



Organizations work ethic: An overview of research survey

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ABSTRACT

Work ethic of employees in the organization in terms of behavior and social interaction, value judgments, including individual attitudes and values, as well as to reflect external behavior of these attitudes and values. Article formed from the concept of the work ethic, the structure and measurement of relevant empirical research, cross-cultural comparison study, five aspects, presentation and evaluation of the work ethic Research organization. The article concluded that the work ethic future research trends.

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Introduction

With the gradual formation of the global economic integration, more and more enterprises are faced with the economic and social benefits, and the pursuit of corporate profits and comply with the ethical dilemma, ethical issues in the organization began to be seen as is one of the core elements of the organization to gain a competitive advantage. In this context, The King Business Ethics gradually become the concern of business and management theorists the focus of one of the issues of business ethics emerged [1].

From concept of the extension, including the organization of business ethics, ethics (organizational ethics) and work ethic at two levels, the former organizations engaged in commercial activities, to deal with the relationship between the organization and beyond should be compliance keep the code of conduct and ethical norms, the latter refers to the employees in the work situation king towards work, others and the environment should follow ethical norms. The work ethic is a core of professional ethics; it not only helps members work to solve the self-ethical conflicts and others, environmental ethics conflicts, enhance employees individual work values and job performance, and conducive to the organization of personnel selection and vocational training [2,3]. Therefore, In-depth understanding of the work ethic connotation, structure and its impact mechanism of the present on behalf of the Human Resource Management has important theoretical value and practical significance.

The formation of the concept of work ethic

The work ethic was originally a theological point of view, covering the base Christianity, Protestantism and Calvinism. Modern, general knowledge of the ethical point of view, that the Protestant work ethic (PWE) was originally proposed by Weber. After a combination of historical and theological point of view, Weber believes that the Protestant work ethic is the origin of the Spirit of Capitalism [4]. At the same time, Weber Protestant work ethic has a cautious, hard-working, legitimate business, the value of time and money, reputation, thrift, punctuality and other characteristics. Later, Feather in Weber's study on the basis of the characteristics of the Protestant work ethic attributed to: hard work, thrift, asceticism and rationalism [5]. Over time,

the attitudes and beliefs of the hard work has gradually become the mainstream of Western culture or norms, and no longer be regarded as a religious indoctrination content. Therefore, Hill and Petty, the work ethic is a cultural norm, the work itself has its intrinsic value, and responsible for the work they are engaged coping [2].

Later, Barbash work ethic are three core features: (1) The work itself is a target and hope to get the material reward; (2) are satisfied with the work and put efforts, proud to own higher-level job skills; (3) of the work, loyalty, punctuality, diligence, hard [6]. Despite the work ethic has made great progress, but due to differences on the nature of the work ethic property, since the McClelland to Weber's Protestant work ethic into the field of psychology, the work ethic still do not have a unified and clear definition. McClelland believes that the need for achievement is a fundamental dimension of personality, and PWE concept included need for achievement. However, due to the need for achievement the concept only concern PWE beliefs, such as hard-working, productive and thrifty, to the neglect of asceticism. Therefore, the need for achievement and not simply between PWE contains. Secondly, for PWE whether personality variable or temperament variables, scholars there are also great differences. Mirels and Garrett think, PWE is "a stable temperament variables" [7], Furnham pointed out that there is a strong correlation between the PWE and other individual difference variables (such as the control point and fair view of the world), therefore, PWE should be a work of importance, the only rational, thrift, faith personality variables, these beliefs can resist inertia, emotional and religious suspicion" [8].

In addition, the work ethic and work values relations scholars believe that the work ethic is one aspect of the work values system [9]. Therefore, Miller and Coady benefits of integration and the principle of individual values, the work ethic is "a comprehensive, interactive system consists of individual attitudes, values and beliefs. Boatwright and Slate based on the view of the scholars, proposed definition of operational work ethic, which includes individual project the importance of the work ethic and work ethic values, these two aspects [10].

Through the literature search and theoretical analysis, the academia on the most common definition of work ethic is focused on the description of the individual attitude towards work and the work effort, individuals with a high degree of work ethic like honesty, abstinence, diligence and integrity personality traits. This definition takes into account two aspects of the external behavior of the inner attitude and work ethic reflects these attitudes, it is relatively comprehensive. In short, the so-called work ethic refers to employees in the workplace behavior of the terms of reference and to judge the value of human interaction, including the external behavior of individual attitude reflect these attitudes [3].

Structure and measurement of work ethic

The structure of the work ethic and measurement can be roughly divided into two phases: mainly around the Protestant work ethic and commenced 90 years ago, after the 1990s for using the modern work ethic led to explore. The content and structure of the work ethic is also dominated by a single structure in two different stages of development, gradually shifted as a multi-dimensional structure of the main. 90 years ago, the researchers focused on two aspects of the attitudes and values and the development of the relevant the PWE scale or questionnaire, its purpose is reflected in: (1) to confirm the personality and work ethic; (2) measurement of work in the lives of individual's importance; (3) explained and described in (1) and (2) related behavior. The early development of the Protestant work ethic beliefs questionnaire sociologists Goldstein and Eichorn, they developed a questionnaire including a dimension four projects. The results show that the presence of individual of PWE faith and individualistic asceticism related and system of rational economic behavior does not related exist [11]. Earlier work around ethical issues and preparation of the questionnaire scholars in the field of psychology, Blood, Wollack et al. Based on the work ethic is one aspect of the work value system, Wollack et al prepared a questionnaire containing six subscales of 54 items to measure the acceptance of individual PWE[12].

Six subscales were: the implementation of activities, the work involved in, proud of the work, the work of the social status of the hard work and attitude compensation questionnaire has good reliability and validity. Three scales to the inner aspect of the evaluation of the work ethic, the external aspects of the three scale evaluation of the work ethic. The scale more emphasis on external rewards and work-related factors, and there are differences in the Weber traditional work ethic connotation, so the frequency is not very high. Prepared Mirels and Garrett Protestant Ethic Scale (Protestant Ethic Scale) "is the maximum visibility study, the most widely used tool [7]. Of the scale, including 19 items of the five dimensions, five dimensions: hard work will bring success, and the work of individual lifelong career, saving money and time, internal control, leisure negative attitude. The follow-up study also showed that the scale in cross-cultural research is to use a higher frequency and effective tool. But an obvious inadequacy of the questionnaire performance of some items in the questionnaire there is a big controversy, and not completely contains the internal factors of the work ethic Weber. In addition, there is another evaluation work of faith self-report questionnaire to assess the work ethic. PWE compare the different evaluation tools, Furnham found inadequacies in the work ethics questionnaire performance: (1) the contents of these questionnaires only involved a very narrow aspect of Weber

intent of; (2) Q only moderate correlation ($r = 0.36$) between volumes and their evaluation of the content may be different sides of the work ethic, and does not fully cover the meaning of work ethic; (3) The questionnaire is valid only for college students. Based on this, Furnham overlap between different PWE questionnaire at PWE grouped into five easily interpretable factors: (1) respect, envy and willing to work hard; (2) disdain leisure; (3) faith and morals ; (4) do not depend on others; (5) asceticism [13].

With the development of economic and age, people deal with life and philosophy towards work changes, differences may exist between the traditional Protestant work ethic and the modern work ethic, especially for modern citizens work ethic reduce sparked a lot of controversy. Many researchers have begun to focus on the preparation of evaluation tool of the modern work ethic, which is prepared to Hill and Petty vocational work ethics questionnaire (Occupational Work Ethic Inventory, referred to as: OWEI) [14] and Miller et al. Prepared multidimensional work ethic The cross-sectional view (Multidimensional Work Ethic Profile, referred to as: MWEP) questionnaire [15] as the representative. Hill and Petty prepared professional work ethic questionnaire is the establishment of 50 projects, including the three dimensions of reliability, interpersonal skills and initiative on the basis of previous research on work attitudes, work values and work habits. The research results show that the professional work ethic questionnaire has good construct validity and content validity, and has been validated in the different groups. In addition, the questionnaire is one of the more commonly used tools in modern vocational education and selection [16].

The Miller et Although there are many the evaluation work ethic questionnaire, but the general problem is that these questionnaires: (1) Despite the large body of evidence shows that the work ethic is a multi-dimensional structure, but the previous questionnaire was concentrated in the single dimension of the work ethic measured and used A total score to assess the work ethic, ignoring the relationship between the effects and the different dimensions of the different dimensions of the work ethic; (2) existing questionnaires to emphasize different aspects of the work ethic while ignoring the overall work ethic of the structure, resulting in the development of the questionnaire did not fully cover concept of Weber intent of the work ethic; (3) from the time point of view, the existing questionnaire relatively outdated part of the project, particularly for the U.S. the new generation (Generation X-ers), their overall work ethic and the concept of the country as a whole tends to be weak, and has been part of the questionnaire items for them there are inadequacies [15]. Thus, Miller et al, on the basis of the analysis of the past seven work ethic questionnaire, the preparation of the multidimensional work ethic questionnaire contains 65 projects in seven dimensions. Seven dimensions: work center, self-reliance, hard work, the pursuit of leisure, and ethical awareness, to delay gratification and attitudes of the time. The research results show that the questionnaire has good construct validity, and samples of student, Air Force, and the organization's employees have been verified. Among them, the delay of gratification dimension is added a new dimension by Miller et al. According to Weber point in comparison, the questionnaire included the work ethic of a more comprehensive and complete.

The work ethic empirical research

Early work ethic empirical research focused on the external characteristics of the individual has inherent qualities and work

behavior performance two fronts, the study focused primarily on the relationship between personality variables as well as unemployment and whether variables in PEW and demographic variables. With further research, organizational structure and work characteristics has undergone major changes in recent work ethics research pay more attention to the work ethic of the performance of individual behavior in the context of different organizations.

The influencing factors of the work ethic

The work ethic of the main influencing factors at the individual level and organizational level which, at the individual level, the conclusions of previous studies today. Studies have shown that female employees work ethic score higher than men [12]. There are three different conclusions in terms of age, the employee's level of work ethic: positive correlation, negative correlation, and no correlation. The reason why there is a different conclusion, we think this is mainly because of the work experience has a certain degree of work ethic. The relationship between age and work ethic differences may be due to the work experience. Therefore, to explore the relationship between age and work ethic, you should first distinguish between different age then the analysis is more valuable. As for the staff of educational attainment, studies have shown a negative correlation between employees' level of education and the work ethic or irrelevant [12], but also the study based on PWE independent of social class and infer an inverted U-shaped relationship between the level of employee education and PWE the highest and lowest levels of education are not particularly recognized PWE, medium education level individual recognized PWE [8, 11, 12].

In addition, managers and general staff (to be Managers) there are significant differences in the professional work ethic, mainly reflected in two aspects of the initiative and reliability, which managers initiative significantly higher than those of the general staff, in the reliability on the contrary, these differences are to some extent reflected on the differences between managers and employees on occupational safety and occupational expectations. Through the above analysis, we can infer different demographic characteristics variables on work ethic, there may be other adjustment variables, such as the personality of the staff. After The Furnham comprehensive relevant variables used in the previous studies, the 10 indicators that can predict PWE. The three of them is purely demographic variables: gender, age, and education level. 7 Personality variables: political identity, general economic beliefs, need for achievement, three control points, and delay of gratification. The same time, by multiple regression analysis to determine the impact 5 best indicator of the work ethic and the importance of sorting, as follows: internal control points outside handles, education level, economic beliefs, the ability to delay gratification. Other variables such as political identity, gender, age, achievement motivation, opportunity to control the point did not reach a significant level [8].

At the organizational level, mainly in the nature of work and organizational ethical climate. Brauchle and Azam through taxation on the work ethic of the employees and employees of non-information found in the four dimensions of the professional work ethic there were significant differences [18]. Organizational ethical climate, distributing law study found that organizational ethical climate ethical behavior of employees have a positive impact [19]. Similarly, Fangmiao Ling also pointed out that the cognitive level of organizational ethical

climate control through the initiative and behavior affect the behavior of employees, thereby affecting employees ethical decision making intentions mode.

The effect of the work ethic

Miller et al that the work ethic is an important determinant of individual work behavior [15]. The effect of the work ethic research focuses on the relationship between variables such as belief in the work ethic and individual work values, work habits, job satisfaction, organizational commitment, the study focuses on the work ethic beliefs and unemployment employee's interfaith relations. Work values, Greenberg found that, compared with people who do not run around for work, train employees, (train commuters) PWE beliefs and their work rushing the number was positively correlated, they think this phenomenon by train is an extension of the work, rather than leisure, and a preference to work rather than just ride. Subsequently, Greenberg found through situational test individual recognition of PWE and their perceived fair presence. This is because the to the PWE score higher in assessing job performance, considering the two aspects of the work number and duration of PWE score low by only considering the duration of the work and ignore the number of jobs. When differences in job performance stems from internal causes rather than external causes, PWE high score that such performance-based remuneration is more public lower scorers opposite view [11].

Work behavior, Merrens and Garrett, boring and repetitive work, the time spent by the staff of the PWE score significantly higher than the low score of employees [15]. However, due to the course of the study, the researchers induced by experimental test understanding and assessment tasks, results exist doubt. In addition, Greenberg found that, when administered to an individual negative performance evaluation, PWE score higher their performance will improve, score lower performance will fall. He also found the inform a bring them unearned rewards and collaborators qualifications higher than they high PWE score performance, low PWE scorers poor performance [11]. The work ethic second effect concerns focused on the relationship between the work ethic and the unemployed attitude.

Orientation or attitude of the group work ethics, help organizations to develop the human resources department and the formation of an effective intervention programs. Such as the Furnham research found, the PWE faith by stressed unemployed individual's negative reason against social relief and tax. PWE score higher poverty is due to laziness and poor financial management concepts, wealth is hard work, honesty and savings, unemployment is the result of laziness and lack of effort. In addition, the unemployed, Furnham also found differences, the unemployed and the employment of attitude towards style. The former is often blamed on a steady cycle of adverse events self-good event due to the factors that must not happen again. The follow-up study also found that young unemployed is lower than the employment of PWE score, and the active pursuit of employment is more prevalent in those who have strong the PWE values, the unemployed [11].

The Hill and Fouts to adopt OWEI study found that those unemployed for less than three months, or the higher scores of laid-off people who work ethic, their work experience might promote a work ethic qualities, so this will be their capital to seek new work [21]. Tang and Brandon three different groups of the unemployed were also investigated, they found the process again from welfare to employment, and completely dependent

on welfare and welfare recipients compared to being trained, had received welfare but employed PWE highest score [22]. In addition, there are scholars working theory and employee job performance, organizational commitment, job involvement and staff Counterproductive Work Behavior variables [15]. These studies provide important reference for a better understanding of the work ethic in the organization and management.

The work ethic cross cultural studies and comparative studies

Weber believes that the origins of capitalism, the Protestant work ethic and other religious and cultural traditions, such as Confucianism, Catholicism, Islam, do not have this spirit, therefore, cannot be a modern power source. In order to verify the theoretical assumptions of Weber, the researchers, in varying degrees of cross-cultural research PWE, which mainly lies in two aspects, namely the comparison of different social or national PWE differences and compare different religious or cultural work ethic.

Comparison of the Protestant work ethic in different countries or regions

The Protestant work ethic Weber proposed the existence of the unique nature Researchers in many different national or social studies. The Furnham by nationals of 13 countries to test, compare their score on the PWE. The results showed that higher GNP (national GDP) countries (such as the United States, Britain and other countries) in PWE score lower, while those with lower GNP countries (such as India, Zimbabwe) score higher. In addition, he also found that Hofstede's national culture dimensions also affect the the subjects work ethic factors, from high power distance and high uncertainty avoidance, high Masculinity, high collectivism countries subjects PWE score higher [7]. Early studies found that the Pares populations in India has rich trade preferences and values Weber proposed PEW values are very similar. Many subsequent studies have questioned the uniqueness of PWE. For example, Arslan compared British managers and managers Turkey found the latter PWE score higher than the former [23]. Then, he investigated the managers of the British Protestant and Irish Catholic managers and Turkish Muslims managers work ethic characteristics, Muslim managers have a higher level of PWE, Protestant administrators PWE level came in second, Catholic third, and Protestant managers PWE level than Catholicism managers only slightly higher [24, 25]. These studies have shown that the work ethics of research in developing countries also has important practical significance, the work ethic in the hard work, frugality, thriftiness delay to meet, such as no longer dominated by the Protestant work ethic. Therefore, PWE may not Protestant unique; citizens of other countries might equally have this trait.

Comparison of Protestant work ethic and other religious work ethic

With the rise of Asian economies, especially the "Asian Tigers" economy, Confucian ethics (Confucian Ethic, referred to as: CE) has received more and more attention. Confucian Lun values tend to emphasize interpersonal harmony, grade, family and kinship, and individual responsibility. Therefore, the Modern New Confucianism that the modern Confucian work ethic Far impediments and it is important in the process of modernization in Southeast Asia spiritual motivation. Andrew Eungi Kim and Gil-sung Park study found that employees actively participate in workplace harmony Korea achieved remarkable economic development of the two basic factors, and

these two factors and a new combination of Confucian doctrine of nationalism work ethics are closely linked [26]. On a micro-level analysis of CE, Yang and Cheng Confucian ethics from the micro level analysis found that compared with those who does not endorse Confucian values employees higher Confucian values employees with a higher level of organizational commitment and higher job performance [26]. Williams and Sandler managers in the United States and Singapore, to explore the theory of the Protestant work ethic and the Confucian ethical tendentious validity and these two values on the management of job satisfaction and organizational commitment predict the degree. The analysis results show that the Protestant ethic and Confucian ethics is two completely different structures. However, the American managers in Singapore managers are not high performance PE or CE level, which implies both tendentious no culture of particularity [27]. Therefore, despite the Confucian ethics has become a hot research now, but most of the research from a sociological point of view at the macro level discourse. For the Confucianism ethics of research in the field of organization and management, on the basis of previous studies, combined with the research results of the West, to carry out more empirical research on Confucian ethics, from the micro-level understanding of the relevant factors and structural connotation of Confucian ethics to this is used to guide the organization and management practices.

Research Prospects

The theoretical aspect of the work ethic

First, we need to further clarify the concept of the work ethic, the structure and mechanism of action. Work ethics reflect the way people look at the work of a series of paradigm conversion. In Hebrew culture and medieval Christian doctrine, the work is associated with God's punishment. The Protestant ethic that works is a sacrifice, and moral value. With economic development, the operating characteristic changes in the growth and structural unemployment, the meaning of the work ethic of today's society will continue to change. Therefore, in future work ethic studies should be integrated multidisciplinary research, provide clear dynamic concept and structure of work ethic. Second, with the international organizations and the development of cross-cultural management, cultural management gradually attention [28]. Therefore, the work ethic is not only to explore different cultural context, whether the formation of the work ethic and individual psychological and behavioral differences, but also to explore the formation of multi-cultural background staff work ethic, mechanism of action and its effect. Third, research methods, and strengthen the longitudinal study and a number of characteristics - multi-method research paradigm. Most of the work ethic scale measurement and survey research, the draw factor structure of the work ethic and covariant factors. This lateral research paradigm is perhaps one of the reasons why the work ethic empirical studies exist many differences. And researchers work ethic beliefs of different countries and religions with the same scale comparison is unfair, will affect the validity of the conclusions of the translation of the questionnaire, the different historical and cultural traditions of the nation, religious beliefs and credible degrees.

Therefore, when the cross-cultural studies and comparative studies, research methods should strengthen the longitudinal study and a number of qualities - multi-method research paradigm, specific studies must To combine local traditional cultural values, the results suggest that held scientific, cautious

approach. Fourth, to enhance the research and exploration of social work ethics education law and education model. In the field of social work for the purpose of "helping people help themselves", due to the particularity of their professional, practitioners must have a high degree of ethical sensitivity and moral self-discipline. Therefore, the social work ethics is an important part of the theory of the social work profession. However, in our study of social work has just started, lack of social work ethics research rather considerable lack of professional ethics education content, methods, form a series of specific questions. Therefore, future studies should be focused on education law and social work ethics education mode.

Management practices work ethic

First, the factors that affect the work ethic can be divided into two categories: individual factors and organizational factors. The former includes individual work experience, work motivation and ability level, which includes the organizational structure, microscopic work environment, and other system factors. Therefore, management should be the two begin the training and upgrading of existing employees work ethics awareness. For example, through career counseling and training to strengthen the work ethic of the serving staff education and career planning guidance. Organizations can also nurture good organizational culture, the organization coordinating ethics and work ethics, to create a good organizational ethical climate, and thus strengthen the recognition and internalization of the employees on the work ethic, to enhance of staff ethical behavior [29].

Second, the work ethic also vocational selection and new employees to provide a useful reference organizational socialization. In the recruiting process, not only to consider their professional capacity, but also as an important measure of the standard of their work ethic cognitive. Screening work ethic characteristics of the candidates, the selection of organizational ethical climate fit employees can also work ethic as the socialization of new employees to learn the contents of the education in the training process. Third in the field of social work, organizational managers must not only actively train practitioners of professional knowledge and skills, but also to enhance the skills and abilities they deal with ethical issues. This is because of the ability to properly deal with the ethical crisis, not only related to the personal future and opportunities of social workers, but also related to the reputation and status of the work of the society as a whole. To continuous development of social work practice and enhance the comprehensive social workers ethical literacy.

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