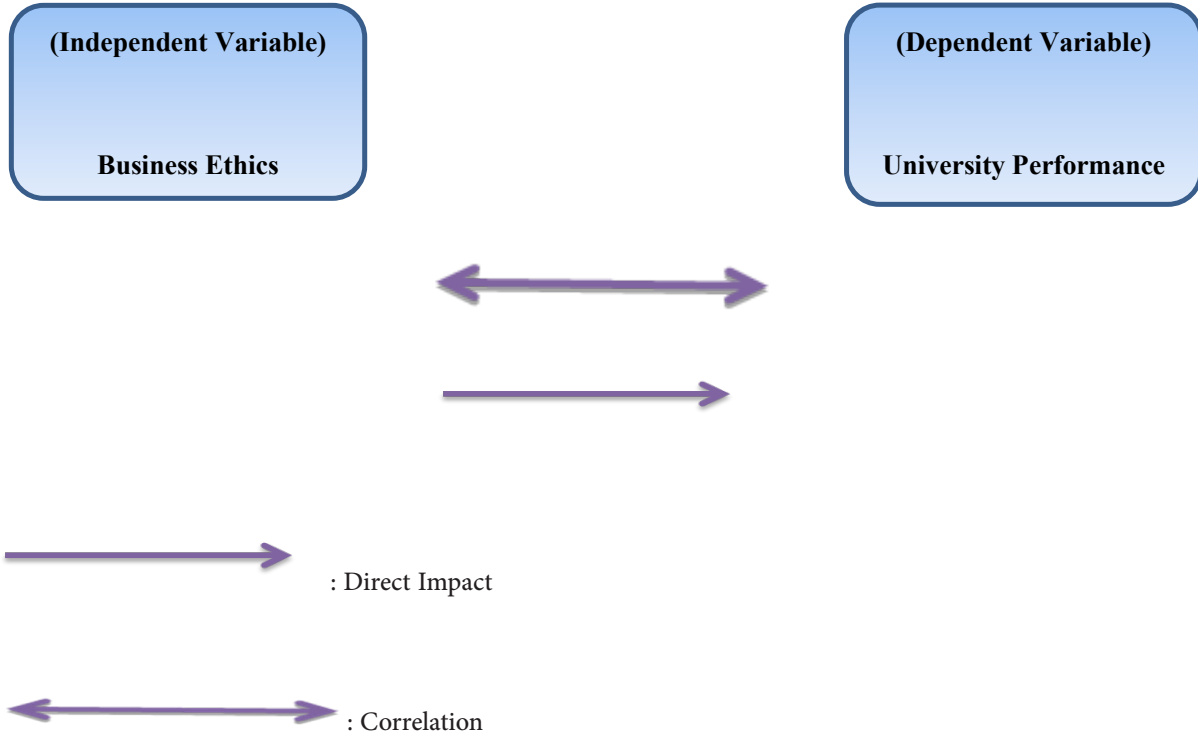
Significance of the Research

The concept that in contrast to ethics which makes a speciality of the frame of ethical standards that decide what's proper or incorrect in social conduct, enterprise ethics further makes a speciality of organizational culture, rules, regulations, procedures, laws, and practices concerning productivity, offerings and courting with personnel and different applicable stakeholders. Specifically, organizational troubles that require the software of enterprise ethics encompass purchaser relationships, overall performance appraisal, discipline, and enterprise approach in addition to enterprise-authorities relationships. Business ethics additionally direct interest closer to Sustainability Disclosure Guidelines (SDGs) in addition to organizational sustainability reporting. These are critical and sizable measures that if carried out via way of means of organizational management have the capability of improving the possibilities of organizational success, increase and performance sustainability. Therefore, educational institutions' ethics have to ensure the alignment of educational institution desires through the advent of an appropriate choice-making procedure that carries stakeholder value and employee performance (Sharafa, 2014).

Research Hypotheses

There is a significant correlation between business ethics and university performance at Applied Science College/ Halabja.

There is a direct significant impact of business ethics on the university performance in Applied Science College/ Halabja.



Research Methodology

Research methodology is the method of arriving at reliable answers to issues through deliberate and systematic collection, evaluation and interpretation of data. This is a quantitative study, the aim of which is to determine the impact of business ethics on the performance of workers in the colleges of Applied Science College/ Halabja. This study is also descriptive.

The exploratory approach was used to adopt a systematic approach to exploring the contents of the research problem, exploring the gap in its cognitive and practical dimensions, and analyzing and interpreting it according to the foundations of scientific methodology, which is reflected in the research objectives, and the result of the diversity and multiple methods of measuring the subject of research. Exploratory, Adopts the knowledge portal in the survey of the phenomena formed by the research topic, and it is a method marked by a full description of the exact data and information gathered to conclude. To conclude and make recommendations.

7.1. The study population

The study population is the basis for determining research variables that identify its objectives which have to be clear. So it is crucial to specify this population accurately. The Applied Sciences College of Halabja were selected as the subject of the current study. The staff in those colleges were selected as the study population.



7.2. The Study Sample

Determining the size of the study sample is a critical and difficult step in the research design process. Inadequate and excessive sample size has a significant impact on the quality and accuracy of research results. Therefore, it is necessary to determine the size of the sample adequate and appropriate for the study as an important step in the stages of the research design process. The small sample size does not provide accurate and sound results. In contrast, the very large sample size also results in wasted time and effort of the researcher. Here it was necessary to use the random sample to select the staff in the Applied Sciences College of Halabja researched, as shown in the table (1).

Sample Size

The population of the study was (80) staff in the Applied Sciences College of Halabja. The sample size required for the study was based on the (Krejcie and Morgan, 1970) sampling formula. Thus, the sample size for the population was found to be (66). The survey questionnaire was randomly distributed to (70) respondents from the Applied Sciences College of Halabja, and only (67) questionnaires were returned as shown in Table (1).

Table (1) Staff of Applied Sciences College of Halabja under study

No.	Name of University	No. of Staff	Distributed forms	Returned forms	Distribution ratio %
1.	Applied Sciences College of Halabja	80	70	67	100

Prepared by the researcher

Results

8.1. Reliability of the Measurement Instrument

According to (Zikmund, 2003), reliability is the degree to which measurements are error-free and produce consistent results. Furthermore, a reliability test was carried out to ascertain the consistency and stability of an instrument in assessing a concept to the extent that the observed score has little error. When it comes to demonstrating scale reliability in terms of item equivalency within single-construct scales, Cronbach's alpha is most useful (Hoe, 2008). Cronbach's alpha is regarded as an adequate indicator of interim consistency reliability, (Sekaran & Bougie, 2016).

Table (2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.993	20



As shown in Table (2), the results of Cronbach's alpha values exceeded the required level of .70. These results suggest that the theoretical variables display good internal stability and consistency.

Coding of Variables and Items

According to (Kerlinger and Lee, 2000), coding is a technique that makes it clearer how respondent data and question answers are translated into certain categories for the analysis processes. As a result, the table (3) displays the coding of the variables, dimensions, and items.

Table (3)

Coding of Variables and Items

Variables	Variable Code	Numbers of Items
Business Ethics	BE	7
Institutional Performance	IP	7

Prepared by the researcher

Response Rate

The response is the total number of survey respondents divided by the total number of respondents in the sample size. Only 67 of the 70 surveys that were randomized and sent to academic personnel and employees at Applied Sciences College of Halabja were returned, yielding a 95.7% response rate. In this context, it has been suggested by (Babbie, 2007) that a 50% response rate on surveys is appropriate for social science research. Therefore, the current study's response rate is more than sufficient. Additionally, it was determined that there were enough valid surveys to perform all statistical analysis methods.

Table (4)

Summary of the Response Rate

Questionnaires Status	Count	Percentage
Distributed	70	100%
Not Returned	3	4.3%
Total Usable Questionnaires	67	95.7%

Prepared by the researcher



Background of the Respondents

Information from a sample of the respondents' demographic individuals was used by the researchers. Each respondent who took part in the survey had information about them collected using the demographic parameters provided by the respondents. Information about respondents' age, gender, marital status, degree of education, length of employment, and position was requested. Rather than requiring respondents to provide precise information, the questions were made so they may select their responses based on categories. Using SPSS v24, Table (5) displays the demographic profile of the respondents.

Table (5)

Profile of the Respondents' Demographic Factors

Details		Frequency	Per cent	Valid Percent	Cumulative Percent
Age	Under 25 years	19	28.4	28.4	28.4
	25-35 years	30	44.8	44.8	73.2
	35-45 years	12	17.9	17.9	91.1
	45 years and older	6	8.9	8.9	100
	Total	67	100.0	100.0	100.0
Gender	Female	20	29.8	29.8	29.8
	Male	47	70.2	70.2	100
	Total	67	100.0	100.0	100.0
Marital Status	Single	22	32.8	32.8	32.8
	Married	45	67.2	67.2	100
	Total	67	100.0	100.0	100.0
Educational Level	Diploma	7	10.4	10.4	10.4
	Bachelor	25	37.3	37.3	47.7
	Master	31	46.3	46.3	94
	PhD degree	4	6	6	100
	Total	67	100.0	100.0	100.0
Duration of Employment	Under 5 years	24	35.8	35.8	35.8
	5-10 years	31	46.3	46.3	82.1
	11-15 years	5	7.5	7.5	89.6
	over 15 years	7	10.4	10.4	100
	Total	67	100.0	100.0	100.0
Position	Academic Staff	37	55.2	55.2	55.2
	Employee	30	44.8	44.8	100
	Total	67	100.0	100.0	100.0

Prepared by the researcher

Correlations Hypotheses Testing

The correlation analysis results displayed in Table (6) indicate a noteworthy association between institutional performance and business ethics. Additionally, there is a positive and statistically significant relationship between business ethics and institutional performance. Based on this finding, the researcher demonstrates that institutional performance at the Applied Sciences College of Halabja and corporate ethics are correlated.

The first hypothesis, which claims that "there is a significant correlation between the business ethics and institutional performance in Applied Sciences College of Halabja," is accepted based on the correlation analysis results (H1).



Table (6)

			BusinessEithic	institutional performance
Spearman's rho	BusinessEithic	Correlation Coefficient	1.000	.616**
		Sig. (2-tailed)	.	.000
		N	73	73
	institutional performance	Correlation Coefficient	.616**	1.000
		Sig. (2-tailed)	.000	.
		N	73	73

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

Impact Hypotheses Testing

Table (7) indicates that the direct impact of business ethics on institutional performance has a standardized path coefficient of .616. This result seems to indicate that BE affects IP in a way that is both statistically significant and favourable. The second hypothesis, which claims that “business ethics have a direct and significant impact on the institutional performance in Applied Sciences College of Halabja,” is accepted in light of this finding (H2).

Table (7)

Path		Effect Coefficient	Sig	P	
BE	-->	IP	.616	.000	**

Conclusions

The current study reached the following results:

1- The results related to the first hypothesis of the study showed the acceptance of the hypothesis which states that there is a significant correlation between business ethics and institutional performance at Applied Sciences College of Halabja. The results of the arithmetic averages showed that there is a keenness on the part of the employees and academics to help others when needed, and there is a great commitment to the laws and work regulations. In general, this means that there is a significant correlation between business ethics and institutional performance at the Applied Sciences College of Halabja.

2- The results related to the second hypothesis of the study showed the acceptance of the hypothesis which states that there is a direct impact of business ethics on institutional performance at Applied Sciences College of Halabja. The results of the arithmetic averages showed that most employees and academics give customers correct and confirmed information, that they perform the tasks assigned to them with honesty and sincerity, and that there is a preservation of property and work tools, material and moral. And that most of the employees and academics use business purposes for work only and not for any other personal purposes. And that most employees and academics



keep work secrets and do not pass them on to any external party.

3- The results related to the third hypothesis of the study showed the acceptance of the hypothesis, which states that there are statistically significant differences between the opinions and attitudes of the items of the research sample towards the axes under study according to the variable of the entity. Most of the employees and academics try to resist the side effects when carrying out the work. It also tries to avoid any relationships that lose objectivity and independence when doing business, and most employees and academics try to make proposals to develop and improve working methods.

Recommendations

Based on the results of the current study, a set of recommendations can be made as follows:

1- There should be lectures explaining to the employees the importance of applying legal and moral responsibility, and explaining to them what the Islamic religion enjoins in ethics, such as helping others and not being extravagant in consuming resources. There should also be special seminars explaining to employees the laws and regulations of work.

2- Work to strengthen the practices and applications of motivation processes for employees and academics who enjoy job ethics, and to enhance the participation of employees in applying the principle of good dealing with others and meeting their needs within the framework of what is possible and legitimate.

3- The necessity of the university adopting a clear and well-known policy for the employees to enhance the application of their work ethics, and to provide the employees with training programs that include increasing the elements of their spirit and career affiliation.

4- Providing a work environment characterized by teamwork that helps to apply work ethics through cooperation and flexible performance among employees.

5- Appreciating the efforts of the employees and offering them various rewards for those who excel in their performance to encourage the development of the employees' performance.

6- Work on formulating a system for promotions at the university and setting additional criteria that help in promotion based on an evaluation of their job ethics and efficiency.

7- Work to establish a written and documented system that is objectively developed to evaluate and develop the performance of university employees.

8- Strengthening social relations through the Public Relations Department between academics, officials and employees of the university in general.



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المستخلص

يسعى البحث إلى توضيح وتحديد مدى تأثير أخلاقيات العمل على الأداء الجامعي في كلية العلوم التطبيقية بحلبجة. كما يحلل العلاقة بينهما في هذه الكلية.

انطلق البحث من مشكلة عبرت عنها عدد من التساؤلات الفكرية والعملية. ما أهم المعوقات التي تواجه مؤسسات التعليم العالي في أداء العاملين؟ ما أثر أخلاقيات العمل على أداء العاملين بالكلية؟ حيث هدفت الإجابة على هذه الأسئلة إلى توضيح الفلسفة والدلالات الفكرية والتأثيرات التنفيذية لمتغيرات الدراسة الحالية، حيث تعتبر من القضايا الحاسمة في بيئة مدينة حلبجة.

استخدم الباحث المنهج الاستكشافي في دراسته الحالية. ولتحقيق أهداف الدراسة والإجابة عن الأسئلة السابقة اعتمد الباحث نموذجاً افتراضياً يعكس من خلال طبيعة العلاقة والتأثير بين متغيرات الدراسة. وقد تم إخضاع ذلك لمجموعة من الاختبارات الإحصائية من خلال برنامج (SPSS ٧٢٤). يمثل مجتمع الدراسة بشكل شبه حصري كلية العلوم التطبيقية في حلبجة. وتم استخدام الاستبيان كأداة أساسية لجمع بيانات ومعلومات الدراسة. وتم توزيع ٧٠ استبانة على الموظفين وأعضاء هيئة التدريس، وتم إرجاع ٦٧ استبانة للتحليل. وفي ضوء النتائج توصلت الدراسة إلى أن هناك تأثيراً مباشراً لأخلاقيات العمل على الأداء الجامعي، فضلاً عن وجود علاقة طردية بين المتغيرين.

الكلمات المفتاحية: أخلاقيات الأعمال، الأداء الجامعي، كلية العلوم التطبيقية.

پوخته

توێژینه وه كه هه وڵ ئەدات روونكرده وه و دياريكردنى رادهى كاريگه رى ئەخلاقى كارکردن له سهه ئەداى زانكۆ له كۆلێژى زانسته پراكتيكه كانى هه له بجه. ههروه ها په يوه ندى نيوانيان له م كۆلێژه دا شى ئەكاته وه.

توێژینه وه كه له كيشه به كه وه ده ستى پيكرد كه به كۆمه لێك پرسيارى فيكرى و پراكتيكى ده برپرا. گرنگترين ئاسته نكه كانى به رده م دامه زراوه كانى خویندنى بالآ له ئەداى كارمه ندان چيین؟ كاريگه رى ئەخلاقى كارکردن له سهه ئەداى كارمه ندانى كۆلێژ چيیه؟ له و شوينهى كه وه لآمى ئەم پرسيارانه به ئامانجى روونكرده وهى فه لسه فه و واتا فيكرى و كاريگه ريه جيه جيكارييه كانى گۆراوه كانى لىكۆلئىنە وهى ئىستا بوو، به و پيهى به يه كيك له پرسه گرنگه كانى ژينگه ي شارى هه له بجه دائه نریت.



تويژەر له ليكۆلېنەۋە كانى ئىستايدا شيوازي گهرانى به كارهيئاوه. بۆ گه يشتن به ئامانجه كانى تويژينهۋه كه و وه لامدانەۋه ي پرسيا ره كانى پيشوو، تويژەر مۆدېلتيكى گريمانه يى گرته بهر كه له ريگه ي سروشتى په يوه نديى و كاريگه رىي نيوان گؤراوه كانى تويژينهۋه كه رهنگانەۋه ي هه يه. ئەمەش له ريگه ي (SPSS ۲۲۴) وه كۆمه ليك تاقىكرنهۋه ي ئامارى كرد. دانىشتوانى تويژينهۋه كه ته نها نوينه رايه تىي كۆليژى زانسته پراكتيكيه كانى هه له بجه ئە كه ن. پرسيارنامه كه وه ك ئامرازى سه ره كىي بۆ كۆكرنهۋه ي زانيارىيى و زانيارىيه كانى تويژينهۋه كه به كارها ت. ۷۰ پرسيارنامه به سه ر فه رمانبه ران و ستافى ئە كاديمىي دا دابه شكرا، هه روه ها ۶۷ پرسيارنامه بۆ شيكاري گه رپترانه وه. به پشتبه ستن به ئە نجامه كان، تويژينهۋه كه گه يشته ئە و ئە نجامه ي كه كاريگه رى راسته وخۆي ئە خلاقى كار كردن له سه ر ئە داي زانكۆ هه يه، هه روه ها بوونى په يوه ندييه كى به رامبه ر له نيوان ئە و دوو گؤراوه دا.

كلييله وشه كان: ئە خلاقى كار كردن، ئە داي زانكۆ، كۆليژى زانسته پراكتيكيه كان.