

HUMANISTIC APPROACH AND ORGANIZATIONS

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ABSTRACT

Organizational culture is hypothesized as playing a critical role in the development of humanistic approach climates. The question raised up here what are the critical organizational culture factors found that account for differences in humanistic approach climates researchers have developed a typology of humanistic approach climates in organization which give us the possibility to measure and identify specific organizational ethical climate characteristics. The element of organizational culture which produce certain types of climates and in turn, the a Associated behavior that reflects the ethical climates to prove relations between organizational culture and humanistic approach, researchers and managers surveyed to collect both quantitative and qualitative perceptions.

INTRODUCTION

Organizational ethics has grown dramatically from 1930 to the present. A Virtue ethics, the organizational context, ethics education, philosophical theory and perspectives and moral development are themes that have risen to view and become inter twined in the blossoming discussion. There are two themes present and considered in any ethical dilemma faced by a public: the individual and the organization.

The question examined here is what critical organizational cultural factors are accounting for differences in the multiple organizational ethical climates in the organization. Organization theory hypothesizes that organizational culture plays critical role in the development of multiple organizational ethical climates. This article discusses structural and normative approaches to ethical controls and results of organizations surveys that prove the relations between organizational culture and humanistic approach climate.

ANALYSIS/COMMENTS

In analyzing organizational member's behavior the organizational culture perspective is gaining importance as organizations become more complex, decentralized and fragmented. Understanding and analyzing the influence of key organizational cultural climate, such as leadership structure, support, cohesion, innovation and humanistic practices are essential to understand organizational culture up to this point, the

relationship between organizational culture and humanistic approach climate has been hypothesized but not empirically validated.

Cultural influences change the character and identity of an organization. In this manner the organizational climate, a social force that constrains individual behavior, can be permanently changed. Perceptions and behavior of organizational members can be alerted.

However, unless the underlying shared assumptions and values in organizational culture are changed, the climate will revert back to the old climate as soon as the pressure from organizational leaders ultimately, the behavior of individuals produces an organizations ethics climates and humanistic approach. The organizational culture, characterized by shared assumptions, beliefs and values which are elements of humanistic approach helps to shape and guide this behavior. No matter how broad the concept of ethics may be, however organizations are to ethical influences and how many ethical problems an organization and its leadership experiences, the ethical key question remains how to manage ethical conduct effectively in organization. The exercise of discretion in performance of duties, conduct and management in organizations increases the emphasis on controlling ethical conduct.

Ethical climate defined as "the shared perceptions of what ethically correct behavior is and how ethical issues should be handled" (Victor and Cullen 1988). They propose an ethical climate typology with two major dimensions and each climate with three positions which are individual, Local and cosmopolitan.

The dimension "ethical criterion" refers to three major classes of ethical theory that are included in Kohlberg's theory of moral development and consist of egoism, benevolence and principle. The dimension level of ethical analysis identifies sources of moral reasoning used for applying ethical criteria to organizational decisions.

The individual level of analysis identifies the sources of ethical reasoning within the individuals, The local levels of analysis identifies sources of ethical reasoning at the level of the organization. The cosmopolitan level locates the reference for ethical reasoning outside the organization. Together, the ethical criterion dimension and the level of analysis dimension define nine ethical climate types. Victor and Cullen developed an ethical climate questionnaire in which each climate type was described by a number of question items. The nine types developed in the typology of Victor and Cullen is adapted to the public sector and to the purposes of this research. Further research has shown Victor Cullen's typology is valid and reliable indicator of organizational ethical climates (Cullen, Victor and Bronson 1993, Wyld and Jones 1997, Wimbish, Shepard' and Markhan 1997, Sims and Keon 1997, 1999, Bartels, Harrick Martel and Strickland 1998).

However, this ethical climate typology has not been empirically applied to public organizational culture. Additional work by key (1999) and Wyld and Jones (1997) eventually led to five climate dimensions that show distinction among groups. Five organizational ethical climates dimensions were also developed in research done by

Agarwal and Malloy (1999). Based on these studies, the organizational ethical climate dimensions chosen for this article are individual interest climate, organizational interest climate, principled interest climate, principled organizational climate and principled cosmopolitan climate.

When considering types of criteria and levels of analysis in organizations, an ordering of these dimensions would be from egoistic/individual criterion (individual interest climate) to principled/cosmopolitan criterion (principled cosmopolitan climate). Thus this analysis called hypothesizes.

A literature review revealed 125 recognized elements of an organizational culture. Not all parts of an organizations culture are relevant to any given issue (Schein 1992).

METHODOLOGY

The essence of an organizations culture lies in the patterns of assumptions, beliefs and values, not overt behavior. Schein and Ott define organizational culture as a pattern of shared basic assumptions that are learned by organization members in solving its problem of external adaptation and internalized integration. These shared assumptions have worked well enough to be considered valid and, therefore are taught to new member, as the correct way to think and feel in relation to these problems. Within an organization, different organizational culture may be found in different operating departments it is important to access the culture in different operating units within organizations. Assumptions about the organizational culture based on organization as a whole are inappropriate culture in an organization appear at different levels or degree to which the cultural phenomenon is visible. Ott (1989) and Schein (1985, 1992) have created similar theoretical typologies of the element of the organizational culture. Ott (1989) paradigm of organizational cultural elements includes:

- Visible artifacts including ceremonies, physical arrangement, symbols and tradition
- Patterns of behavior such as patterns of interaction and ritualized practices
- Shared beliefs and values, level of consensus and organizational ethic.
- Assumptions about identity, mind set, philosophy, and organizational scripts.

So he stated that humanistic approach such as ethic values, morals provide the justification for what people do in organization send it would not be possible to understand the most visible elements without knowing the beliefs and values that drive them. The ethical climates in an organization provide insights into the shared values. The primary focus of ethical climates is on the manner in which organizational members behavior and decide in respond to ethical dilemmas in work place. Thus the ethical work climates psychological constructs, are a manifestation of the organizational culture. An organizational ethical climate is a normative construct of the shared behavioral perceptions of policies, procedures systems and behaviors in an organization that direct organizational members ethical actions and decisions.

CONCLUSIONS

The objective of the above mentioned data in this article to demonstrate relationships between organizational culture and humanistic approach. It has already been determined that in organizations where there is a higher level of moral development represented in ethical climate, decisions are more ethical, in addition there is a lower level of organizational misbehavior, a higher development in the person- organization fit, a stringer communication system exists, and a statistically significant deference among organizations on ethical dimension. The organizational culture is a system of organizational symbols, beliefs, values and shared assumptions also is a social force that controls pattern of organizational behavior by shaping members cognition and perceptions of meanings and realities and is an anthropological construct. In public interest through the implementation of policy and law. This affect various between organizations based on their mission and structure it is therefore logical to posit that differing organizational ethical climates are to some extent a product of different organizational cultures.

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