The study of relationship between professional ethics and personnel’s organizational commitment of Bu Ali sina petro chemistry company
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Abstract
The effects and bounties of professional ethics is included both the organization and beyond it, the society. The reason of strategic management special zed’s prospect to know the role of professional ethics in organization as strategic, become clear by pay attention to those effects. On the other hand, professional ethics has different aspects and views that one of it’s practical dimensions has been called as “commitment” this research has been done about relationship between.
Professional ethics and organizational commitment of personnel’s and it’s dimensions (affective commitment, continuance commitment, and normative commitment)
From the viewpoint of Allen and Meyer. This project is an applied, descriptive-field, and correlation project. The population of the project was the whole of official personnel’s of Bu Ali Sina petro chemistry company in Mahshahr city. 210 personnel’s were chooses randomly as sample. Level questionnaire has been used to study and evaluate the professional ethics and Allen and Meyer questionnaire has been used to study and evaluate the organizational commitment and it’s dimensions. The parson correlation test has been used to analyze the data and project’s hypotheses. The results of study show that, there is significant relationship between professional ethics and organizational commitment and dimensions.

Key words: Professional ethics, organizational commitment, affective commitment, continuance commitment, normative commitment.

Problem solving:
Ethics is a necessity and it is necessary for healthy society. Scientists, trainers, and managers of organizations always pay attention to, ethics because of it’s positive individual, organizational, and social efficiencies and results (Rezaei Manesh, 1383 and 2004)
Having good manners and Moral virtues in relationship whit others have been emphasized in Islam religion.
Mohammd prophet by telling this virtuous habit “introduced his chosen ‘s goals as finish the Ethics virtues. The Morals clerics are believed that, Ethics means moderation without deviation and going to extremes (Shahsavari, 1999).
In Islam, the constant values and ethics in organizations of society which in fact is the essential device to solve the social problems, is the central point of organizational

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manner and edification of ethics as our management’s base is necessary for manage the separated organization of it (Kia, 1994)

In past, financial results were important reasons to realize a good company. But in recent years, Morals, work quantity, and work satisfaction are increasingly identified as development standard associated with performance and persistence of commercial organizations. Increasing of complexity of commercial competition and hard using process of effective social rules introduce the ethics as an essential strategic factor in keeping out the companies from unwilling failure.

So, the good – behavior is the same good trade (Koghi, 2010) the good – behavior causes appreciate, admiration, affection, and interest that act respectively as reinforcing power to guarantee the continuation (Nayer, 2011) personnel’s prefer to in Ethics organizations, because a moral work environment decrease colleague’s work unpleasantness increase of work satisfaction, and improve the psychological relationship among colleagues (valentain, 2010). Furthermore, most of the people are concerned about ethics problems when they want to decide an important issue like accept of job applicants or when customers buy a crop (Kalshun, 2011).

Commitment is one of the main ethics bases in the society. Because of this reason, this concept has essential rout in all of the morals theories (Yaghin lu, 2003). The personnel who have organizational commitment have more efficiency in doing their work in comparison to non-aligned personnel’s (Foldman, 2011)

On the other hand, so many factors can be effective in creating commitment and adherence among personnel’s. According to researcher’s studies inside and outside of the country, some factors like job sates friction, job security, decision – making, values of personnel’s, and so on have been known as effective factors on organizational commitment. In this article the question is that, is there any relationship between professional ethics and organizational commitment? As a result, according to the above – mentioned concepts to determine that whether the existence of relation ship between professional ethics (independent variable) and organizational commitment (dependent variable) and all of it’s dimension from the viewpoint of Allen and Meyer has validity to consider as a hypothesis or not, this research has been done to clear it’s validity by scientific method.

Review of theoretical principles:

1. Professional Ethics:

In the beginning, professional ethics was used as work morals and jobs ethics, and nowadays some of the authors used professional ethics in it’s first concept. There are some different definitions about professional ethics:

- Morals is common behavioral methods among members of a profession.
- Ethics is the management of human behavior during professional activities.
- Ethics is a major of ethics that studies occupational relationships.

In all of those definitions the perception is individual nobility or individuality and professional morals associated to responsibilities and ethics.
Because, organizational and collaborative identity in busy (working) organizations is more complex in occupation rather than individual job. So, organizational morals has an extended definition rather than job morals (Ghra Maleki, 2010).

Therefore, define of professional morals needs the analyzing ethics and profession. What is the difference between profession and occupation?

Is professional ethics as the same business ethics? The answers to these questions the importance of ethics and professions definition.

1-1: Ethics means mood, nature, temper, and such things which is used as inner part of human and it can be understand by insight in comparison to “people” which is used to appearance of human and it can be see with eyes. Also ethics has been defend as the collection of human spiritual and inner characteristics which arise from inner features of human and because of this reason it had been said that ethics can be defined according it’s effects. Continuation of a specific manner shows that this manner has an inner root in person’s life and spirit which called morals. the area of morals is considered as individual behavior, but individual behavior when develops to social behavior has changed to collaborative morals that affects on culture and society, and this society can be known according that (Ghra maleki, 2010)

Kant believe that, the ethics value does not result along with interest and benefit, but it is against and profit. If everybody pays attention to the output interest and profit of something that helsh is doing, that activity will lose it’s ethics value. The human motivation to do something must be follow of conscience, and if it was not the matter, that activity will has not ethics value (Mesbah Yazdi, 1997).


The colloquial concept of profession is differ from job and salary from so many year ago. Pay attention to difference between those two words can be helpful. For example, slavery is not a profession but slaves work. Brigandage is not a profession even though brigands work, too. Working to get interest is not a profession. Feridsen believes that reaches to professional status and this process join to social conditions (Feridsen, 2001). Ghadvik believes that, “profession is a special kind of activity that person by that benefit specific status and safety and will belong to special custom and morals. Based on this reality, Davis believe that, If workers and clerks do their tasks well, they become professional, too (Ghadvik, 1998)”.

Now we can analyze the professional ethics conceptually after describing the morals and professional. The above – mentioned materials showed that, professional ethics is not custom and features of professional people and while occupational ethics is a branch of society culture which follow some job opinions and values of main general rules dominate on society, culture an often it is related to conservative policies (Abdolahi 2010). Professional ethics is a branch of applied ethics that considers ethics issues in profession. Therefore, professional ethics is defined as person’s ethics
responsible ethics and organization in doing profession. This definition is more comprehensive and complete than traditional definition. Because ethics responsibilities of organization included all of its dimensions and job ethics. While job ethics because of group’s members, group’s ethics responsibilities, and organization. Furthermore, these definitions are based on person’s nobility view they ignored to consider the important of group and organization’s life. Therefore, emphasizing on organization’s morals responsibilities is based on the overall objective and systematic view at first, then it gives a comprehensive definition of professional ethics.

2. Organizational commitment:

Organizational commitment, especially organizational behavior is one of important issues of management that has been considered recently. Not only, studies that are directly associated whit making commitment and its results, have been developed, but also in most of the studies that were not base on commitment, commitment has been considered as a variable.

Commitment means loyalty and situation, that based on person has a positive and absolute feeling to something (Ferench, 1992). Motahari says about commitment as “commitment means be obligated to principles and contracts that human is believed in them and follow them (Esmaeilikia, 2001)”. Buchanan defined commitment as “commitment is an emotional and fanatical dependence to values and purposes of an organization”. Commitment means and dependence to person’s role in relation to values and purpose of organization because of himself or herself sake. (Abtahi and moles, 1995).

Garment and orally are believed that organizational commitment means emotional protection and dependence with purposes and values of an organization because of organization itself and avoid of its device values (a device to reach to other purposes) (Rashidi, 1994). If people consider themselves as mercenaries who are engaged in an expensive auction, the result of work will be very expensive. The mercenaries and salaried will only be commit about accepted pan and they do not have any loyalty and commitment to organization (Hendi, 2001).

Committed personnel’s are more eager to have noticeable records and keeping the job for a long time than less committed personnel’s. Furthermore, committed personnel’s are more willing to try more to do their tasks and better performance than less committed personnel’s. Briefly, there are considerable evidences that show, committed personnel’s (Desler, 2000).

From another view, organization Committed is a kind of dependence and belonging to the organization (Haji Babaei, 2000) Sheldon defined the committed as a kind of willing and orientation to organization that join the person’s identity to organization.
It is a situation that a person in an organization knows his / her purposes as her / his introducer and helter hope that to remain as a member of that organization.

There is a reverse relationship among personnel 's organization commitment, absence, and transfer (them Haghighi, 1995).

The most complete research about organization commitment and it’s dimensions has been done by Allen and Meyer. These two researchers define organization commitment as :”a psychological manner that is an indicator of kind of willing (affective commitment and continuance commitment ) and necessity to be engaged in organization (Normative commitment ). Meyer and his colleagues are the pioneers of multisession. Affective dimension, continuance dimension, and normative dimension are three dimensions of organization commitment that construct Meyer and his colleagues.

Diagram (1) : Different dimensions from the viewpoint of Allen and Meyer

1- **Affective commitment** :

Allen and Meyr know the affective commitment as emotional dependence of person to organization and be identity assigned by that. Allen and Meyer are believed that, a person feels emotional dependence to organization when he/she knows the goals of organization as his/her goals and be convinced that he/she must help to organization to reach it’s goals. They also mention that, be identity assigned by organization occur when the personal values of personnel’s adapt with organization values as the person be able to make organization value intrinsic. Undoubtedly, there is a psychological relationship in identity determination by organization and person feels proud because of identity determination by organization (Allen & Meyer, 1990)
2- Continuance commitment:

The second dimension of Allen and Meyer’s organizational dimensions is continuance commitment which is based on best investment theory. This theory is based on the reality that person gradually save an investments in organization. The more person’s experiences in organization, the more investment, and losing it is costing for person. This investment is included of time, obtain particular skills of organization which are not transferable, job friendships, political factors, and other costs that discourage person to look for substitution works (Allen & Meyer, 1991).

3- Normative commitment:

The third dimension of organization commitment is normative commitment which is the indicator of a responsibility to continue collaboration with. Those people who has high level of normative commitment, feel that they are forcing to stay in present organization (Allen & Meyer, p.14,1997).

The effective variables on Allen & Meyer’s model:

The scientists of organization behavior and researchers who are studied about organization commitment, were tiring to prove that, what kinds of parameters affect on his/her organization commitment after his/her entering to organization.

1- Variables which have relationship with affective commitment:

According to Allen, Meyer, and their colleagues, different variables that affect on affective commitment can be divided into three categories:

A- Personal characteristics:

By reviewing organization commitment we can conclude that personal characteristics that have considerable effect on organization commitment and are generally consist of population characteristics are, age, tenure, gender, family status, educational level, and also all of the personal characteristics such as need for achievement, sense of professionalism, and skill.

B- Organizational characteristics:

Organizational characteristics such as construction, culture, strategies, and Organizational policies that improve personnel’s understanding to help to Organizational, will develop organization commitment.

C- Occupational experiences:

Allen and Meyer concluded that different experiences which make the personnel’s physically and psychologically calm, lead to affective commitment. These experiences are consist of protection understanding on behalf of Organization. So personnel’s who feel that, they increasingly protect on the side of organization, will have serious
feeling to answer to that kind of organizational protection (Meyer, Allen & laryssa, 1998).

2- Variables that have relationship with continuous commitment:

Continuous commitment indicates the person’s decision to continue participation in organization, because of expected costs of living the organization. The effective factors on continuous commitment can be classified in two categories of official variables: investments and employment alternatives.

A- Investments: whenever person understand that he or she will loses some advantages if he/she leaves the organization he/she will prefers to stay in organization. Person’s investment can be related to work or can not be related to it. Work investment can be included the spend time to obtain non-transferable skills, losing the probable advantages, losing a great position, and different related advantages to it (Meyer & Allen, 1990).

B- Substitution occupational occasions:

Understanding of an employee about substitution occupational occasion has negative relationship with continue commitment. So personnel’s who think that have many substitutions for their positions, have less continues commitment than personnel’s who think they have few substitutions for their positions. Ramzak (990) believed that, organizations can easily create that feeling in their personnel’s who have invested highly for them in organizations must only suggest occupational conditions and occasions that be competitive to other employers conditions. Among those investment standards can point to promotion expectation, establishment of occupational network group, rewards salary, and retirement’s advantages. If employers can not create those factors for their employees, employees will leave the organization. Meyer and Allen (1997) emphasize on this reality that, investments and substitution occupational occasions do not have any effects on continues commitment since the employee dose not be aware of the results of losing the investments and lack of substitution occupational occasion. Therefore, the person’s understanding of this reality that losing the replete investments and lock of substitution occupational occasions cause the leaving of the organization more expensive, will result in development of continuous commitment. According to the opinions of Meyer and his colleagues (1989), this reality that understanding or realizing plays central role in this process make clear two points for us: first, people who are in the same
condition, can have different levels of continuous commitment. Second, to effect on continuous commitment must draw personnel’s attention to variables that are related to cost.

3- Variables that have relationship with normative commitment:

Normative commitment is formed based on an especial organization's investment on person that it’s compensation is hard. For example, if an organization pay the training cost of it’s employees (like scholarship and …), he/she may feel embarrassed and debt to organization and employee may feels a duty to stay in organization and compensate the investment. In this respect, we must remind that, individual and cultural differences are effective to personal duty (Meyer & Allen, 1997). In comparison to affective and continuous commitment, a few factors have been known. According to Allen and Meyer’s opinion, normative commitment is formed based on a psychological contract between person and organization; a psychological contract which is related to mutual commitment. Some of the person and organization’s communications can be classified into negotiation contracts that are based on economical exchange bases; the salient sample of that is work contract. Another example is official and written contract that can be named as communicative contract. Negotiation contract is more real and is based on economical exchange bases. Instead, the communicative contracts are more abstraction and are based on social exchange based. This social exchange is fromed in society acceptance and entering of person to organization, and during that, the organization’s expectations from that person will be determined. Negotiation contracts have more effect on continues commitment while communicative contract is more related to normative commitment.

Conceptual Model and research hypotheses:
According to the theoretical bases about professional ethics and three-dimensional model of organizational commitment from the viewpoint of Allen and Meyer, the conceptual model of researcher has been studied and presented by researcher as follow:

Diagram (2) – The conceptual model of research based on theoretical based (presented by researcher)

According to the conceptual model of project, the following hypotheses are main axis of have been done studies in this project:

The main hypothesis:
There is a significant relationship between professional morals and organizational commitment.

Minor hypotheses:
1- There is a significant relationship between professional morals and affective commitment.
2- There is a significant relationship between professional morals and continuous commitment of personnel’s.
3- There is a significant relationship between professional morals and normative commitment of personnel’s.

Procedure:
The purpose of present research is applied, because it is looking for reach a scientific purpose and it’s results are useable for different groups of planners and managers. It is a correlation study on the side of the analysis and type, because it is looking for find the relationship between professional morals (independent variable) and organizational commitment of personal (dependent variable) in Bu Ali sina petro chemistry. The way of collecting information is descriptive because it is doing without reforming the variables and their components.
Also this project on the side of researching because of using real sample (organizations employees) in real environment (work place – Bu Ali sina company) is a field study.

Research domain and population:
The population of this research is consist of all of the official employees in Bu Ali Sina petro chemistry company located in specific petro chemistry economical zone of Emam Khomeini port. According to the obtain information from planning unit, all of the Bu Ali sina personnel’s were 458 persons. This project has been done from February 2010 to may 2010.

Sampling:
Taking the sample which was among population of all of the employees of Bu Ali Sina. Population of all of the employees of Bu Ali Sina Petrochemistry company was based on size and it is estimated according to the applied formula of determining the sample size. The member of sample has been choose after determining the size of sample. The sampling method of this study was simple classificatory randomly. It means that, the sample was chooses randomly among all of the company’s employees and since this numbers have been choose among different official classes and units, it is called classificatory randomly. Determining the sample size:
Choosing the size of sample and pay attention in choosing were always important to do research. Furthermore, sampling accuracy and precision decrease the cost of observations and economize doing the research (Khaki, 2007). In this study by using sampling formulas from limited population, the size of sample which was 210 person was determined.

\[ n = \frac{N \cdot Z^2 \cdot p(1-p)}{e^2(N-1)+Z^2p(1-p)} \]

Where:
- \( N \) = population size
- \( n \) = Sample size
- \( Z \) = the size of estimation that by considering the confidence coefficient of (995) is 1.96.
- \( e \) = the error of estimation that consider = 0.05

\( P = p \) is the correlation of success among sample’s members that consider as 0/5. Because (n) will reach to the maximum in this situation. This causes the sample be as big as possible (Momeni, 2001).

\( q = q \) is the correlation of sample’s member failure (complementary of success).

The tool of collecting information:
The main tool of collecting information was questionnaire in this study.
Level questionnaire was used to evaluate the professional ethics and Allen and Meyer (1990) questionnaire was used to evaluate organizational commitment and it’s dimensions which is used increasingly to evaluate all of the components of affective commitment, continuous commitment, and normative commitment. To approve the validity of questionnaires the opinions and suggestions of experts have been used. The tool that has been used in this study is questionnaire.

To determine the reliability of above – mentioned questionnaires, 30 questionnaires have been distributed and gathered. Then by using spss software, the 16th copy of Koronbakh alpha, for professional moral is 0/798 and for organizational commitment
is 0/823 have been obtained that is acceptable to approve the reliability of questionnaires.

Analyzing the data:
To analyze the collected data by questionnaires of project, the descriptive – statistic and perceptive – statistic method have been used. The descriptive – statistic that have been used in this study is included means, standard deviation, maximums, and minimums.

The perceptive – statistic is included of correlation of pearson which by using that coefficient, the relationship between professional ethics and organizational commitment and all of it’s dimensions have have been studied. The efficiency level of $\alpha = 0.05$ has been considered and data was analyzed by using spss software, the 16th copy.

Results of project’s hypotheses:
Hypothesis (1) : there is a significant relationship between professional ethics and organizational commitment of personnel’s.

Statistical hypothesis:

<table>
<thead>
<tr>
<th>Professional ethics (independent variable)</th>
<th>Pearson correlation coefficient</th>
<th>Significant level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>organizational commitment (dependent variable)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0/021</td>
<td>0/001</td>
<td>210</td>
<td></td>
</tr>
</tbody>
</table>

As above table shows the Pearson correlation coefficient for relationship between these two variables is 0/21, that this correlation coefficient at $p < 0/001$ is significant. It means that the ($H_0$) hypothesis is not acceptable and the first hypothesis (hypothesis (1)) in this study will approve.

Hypothesis (2) : there is a significant relationship between professional ethics and affective commitment among personnel.

Statistical hypothesis:

<table>
<thead>
<tr>
<th>Professional ethics (independent variable)</th>
<th>Pearson correlation coefficient</th>
<th>Significant level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>organizational commitment (dependent variable)</td>
<td></td>
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<tr>
<td>0/021</td>
<td>0/001</td>
<td>210</td>
<td></td>
</tr>
</tbody>
</table>

There is not significant relationship between professional ethics and affective commitment, $H_0: \beta_4 = 0$

There is significant relationship between professional ethics and affective commitment among personnel’s, $H_1: \beta_4 \neq 0$
According to this fact that both variables have been measured in timed level, so the person correlation coefficient has been used to test this hypothesis and obtained results are as follow:

Table (2): Related table to correlation coefficient between professional morals and affective commitment among personnel’s.

<table>
<thead>
<tr>
<th></th>
<th>affective commitment</th>
<th>Professional ethics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation coefficient</td>
<td></td>
<td>0/0162</td>
</tr>
<tr>
<td>Significant level</td>
<td></td>
<td>0/01</td>
</tr>
<tr>
<td>Number</td>
<td></td>
<td>210</td>
</tr>
</tbody>
</table>

As above table show the person correlation coefficient for relationship between these two variables is 0/16, that this correlation coefficient at \( p < 0/01 \) is significant. It means that the hypothesis (1) \( (H_0) \) is not acceptable, so hypothesis (2) will approve in this study.

Hypothesis (3): there is significant relationship between professional ethics and continuous commitment among personnel’s.

Statistical Hypothesis:

There is not significant relationship between professional ethics and continuous commitment among personnel’s.

There is significant relationship between professional ethics and continuous commitment among personnel’s.

According to this fact that, both variables have been measured in timed level, so the person correlation coefficient used to test this hypothesis and obtained result are as follow:

Table (3): Related table to correlation coefficient between professional ethics and continuous commitment among personnel’s

<table>
<thead>
<tr>
<th></th>
<th>Continuous commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation coefficient</td>
<td></td>
</tr>
<tr>
<td>Significant level</td>
<td></td>
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<tr>
<td>Number</td>
<td></td>
</tr>
</tbody>
</table>

As above table show the person correlation coefficient for relationship between these two variables is 0/16, that this correlation coefficient at \( p < 0/01 \) is significant. It means that the hypothesis (1) \( (H_0) \) is not acceptable, so hypothesis (3) will approve in this project.

Hypothesis (4): there is significant relationship between professional ethics and continuous commitment among personnel’s.

Statistical Hypothesis:

There is not significant relationship between professional ethics and continuous commitment among personnel’s.\( (H_0) \)
There is significant relationship between professional ethics and continuous commitment among personnel’s.\( H_2: E_1 \neq 0 \)

According to this fact that, both variables have been measured in timed level, so the person correlation coefficient used to test this hypothesis and obtained result are as follow:

Table (3) : Related table to correlation coefficient between professional ethics and continuous commitment among personnel’s.

<table>
<thead>
<tr>
<th>Continuous commitment</th>
<th>Professional ethics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation coefficient</td>
<td>0/163</td>
</tr>
<tr>
<td>Significant level</td>
<td>0/01</td>
</tr>
<tr>
<td>Number</td>
<td>210</td>
</tr>
</tbody>
</table>

As above table show the person correlation coefficient for relationship between these two variables is 0/16, that this correlation coefficient at \( p < 0/01 \) is significant. It means that the hypothesis (1) (\( H_1 \)) is not acceptable, so hypothesis (4) will approve in this project.

The brief results of findings related to project’s hypotheses:
The result of this study showed that, all of the project’s hypotheses were accepted. It means that, there is significant relationship between professional morals (independent variable) and organizational commitment (dependent variable) and it’s dimension’s from the viewpoint of Allen and Meyer (affective commitment, continuous commitment and normative commitment).

Therefore, because this relationship was positive, we can say that, by increasing professional ethics among employees of Bu Ali Sina petro chemistry company, the organizational commitment and it’s triple dimensions increase and develop, too.

Suggestion base on project’s hypotheses:
According to obtained results of this study and verification the main and minor hypotheses of study that approve the significant and positive relationship between professional ethics and organizational commitment and It’s dimensions among Bu Ali Sina petro chemistry company ‘s personnel’s we suggest some comments as Follow:

1- According to the verification of main hypothesis of research, that is, the existence of significant relationship between professional ethics and employee’s organizational commitment, the follow comments are giving base on theoretical bases:

1-1 By considering this fact that one of the tools to carry out the professional morals in organization is sample leadership, we suggest that, having positive ethics characteristic in assignment the managers, bosses, and supervisors must be considered.
1-2 We suggest that in attracting and employing the labor force of organization, having ethics features must be considered.

1-3 Considering the valued and religious bases of Islamic society that is full of ethics – behavioral values, can be a good source to compile the moral values.

1-4 To make a good – mannar society, different dimensions and professional ethics’s bases must be considered and applied.

2. According to the verification of first minor hypothesis, that is, the existence of significant relationship between professional ethics and employees affective commitment, the following suggestions are giving to increase that:

2-1. The management by showing the best ethics leadership pattern, can make this feeling among personnel’s that their needs are considered and managers protect them and they are not indifference to their needs.

2-2. Management can increase affective commitment by using personnel’s ideas to compile the organization moral’s framework.

2-3. Management can create an affective protection among personnel’s by understanding their happiness’s and their sadness’s.

3. According to the verification of second minor hypothesis, that is, the existence of meaningful relationship between professional ethics and continuous commitment of personnel’s, the following ways are suggested to improve that relationship:

3-1. The managers can review their salary payment system and personnel’s salaries must be appropriate to their giving data to organization and their tiring in Organization.

3-2. The management can improve the continuous commitment of personnel’s by accomplish the personal’s promotion expectation according to appropriate bases, by paying the resulted incomes to appropriate bases, and by considering secondary advantages for retirement days.

4. According to the verification of third minor hypothesis, that is, the existence of significant relationship between professional ethics and normative commitment, the following comments are giving to improve that:

4-1. Management can improve the personal normative commitment by adding ethics section in employment contracts.

4-2. We suggest that to evaluate the performance of personal and supervisors, a part for giving advantage to evaluated person because of considering professional ethics by that person in organization must be considered on behalf of qualified attendants.
4-3. exploitation of quick training, hourly meetings, Bulletins, and ethics announcements in organization which cause concentration can help to establish professional morals basically.

Some comments for next researchers:

We suggest the following ways to next researchers:

- The dimensions of professional ethics must also be evaluated and effect (or relationship) of triple dimensions of organization commitment on professional moral’s dimension must be studied, too.

- We suggest that, according to existence tools to develop the professional ethics and use that to improve the organization commitment, the effectiveness of all of them must be studied, too.

- Disadvantages and limitations of study:

  It is obvious that all of the researches will face some limitations and problems. This study was not for from those limitations and problems and they faced them. It is important to ay that, those factors may decrease the generalization of research result.

  1- Do not take seriously the project on behalf of some of the respondents.

  2- Do not fill and deliver some of the questionnaires by respondents.

  3- Lack of internal researches in this respect.

  4- Lack of some of the respondent attention.

  5- Be dishonest in answering. Because the research topic was one of the important issues in government organization environments and inspite of this fact that, questionnaires were distributed without writing the names to have less effect on answering them, but respondents showed their dishonesty in their answers to questions.
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