

The Effectiveness of Ethical Management Education and Mediating Effects of Organizational Trust

Chan-Jung Kin*, Jun-Hee Cho**

*Chungbuk National University, Korea, **Mokwon University, Korea

E-mail : kcj@chungbuk.ac.kr*, cjh@mokwon.ac.kr**

1. Introduction

As the ethical management is concerning by domestic and abroad company, the necessity of research about ethical management is growing. Especially ethical management education(EME) of employees in company is very important in the sides of changing employees' psychological effectiveness(job satisfaction: JS, turnover intention:TI) for business ethics. So, we examine the relationship between EME and effectiveness(JS, TI). And moderating effect of organizational trust(OT) between EME and JS, TI. On the basis of this study, we suggest implication for effective ethical management and human resource management.

2. Literature Review

EME is one of the most important factors of ethical management implementation. Generally thinking, EME heightening the ethical level and JS, TI of employees. In proceeding study about EME affect positively on trust, and OT affect on performance[1]. Also EME affect positively on effectiveness(JS and TI)[2]. Its Measurement too use 4 items of Kim and Cho[2]. And JS means the overall satisfaction level about his or her job. Its measurement tool use 4 items of Seashore et al.[3]. TI means the will of separation from the organization. Its measurement tool use 4 items of Boshoff and Allen[4]. We establish OT as a mediating variable. In previous researches OT mediate between EME and JS, TI. According to these research we suggest as such .

3. Research Model and Analysis

On the basis of literature review, we could found each variables relationship, so we establish this research model and hypothesis. And sample of this research consist of 185 male(65.8%) and 96 female(34.2%), average age 36.84, job tenure 8.51 years, manufacture industry 151(53.9%) and others 130(46.1). And the spss 20.0 program was used.

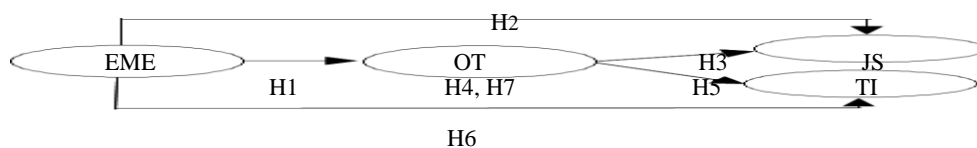


Figure 1. Research Model

4. Results and Conclusion

Except H7(mediating effect of OT between EME and TI), the hypotheses of this research are accepted(See <Table 1> an, <Table 2> in appendix.).

5. References

- [1] N. F. Bews and G. J. Rossouw(2002), "A Role for Business Ethics in Facilitating Trustworthiness," *Journal of Business Ethics*, 39(4), pp.45-59.
- [2] C. J. Kim and J. H. Cho(2011), "The Relationship between Ethical Management and Job Attitude," *Journal of Industrial Economics and Business*, 24(5), pp. 2953-2975.
- [3] S. E. Seashore, E. E. Lawler, P. Mirvis and C. Cammann(1982), *Observing and Measuring Organizational Change: A Guide to Field Practice*, Wiley, New York.
- [4] C. Boshoff and J. Allen(2000), "The influence of selected antecedents on frontline staff's perceptions of service recovery performance." *International Journal of Service Industry Management*, 11(1): 63-90.

<Appendix>

[Table 1] Hierarchical Regression between EME and JS: Mediating Effect of OT

variable	phase	Phase 1	Phase2	Phase3	reference
control variables	gender	.068(1.244)	-.039(-.713)	-.059(-1.143)	-
	age	.157 [*] (2.057)	-.038(-.510)	-.086(-1.183)	-
	tenure	-.108(-1.366)	.156 [*] (1.988)	.189 [*] (2.512)	-
	industry	.318 ^{***} (4.534)	.250 ^{***} (3.606)	.154 [*] (2.225)	-
	duration of ethical management	-.032(-.608)	-.070(-1.325)	-.060(-1.193)	-
independent variable	EME	.357 ^{***} (4.896)	.371 ^{***} (5.124)	.262 ^{***} (3.612)	partially mediate
mediating variable	OT	-	-	.303 ^{***} (4.813)	sig.
	R ²	.375	.386	.443	-
	adj.R ²	.358	.369	.426	-
	F	22.482 ^{***}	23.539 ^{***}	25.472 ^{***}	-

*p<.05, **p<.01, ***p<.001, () : t-value

[Table 2] Hierarchical Regression between EME and TI: Mediating Effect of OT

variable	phase	Phase 1	Phase2	Phase3	reference
control variables	gender	.068(1.244)	.053(.882)	.054(.891)	-
	age	.157 [*] (2.057)	.076(.908)	.078(.921)	-
	tenure	-.108(-1.366)	-.036(-.413)	-.037(-.426)	-
	industry	.318 ^{***} (4.534)	-.292 ^{***} (-3.776)	-.288 ^{***} (-3.558)	-
	duration of ethical management	-.032(-.608)	.035(.591)	.034(.583)	-
independent variable	EME	.357 ^{***} (4.896)	-.247 ^{**} (-3.074)	-.243 ^{**} (-2.864)	rejection
mediating variable	OT	-	-	-.012(-.167)	not sig.
	R ²	.375	.240	.240	-
	adj.R ²	.358	.220	.216	-
	F	22.482 ^{***}	11.849 ^{***}	10.116 ^{***}	-

*p<.05, **p<.01, ***p<.001, () : t-value