The Role of The Ethical Climate In Promoting The Innovative Behavior of Employees An Analytical Study of The Opinions of Faculty Members of Technical Institutes In The Middle Euphrates

[1]Khariya Abed Fadel   [2]Hela Frikha Moalla

[3]wiem Daoud Benamor

[1,2,3] University of Sfax, Tunisia/Faculty of Economics and Management of Sfax

[1]E-mail: Dw.khyr@atu.edu.iq

[2]E-mail: hela_frikha_moalla@yahoo.fr

[3]E-mail: waymadaoud@gmail.com

Abstract:

This study aims to examine and test the relationship and influence between the ethical climate and the innovative behavior of a sample of the teaching staff in the technical institutes in the Middle Euphrates, numbering (453) teachers. The ethical climate variable dealt with five main dimensions: the climate of care, the climate of laws, the climate of rules and procedures, the climate of performance, and the climate of independence. As for the innovative behavior variable, it shed light on generating ideas, promoting ideas, and implementing ideas as dimensions to measure. The study adopted the questionnaire as a basic measurement tool for collecting data, which was used to test the hypotheses of the study, The results of the study proved the validity of most of the hypotheses and reached a set of purposeful conclusions, the most important of which was the emphasis on the preferences and desires of the teaching staff, the research sample, towards the innovative behavior of technical institutes, on the need to believe that innovative behavior begins with the ability of the individual to generate an idea through the search for new methods, methods and tools at work. Among the most prominent recommendations reached by the study is the preparation of a code of conduct and standards of professional conduct to guide the behavior of employees and their behavior, to spread the spirit of cooperation among employees and urge them to participate in the promotion and implementation of innovative ideas, and to hold accountable those who fail and obstruct the innovative process.

Keywords: *Ethical Climate, Innovative Behavior, Al-Furat Al-Awsat Technical University*

1. Introduction

Organizations strive to direct the behavior of their employees in line with their expectations and achieve their goals and success. Organizations expect their employees to perform specific actions and actions, but sometimes the employees perform behaviors that are not consistent with the expectations and standards of the organization's management, or they perform actions and behaviors that are supposed not to be done. in the workplace (Al-Atwi and colleagues, 2:2023). And because the environment is constantly changing, so organizations seek to confront this change by relying on the positive behavior of the employee. Therefore, it can be considered that innovative behavior is one of the positive behaviors that can be considered the basis for the success and survival of the organization because it represents building a wide range of individual behaviors that include not only generating ideas but also transforming ideas into tangible creativity for the good of the organization (Zainal & Matore, 2019: 2870). And due to the importance of practicing innovative behavior, organizations should seek to support and motivate working individuals, prepare appropriate means and factors, and enhance internal strengths towards work that enable them to raise the level of innovative behavior in the workplace (Vitapamoorthy et al., 2021: 751). By reducing the barriers to innovation that make workers dissatisfied with their jobs, show less interest and engagement in their work, and ultimately lower their performance and motivation, because they are dissatisfied and less motivated at work; This has caused emotional, behavioral, mental and physical consequences (Adekanmbi & Ukpere, 2022: 4). In order to promote innovative behavior, there must be motivating factors that help practice this behavior, including the ethical climate, as the prevailing ethical climate within the organization is one of these factors that make employees more engaged and involved in work, and it also represents one of the factors that drive behavior for the better (Yener et al., 2012:424). The ethical climate modifies the relationships between individuals within organizations and affects the attitudes of employees, and thus has a significant impact on organizational results. (Acar et al., 2018: 13), And that working individuals whose moral values are consistent with the values of the organization are not affected by obstacles or some behaviors that reduce engagement in work (Yüksel, 2012: 69). The ethical climate is the structure of the psychological perception of the members of the organization of what is consistent with ethical behavior, and makes

employees understand the common values and goals of the organization, as well as in the context of values and goals what is ethical behavior and what is impermissible behavior, and how ethical problems should be dealt with and solved, such as who should It is responsible for common cognitive problems (Bing & Yu-qing, 2014: 137). When employees realize that a favorable ethical climate is established within the organization's reward system, organizational rules and policies and staff recruitment process, they are likely to provide better services and develop good relationships with each other (Hamoudah et al., 2021:5).

2. Research methodology

1.2 Research problem

Organizations expect employees to perform specific actions and behaviors, including positive ones that are consistent with what they expect and contribute to achieving their goals and success, for example (organizational citizenship behavior, innovative behavior, pioneering behavior, voluntary behavior ... and others). Some of them are negative, as sometimes employees perform behaviors that are not consistent with the expectations and standards of the organization's management, or they perform actions and behaviors that are not supposed to be done in the workplace, for example (deviant work behavior, anti-social behavior, organizational cynicism, workplace bullying, Workplace boycotts, politicized behavior, etc.). The lack of harmony between what the individual does and what the organization expects will create a negative gap that is a problem. Organizations must direct their efforts towards promoting positive behaviors and reducing negative behaviors. Hence, the problem of the current research began to clarify the motives that prompted the researcher to study important topics such as the ethical climate and the topic of innovative behavior, which represents the positive side of the behaviors that organizations seek to achieve. Accordingly, the problem of the study can be manifested in obtaining answers to the following questions:

1. Does the ethical climate contribute to stimulating innovative behavior at technical institutes in the Middle Euphrates?

2. Does innovative behavior play a role in achieving organizational changes in technical institutes in the Middle Euphrates region?

3. Are there obstacles to non-application of laws and ethical standards at technical institutes in the Middle Euphrates?

4. What are the strategies used to promote a positive climate in order to reach fruitful results?

2.2 Research objectives

The current research includes a set of objectives that it seeks to achieve, which are as follows:

1. Exposing the extent to which faculty members in technical institutes engage in innovative behavior.

2. Examining the relationship and influence between the ethical climate and innovative behavior.

3. Detecting the effect of any indicator of the ethical climate that contributes to the achievement of innovative behavior.

4. Provide recommendations to the study sample institutes about adopting methods that increase the creativity of workers for their organizations.

3.2 The importance of research

The research gains its importance from the following points:

1. The importance of the current research emerges from the importance of its variables.

2. The research represents an addition of knowledge value to the Arab library in general.

3. The current research constitutes an important starting point for other future studies on its variables in sectors other than the higher education sector.

4.2 Research hypotheses

The first main hypothesis H1 (there is a significant correlation between the ethical climate variable and the innovative behavior variable) and three sub-hypotheses branch out from the first main hypothesis:

1. The first sub-hypothesis: There is a significant correlation between the ethical climate variable and after generating ideas.

2. The second sub-hypothesis: There is a significant correlation between the variable of ethical climate and after promoting ideas.

3. The third sub-hypothesis: There is a significant correlation between the ethical climate variable and after implementing the ideas.

The second main hypothesis H2: It states that (there is a statistically significant effect relationship of the ethical climate variable with its dimensions (the climate of care, the climate of laws, the climate of rules and procedures, the climate of performance, and the climate of independence) and innovative behavior).

From the second main hypothesis, there are three sub-hypotheses, as follows:

1. The first sub-hypothesis: It states that (there is a statistically significant effect relationship of the ethical climate variable with its dimensions on the dimension of generating ideas)

2. The second sub-hypothesis: It states that (there is a statistically significant effect relationship of the ethical climate variable with its dimensions on the dimension of promoting ideas)

3. The third sub-hypothesis: It states that (there is a statistically significant effect relationship of the ethical climate variable with its dimensions on the dimension of implementing ideas).

5.2 The hypothetical model of the research
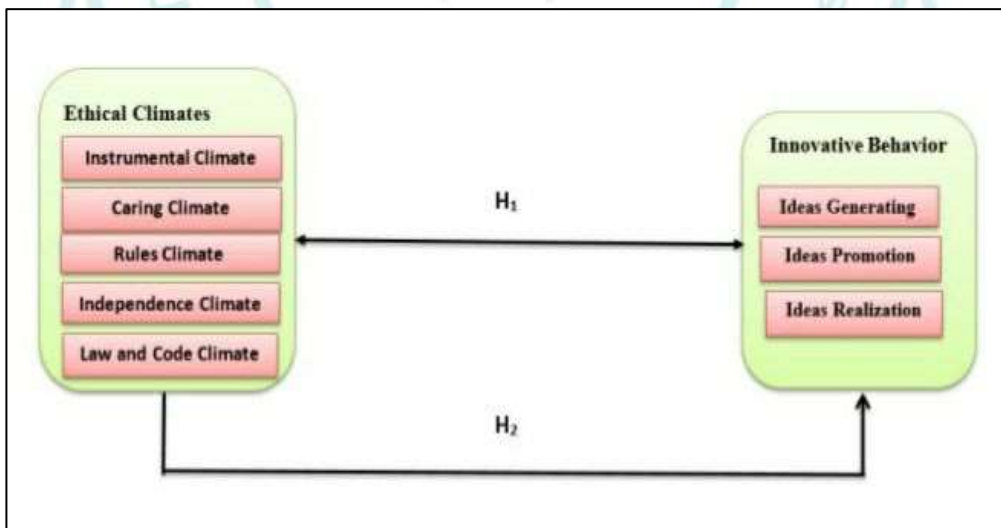
Figure (1) shows the hypothetical research model

Figure 1.

Hypothesized model

3. Literature review

1.3 The concept of ethical climate

An organization, sub-unit, or workgroup consists of different types of climates (Schwepker, 2001: 39), as there is within any organization that type of climate that represents the attitudes and behaviors of its members (Bing & Yu-qing, 2014: 137). That is, the behavior of the individual does not stem from a vacuum, but rather is the result of the process of joint interaction with others within the work environment, and this requires the availability of a prevailing organizational climate that is the main driver of the behavior of individuals, so there must be a sound climate that does not only create an atmosphere of feeling comfortable among workers, but also motivates them To respect laws and regulations and take responsibility (Shloush and Faham, 2006: 1). The organizational climate is considered the basic constructive in the workplace because it provides a suitable environment for learning organizational behavior by agreeing to examine the behavior of individuals and groups (Kaya & Baskaya, 2016:28).

Climate can be thought of as the property of the individual, as it includes the 'set of characteristics' that the members of the organization perceive and describe in a common way. (Agarwal and Malloy, 1999: 2). According to Rousseau (1989), more than a dozen studies of climate-related literature have been reviewed since the mid-1960s, and this indicates the development and maturity of the climate concept in the field of regulatory science. (Filipova, 2007:27). The organizational climate is conceived as the way in which individuals realize the personal impact of their work environment, and it consists of several sub-climates, including the climate of safety, the climate of service, the climate of innovation, leadership, safety, achievement, and the climate of ethical work (which is the subject of our current study) .... etc. (Arnaud, 2006 : 6). The ethical climate constitutes an important part of the overall organizational climate, and it is a dimension of the organizational climate (Sibiya et al., 2016: 57). The ethical climate is considered important for organizations and their employees, because it affects the ethical behavior of workers and sets standards for acceptable and unacceptable behavior within the organization. Over the past ten years, work scandals (or gaps in corporate ethical behavior) have created an increasing awareness of the importance of an ethical work climate (DeConinck, 2011: 618). In the late eighties, specifically in the year

(1987), the study of ethical climate appeared in the research of (Victor & Cullen) as the "spiritual father" in the field of ethical climate (Yener et al., 2012: 426), if they used the concept of ethics in organizational management practices when issues grew Ethics in the organization to become the focus of the organization along with capital, technology and system (Bing & Yu-qing, 2014: 137). Ethics also plays a vital role in shaping an excellent climate for all members of the organization (ethical issues related to a social problem, protecting the rights of workers, the general community (social responsibility), as well as consumers) all of these require an ethical climate in the workplace (Tabaa et al., 2019). : 70). In (1989) (Victor, Cullen & Stephens) suggested that there are three factors that determine the ethical climate in the workplace represented by (the environment in which the organization operates, the form of the organization (central, divisional, and multinational) and the history of the organization) and this proposal was It is consistent with the assumptions of Victor & Cullen (1988) which claimed that ethical work climates are multi-role through societal norms, organizational form, and organization-specific factors (Yüksel, 2012: 49). As the organizations' climate was extracted from their own history, which includes regulations, professional goals, and a code of conduct, the organizations ethical climate has a long history of research that produced tools to measure workers and their reactions to the ethical behavior perceived by the organization and how to settle these issues. This building is responsible for behavioral guidelines. that drives what is right and wrong and how this perception determines the relationships within organizations (Venezia et al., 2012: 2), finding the ethical climate as one of the important variables that will affect work outcomes as workers become more committed because they consider the climate of their organizations ethical and may Their perceptions of ethical and immoral behaviors vary depending on individual values and the situations they face (Maamor et al., 2012:134). It represents one of the main factors that modify the relations between organizations and affects the attitudes of workers, and therefore it has a significant impact on organizational results. The presence of an ethical climate can lead to an increase in employee satisfaction with work and organizational commitment, and affects job performance and intention related to work turnover. Ethical work is the common perception of employees regarding the policies, practices, and procedures that the organization gives, supports, and expects in terms of ethics. Achieving competitive advantage depends on the behavior of employees and defining their organizational

identity, and it is also strongly linked to the employees' functional attitudes in creating an ethical climate for work (Acar et al., 2018: 13).

Scholars have presented a number of definitions of the ethical climate, the most used of which is the definition of Victor & Cullen (1987), who defined the ethical climate as perceiving correct behavior from incorrect behavior and how to deal with ethical situations in the organization (Victor & Cullen, 1987:51). In (1988) they defined the ethical climate as those prevailing perceptions of typical organizational practices and procedures that have a moral content" (Victor & Cullen, 1988: 101). while Arnaud (2010) defined it as a concept that reflects the strength of those prevailing ethical values and standards, and the attitudes, feelings, and behaviors of the members of the organization (Newman et al., 2017: 477). It also represents what the members of the organization realize of supportive moral values and behaviors that guide them when they practice activities in the workplace (Weeks et al., 2013: 200) and it is defined as the correct behavior for how to deal with ethical issues within organizations (Teresi et al., 2019: 1). It was defined as the common understanding of the various ethical activities and procedures, which also contain an ethical content (Aloustani et al., 2020:2), while it was defined as the general ethical status or infrastructure of the organization (Kul, 2021:564).

3.2 Dimensions of the ethical climate

The ethical climate is a multi-dimensional structure, and the following is an explanation of the aforementioned five dimensions that were adopted by the current study, which was based on the scale (Victor and Cullen, 1988).

1. caring climate

The caring dimension emerges from the ethical criterion Benevolence - Embodying the theory of benevolence, behaviors that lead to positive benefits for all parties involved are reinforced. Care workers believe that decisions should be based on an overall concern for others (Stachowicz & Simha, 2013: 436). Concern for and respect for others is essential, and is reinforced through organizational policies, practices and strategies supported by stakeholders. (Filipova, 2007:40). An organization with an enabling environment encourages the adoption of an ethical judgment approach aimed at making decisions and actions that benefit the common good. Individuals working in this type of environment tend to place importance on the well-being of others within the

organization, and goes beyond this to include the well-being of society in general. As such, they are encouraged to Behave in a way that encourages teamwork, search for others, and aids organizational efficiency (Baskin et al., 2016:75). The caring climate also encourages good behavior and participation in work (Sibiya et al., 2016:62). The caring climate is the most preferred environment by workers (Buchan, 2009:1).

2. laws and code climate

This type of climate is a mixture of global/principled climates. In such a climate, the prevailing type of consideration is compliance with laws and regulations in resolving ethical dilemmas. Therefore, decisions of individuals are based on an external system (laws and codes) that dictates how to act (Yüksel, 2012). (61): That is, the first consideration for this climate is whether the decision violates any law (VanSandt, 2001:10), as people working under this climate have to abide by the laws and regulations of their profession or other external laws (Stachowicz & Simha, 2013 : 436). The organization encourages individuals to participate in decision-making and to conduct themselves in accordance with applicable legal, religious and professional standards. The importance of strict adherence to professional and legal laws and standards is emphasized, and this commitment goes beyond even the ethical standards set by the organization itself or the personal ethical standards of an individual. (Victor & Cullen, 1988). Also, organizations that have legal climates and a code of conduct must have conformity with societal norms, so that societal norms may sometimes conflict with organizational norms, it is expected to be a relatively rare phenomenon, which indicates that the existence of a law and legal climate must be strictly suppressed. General (Baskin et al., 2016:75). So it is to respect the regulations that workers follow and apply and enforce ethical rules and practices (Sibiya et al., 2016:60).

3. rules climate

In a rules-based environment, organizational decisions are seen to be based on a set of local rules or standards such as codes of conduct. When organizations develop rules-based environments, they typically operate in accordance with internal professional standards and values. (Filipova, 2007:41). It is a climate based on principled moral judgment and local locus of analysis (Acar et al., 2018:15). In a rules environment, workers are expected to strictly follow organizational rules and procedures (Yüksel, 2012:61). It also sets expectations for peers and provides specific guidance for decision-making and an individual's behavior, and it expects individuals to follow the rules and

procedures established by the organization, regardless of whether following those rules and procedures is in the interest of the organization, the customer, or co-workers. Moreover, an individual's success is linked to the individual's ability to follow these rules, leaving little room for the individual's decision to adopt deviant or negative behavior (Baskin et al., 2016: 74).

4. Instrumental climate

Instrumental climates include characteristics of local and individual egoism criteria (Yüksel, 2012:61). Instrumental climate relates to decision making based on self-interest imposed by self-direction or organizational direction (Sibiya et al., 2016:62). It is a climate that places heavy reliance on personal interests (Lau et al., 2017:21). An effective climate respects ethical values and promotes decision-making that takes into account the needs and interests of others in the same organizational unit or organization are less important because the primary goal is to serve self-interest or provide personal benefits (Filipova, 2007). :39).

5. independence climate

It is a climate in which employees make decisions according to their own principles and are responsible for those decisions (Borry, 2011:1), as the representation of climates of independence principled climates in the location of individual analysis In this type of climate, workers act according to their personal moral beliefs based on a set of studied principles well (Yüksel, 2012:62). Individuals in a climate of independence believe that autonomy is associated with freedom of thought and action, and believe that they must rely on strong moral and personal convictions to make ethical decisions. They assert that decision-making in this type of climate is based on personal moral beliefs, with the influence of external factors considered as minimal as possible. (Stachowicz & Simha, 2013: 437).). From an ethical decision-making perspective, a climate of autonomy promotes the use of people's inner principles when confronted with ethical problems. In this context, organizations encourage individuals to participate in the decision-making process and make decisions that reflect their own set of ethical standards, rather than relying solely on standards set by the organization (Baskin et al., 2016: 74).

3.3 The concept of innovative behavior

  Organizations are increasingly relying on innovative behavior to meet the complex challenges posed by the modern business environment (Bednall et al., 2018: 1). It is clear that innovation is an employee-dependent outcome and can only be achieved if employee behavior is addressed, then the focus should be on employee behavior and not

just innovation (Haider, 2018: 33). The employee's continued practice of innovative behavior will contribute to improving organizational performance and survival. The innovative behaviors of employees play a vital role in directing the vision and business models to keep pace with the continuous technological changes and the challenges of the turbulent work environments. As the business environment becomes more dynamic and challenging, the innovative behavior of employees becomes especially vital. He contributes to the development, adoption and implementation of new ideas for products and work methods. Innovative behavior is the main factor that helps some organizations survive and succeed in facing the challenges arising from the competitive business environment (Muchiri et al., 2020: 34). Innovative behavior is the job of the individual in the organization, moreover Since individuals develop and reshape ideas, they are an essential component of an organization's creativity (Bawuro et al., 2019: 1189). To encourage the innovative behavior of employees, the organization must show its employees that it will support them by responding to their different needs, treating them well, offering adequate compensation, never exploiting employees, creating a lively atmosphere for the process, identifying potential areas, and regularly assessing self-progress (Suwangerd et al ., 2021: 1782).

Much attention has been directed by researchers and writers to the concept of innovative behavior, and there are many definitions given to it. One of these definitions, given by West & Farr (1989), describes innovative behavior as all actions undertaken by an individual aimed at producing, presenting, and applying new and useful ideas. Innovation can be expressed at any level in the organizational structure. (Babalola & Nigeroia, 2009: 185). Whereas, innovative behavior was defined as the behavior of the individual directed towards initiation and intentional submission (within the work role, group, or organization) of new and useful ideas, processes, products, or procedures (de Jong, 2007: 19). Innovative behavior can also be viewed as a motivational and cognitive process for an individual employee or for a group of employees, which is expressed in certain activities (Knol & van Linge, 2009: 361), It was also known that innovative behavior includes employee behavior that directly and indirectly encourages the development and introduction of innovations in the workplace (Baharuddin et al., 2019: 214). It is a process through which new ideas are generated, created, developed, implemented, encouraged, realized and modified by individuals to enhance organizational effectiveness and performance (Zainal & Matore, 2019: 2870). Innovative behavior is defined as the creation, presentation and application of new ideas

in work roles, groups or organizations, to obtain the benefits of performing roles, groups or organizations (Rahmawati et al., 2020: 1618). It is also a form of voluntary social action that is closely related to the sense of joy and achievement derived from reflecting actual changes in the workplace based on the progressive attitudes of the members (Ji & Joong Yoon, 2021:4). Innovative behavior is defined as the intentional behavior of individuals to introduce or apply new ideas to specific work roles (Gumileng & Sunaryo, 2021: 332).

4.3 Dimensions of innovative behavior

1. Idea generation

   This dimension is based on the belief that innovative behavior begins with the individual's ability to generate an idea (Bawuro et al., 2019:1189), and to create new and useful ideas in any field (Janssen, 2000:288), meaning that generating ideas includes the process of combining existing ideas. and new concepts to find solutions to problems that arise in the organization (Gumileng & Sunaryo, 2021: 334). And one of the main triggers for unique ideas are problems related to work, contradictions, gaps, and emerging new directions, as Jong & Hartog explained that the generators of good ideas are individuals who can address problems or performance gaps from a different angle (Jannsen, 2000: 288).

2. Promote ideas

   After the idea is generated, the creative individual seeks to support the idea and tries to build an alliance of support (Suhana et al., 2019: 16), by broadcasting ideas to express, share and disseminate them to others (Gumileng & Sunaryo, 2021: 334). Since the promotion of the idea represents a vital element in the innovative individual behavior, that is, it is the stage of information and support for innovative behavior, where efforts are made at this stage to ensure obtaining the necessary support for implementation through sharing the idea (Bawuro et al., 2019: 1189), Also, at this stage it is required that the owner of the idea has emphasized the feasibility of the idea to achieve a result, and as such he must be confident in defending the idea because the insistence of the originator of the idea will make support easy and increase the confirmation of the value associated with the idea (Bawuro et al. , 2019: 1190).

3. Implementation of ideas

The final process within the framework of innovative behavior that considers the transfer and reprocessing of ideas into expected results that benefit the individual and the organization is giving more life to the idea that was generated with proper support and promotion through implementation and in which the idea at this stage is completed and transformed for the benefit of the organization (Bawuro et al. al., 2019: 1190).   and the implementation of the idea is one of the most challenging behaviors of the innovation process because it requires different skills and knowledge and communication with other colleagues or even departments (Pukiene, 2016: 16).

4. The practical framework of the research
1.4 the sample

  The research sample represents a part of the society that the scientific researcher conducts the study on, as the faculty members were selected as a sample for research in the technical institutes at Al-Furat Al-Awsat Technical University in Iraq. The Technical Institute / Najaf, the Technical Institute / Kufa, the Technical Institute / Babel, the Technical Institute / Karbala, the Technical Institute / Samawah, the Technical Institute / Musayyib), and (585) questionnaires were distributed by the researcher to the teachers in those institutes, and (132) were excluded. Form due to cases of apology and incomplete cases that are not suitable for analysis, and therefore the valid forms for study and analysis are (453) form. Table (1) shows the details of distributing the questionnaire to the teaching staff in the technical institutes of the research sample.

Table (1)
The number of distributed, retrieved and excluded forms according to technical institutes

	Number of forms		
	spreader	Retrieved fit for)	**excluded**

		(analysis	
Technical Institute of Al Diwaniyah	٦٩	٥١	١٨
Technical Institute of Najaf	٦٨	٥٣	١٥
Technical Institute of Kufa	٦٢	٤٨	١٤
Technical Institute of Karbala	١٦٥	١٣٠	٣٥
Technical Institute of Babylon	٩٤	٦٩	٢٥
Technical Institute of Samawah	٣٦	٢٧	٩
Technical Institute of Musayyib	٩١	٧٥	١٦
Total	٥٨٥	٤٥٣	١٣٢

Source: prepared by the researcher

4.2 Test the measuring instrument

The researcher measured the stability by verifying the internal consistency of the tool by using the Cronbach alpha coefficient by adopting the SPSS program. Table (2) shows the Cronbach alpha coefficients for the scale of ethical climate and innovative behavior, as it is found that all values ranged between (0.956 - 0.788), which are statistically acceptable in administrative and behavioral research because their value is greater than (0.75) (Nunnaly & Bernstein, 1994), which indicates The scales of the study tool are characterized by consistency and internal stability.

Table (2)

Cronbach alpha coefficients for the study measures

scale	Cronbach's alpha coefficient for dimension	Cronbach's alpha coefficient of the scale
Ethical Climate		0.876
Caring Climate	0.956	
Laws Climate	0.789	
Climate Rules	0.859	
Instrumental Climate	0.896	
Independent Climate	0.788	
innovative behavior		0.935
Idea generation	0.922	
Idea promotion	0.896	
Implement ideas	0.935	

4.3 Presenting the answers of the results of the research sample and testing the hypotheses

This paragraph deals with the issue of the statistical description of the applied research results with the analysis and interpretation of these results and the preparation of the correlation matrix for the research variables in preparation for testing the impact hypotheses.

1. Statistical description of the study variables

For the purpose of examining the results of the analysis of the dimensions of the ethical climate and innovative behavior and its availability in the technical institutes of the research sample in the light of the responses of the respondents to the study items, the arithmetic means, standard deviations, the minimum and maximum response, the level of the response, and the relative importance of the responses of the research sample towards each dimension of the ethical climate variable were calculated. And the innovative behavior variable:

1. The ethical climate

   Table No. (3) shows the statistical description of the dimensions of the ethical climate.

Table (3)

Arithmetic means, standard deviations, degree of response, and the relative importance of the main dimensions of the ethical climate variable

Main dimension	mean	Standard deviation	Answer score	Relative importance
Caring Climate	٣.٤٨٩	.279	high	Fourth
Laws Climate	٣.٦٩٠	.241	high	the second
Climate Rules	٣.٦٢٥	.190	high	Third
Instrumental Climate	٢.٤٤١	.921	Moderate	Fifth
Independent Climate	٣.٧٤٥	.219	high	The first

According to the aforementioned, and through the data of the above table, it was found that the dimension of the independent climate ranked first within the (high) level from the point of view of the study sample, with an arithmetic mean (3.441)

and a standard deviation of (.219), and the dimension of the laws climate got the rank The second was within a high level with an arithmetic mean (3.690) and a standard deviation (.241). As for the third place, it went to the Grammar Climate dimension, which got a high response level with an arithmetic mean (3.625) and a standard deviation (.190), while the care climate dimension was in Ranked fourth with an arithmetic mean (3.489) and a standard deviation (.279), as well as a high response level. As for the lowest dimension, it was for the instrumental climate, with a (moderate) level, with an arithmetic mean of (2.441) and a standard deviation of (.921), and it ranked fifth.

2. Innovative behavior
Table (4) shows the statistical description of the innovative behavior variable
Table (4)
Arithmetic means, standard deviations, response score, and the relative importance of the main dimensions of the innovative behavior variable

Main dimension	mean	Standard deviation	Answer score	Relative importance
Idea generation	3.903	.235	high	The first
Idea promotion	3.736	.148	high	Third
Implement ideas	3.836	.309	high	the second

According to the aforementioned, and through the data of the table above, it was found that the dimensions of innovative behavior had all obtained a (high) level, and according to the general average of the dimension, the first place was for the generation of ideas in terms of degree and quality in the technical institutes under study compared with other dimensions of the behavior variable. Innovative, and it got a (high) level with a general average of (3.903) from the point of view of the study sample and a standard deviation of (0.235), while the second place was for the dimension of implementing ideas, with a (high) level and a general average of (3.836) and a standard deviation of (.309). And the third place was for the idea

promotion dimension with a (high) level, with a general average of (3.736) and a standard deviation of .148.

2. Hypothesis testing
1.2 Testing the correlation hypotheses:

The study adopted the simple correlation coefficient (Pearson) to test the first main hypothesis represented by the correlations between the independent variable (ethical climate) and the dependent variable (innovative behavior). And is judged on the strength of the correlation coefficient in light of the rule (Saunders & Thornhill, 2009).

Table (6) below shows the matrix of correlation coefficients for the variables of the study (ethical climate and innovative behavior), noting that the sample size used in correlation tables is (453) and the type of test is (2-tailed), and that the acronym (Sig.) indicates the significance of the correlation coefficient through Comparing the calculated (t) value with the table without showing its value. The sign (* or **) that appears on the correlation coefficient indicates that the calculated (t) value is greater than the tabular one.

Table (6)
correlation coefficient matrix

	EC	BL.	PC.	PL.	EI.	PI.	IB	GENE.	PROM.	IMPL.
EC.	1									
BL.	0.651*	1								
PC.	0.812**	0.621**	1							
PL.	0.678*	0.789**	0.425**	1						
EI.	0.548**	0.951*	0.587*	0.465**	1					
PI.	0.911**	0.883**	0.511*	0.634*	0.712*	1				
IB	0.687*	0.922*	0.755**	0.645*	0.741**	0.691**	1			
GENE.	0.691*	0.892*	0.987*	0.874*	0.684**	0.552*	0.841**	1		
PROM.	0.712**	0.867*	0.711**	0.658*	0.911*	0.851*	0.862**	0.735*	1	
IMPL.	0.964*	0.786**	0.645*	0.987**	0.872**	0.788*	0.671*	0.611*	0.712*	1

As the results of Table (6) showed the following:

1. There is a very strong positive correlation with a correlation coefficient (0.892 *) between the two dimensions of the climate of care and the generation of ideas at a significant level (0.05) and between the dimensions of the climate of care and the promotion of ideas. There is also a very strong positive correlation. The correlation coefficient reached (0.867 *) and at the level of Significant (0.05), and a very strong positive correlation between the two dimensions of climate of care and implementation of

ideas with a coefficient (0.786**) and a significant level (0.01). And there is a statistically significant positive correlation between the climate of laws and innovative behavior in its dimensions (ideas generation, ideas promotion, ideas implementation).

2. The results of table (29) also showed that there is a very strong positive correlation between the two dimensions of the climate of laws and the generation of ideas. Their correlation coefficient reached (0.987*) at a significant level (0.05). Between the two dimensions of the climate of laws and the promotion of ideas, there is also a very strong positive correlation with the correlation coefficient (0.711**) and at a significant level (0.01), and a strong positive correlation between the two dimensions of the climate of laws and the implementation of ideas with a factor (0.645*) and at a significant level (0.05).

3. There is a statistically significant positive correlation between the climate of rules and innovative behavior in its dimensions (ideas generation, ideas promotion, ideas implementation).). As the results of table (29) showed that there is a very strong positive correlation between the two dimensions of the climate of the rules and the generation of ideas, their correlation coefficient reached (0.874*) at a significant level (0.05) and between the two dimensions of the climate of the rules and the promotion of ideas also there is a strong positive correlation, the correlation coefficient reached (0.658). *) and at a significant level (0.05), and a very strong positive correlation between the two dimensions of the climate of rules and the implementation of ideas with a factor (0.987**) and at a significant level (0.01).

4. There is a positive correlation with statistical significance between the instrumental climate and the innovative behavior in its dimensions (ideas generation, ideas promotion, ideas implementation).). As the results of table (29) showed that there is a strong positive correlation between the two dimensions of the instrumental climate and the generation of ideas, their correlation coefficient reached (0.684**) at a significant level (0.01). (0.911*) and at a significant level (0.05), and a very strong positive correlation between the two dimensions of the instrumental climate and the implementation of ideas with a factor (0.872**) and at a significant level (0.01).

5. There is a statistically significant positive correlation between the independent climate and innovative behavior in its dimensions (idea generation, ideas promotion, ideas implementation). As the results of table (29) showed that there is a strong positive correlation between the two dimensions of the independent climate and the generation of ideas, their correlation coefficient reached (0.552*) at a significant level (0.05). *) and at a significant level (0.05), and a very strong positive correlation between the two dimensions

of the instrumental climate and the implementation of ideas with a factor (0.788*) and at a significant level (0.05).

Thus, the first main hypothesis is accepted, which states (there is a statistically significant positive correlation between the ethical climate with its dimensions (the climate of care, the climate of laws, the climate of rules and procedures, the climate of performance, and the climate of independence) and innovative behavior with its dimensions (idea generation, promotion of ideas, implementation of ideas) This explains that the more the ethical climate prevails in the workplace with its dimensions (the climate of care, the climate of laws, the climate of rules and procedures, the climate of performance, and the climate of independence), the greater the innovative behavior, meaning that if the ethical climate prevails within organizations, this will reflect positively on the behavior of workers and thus It will stimulate their development, keeping pace with changes, innovation in work and job satisfaction.

- Test the effect hypothesis

To test the second main hypothesis (the influence hypothesis), the results of which are shown in the table below No. (7), which shows the values of the regression paths and regression coefficients for the sub-hypotheses (1-3) of the second main hypothesis.

table (7)

Estimates of the impact model between the ethical climate variable and the innovative behavior variable

dependent variable	the path	Variables	S.R.W	Estimate	S.E.	C.R.	P
IB	<---	ES	.562	.335	.032	10.447	***
GENE	<---	ES	.589	.315	.029	10.842	***
PROM	<---	ES	.499	.322	.036	8.876	***
IMPL	<---	ES	.248	.270	.058	4.615	***

By observing table (7), it is clear that there is a significant effect of the ethical climate variable and the innovative behavior variable, as it becomes clear that the value of the standard effect coefficient between the ethical climate and after generating ideas has reached (0.589), and this value is considered significant, because the value of the critical ratio (C.R.) appears In Table (7), which amounted to (10.842) significant values at a significant level (P-Value = 0.01), this supports the validity of the first sub-hypothesis. The table also showed that the value of the

standard influence coefficient between the ethical climate and after the promotion of ideas amounted to (0.499). = 0.01), and this supports the validity of the second sub-hypothesis.As for the value of the standard effect coefficient between the ethical climate and after the implementation of ideas, it amounted to (0.248), and this value is considered significant, because the value of the critical ratio (C.R.) shown in Table (7) amounting to (4.615) is a significant value. At a significant level (P-Value = 0.01), this supports the validity of the third sub-hypothesis.Thus, the second main hypothesis is accepted.

5. Conclusions and recommendations
1.5 Conclusions

1. All dimensions of the ethical climate were between the moderate and high level, but the dimension most present in the technical institutes was the climate of independence, and the important point that was noted is that in this organization individuals are guided by their personal ethics based on a set of well-studied principles. As for the dimension that was least present in the technical institutes, it was related to the instrumental climate.

2. The preferences and desires of the teaching staff, the research sample, towards the innovative behavior of technical institutes emphasized the need to believe that innovative behavior begins with the individual's ability to generate an idea through searching for new methods, methods, and tools at work.

3. Ethical work climates have a significant impact on the behavior of the members of the organization and they create a variety of work results, as the ethical climate is one of the main factors that modulate the relations between organizations and affect the attitudes and behaviors of employees.

4. The results showed that the presence of an ethical climate leads to an increase in employee satisfaction with work and organizational commitment, and affects job performance and intention related to employee turnover.

5. . An ethical work climate represents the shared perception of employees regarding the policies, practices, and procedures that the organization gives, supports, and expects in terms of ethics. Achieving a competitive advantage depends on the behavior of employees and defining their organizational identity, and is strongly linked to the employees' job positions in creating an ethical work environment.

2.5 Recommendations

1. It is important for the university administration and the research community to encourage an ethical climate by doing the following:

a. Preparing a code of conduct and standards of professional conduct, as it is important for the university administration to prepare a code of ethics & standards of professional conduct to guide the actions and behavior of employees. The Code represents a set of written instructions and directives issued by the university to its employees to help them conduct their work in accordance with the ethical and professional values that the university believes in. This code can be prepared through the formation of a committee specialized in this work.

B. The university administration must apply an ethical method and create the necessary conditions for an appropriate ethical climate in the technical institutes that leads to an increase in innovative behavior by the teaching staff to achieve organizational goals. The deans of the institutes can use these concepts to enhance the satisfaction of the teaching staff and improve their performance.

T. Activating the positive aspects that contribute to increasing work climates, such as the independent climate, the climate of care, and the climate of rules and laws, and reducing work climates that depend on self-interest imposed by self-direction or organizational direction, and that the needs and interests of others are less important.

2. Al-Furat Al-Awsat University, the research community, should pay great attention to increasing positive behaviors, such as innovative behavior, by taking into account the following:

a. Increasing the factors that stimulate innovative behavior, whether they are related to the fairness of the distribution of rewards and compensations, the fairness of the procedures followed, or the fairness of dealing.

B. Spreading a spirit of optimism, as well as reducing stress at work, increasing the sense of job satisfaction, and opening the way for the teaching staff to express their opinions about the instructions issued by the ministry, university or institute.

T. Encouraging the teaching staff in the research sample institutes to actively seek solutions to the problems or needs of others through creative and new ideas, and to reduce fears of negative evaluation of creative ideas.

w. The deans of the institutes must support the efforts of the teaching staff by amending the rules and regulations that do not interrupt innovation, creating a climate conducive to innovation, freedom of performance, safe participation, and

achievement, and enabling employees to develop their ideas, dare to think independently, take risks, and thus develop their innovative skills. .

c. Spreading the spirit of cooperation among employees and urging them to participate in the promotion and implementation of innovative ideas, and to hold the defaulters and those who obstruct the innovative process accountable.

Sources

1. Acar, P., Yener, M. İ., Tayan, A. (2018). The Effect of an Ethical Work Climate On Organizational Identification an Example of a Logistics Company. Research Journal of Business and Management (RJBM), V.5(1), P.13-21.

2. Adekanmbi, F. P., Ukpere, W. I. (2022). The Relational Effects of Perceived Leadership 4.0, Workplace Ostracism, And Innovative Work Behavior On Organizational Performance in The Fourth Industrial Revolution (4IR). EUREKA: Social and Humanities, 2, 3–14.

3. Agarwal, J., & Malloy, D. C. (1999). Ethical Work Climate Dimensions in A Not-For-Profit Organization: An Empirical Study. Journal of Business Ethics, 20(1), 1-14.

4. Khalidi , -Fatlawi , Mithaq Hatif and Al -Atwi, Amer, Ali, Hussein, Al-Al nduct : The Dark Side of Work Organizational Misco ،)٢٠٢٣(،Fadl riya AbdKha .Sadiq Cultural Foundation-Life, First Edition, Dar Al.

5. Al-Omari, Mohammad Ahmad, Choo, Ling Suan and Ali, Mahmood Asad Moh'd, (2019), Innovative Work Behavior: a Review of Literature, International Journal of Psychosocial Rehabilitation, Vol. 23, Issue 02. Pp.39-47.

6. Aloustani, Soudabeh, Shoorideh, Foroozan Atashzadeh- , Tafreshi , Mansoureh Zagheri, Nasiri ,Maliheh , Sharifabad, Maasoumeh Barkhordari- and Skerrett, Victoria , (2020), Association Between Ethical Leadership, Ethical Climate and Organizational Citizenship Behavior From Nurses' Perspective: a Descriptive Correlational Study, Aloustani Et Al. BMC Nursing, 19:15, Pp.1-8.

7. Arnaud, A. (2006). A New Theory and Measure of Ethical Work Climate: The Psychological Process Model (PPM) and the Ethical Climate Index (ECI). Dissertation for Doctoral, Department of Management in the College of Business Administration at the University of Central Florida Orlando, Florida.

8. Babalola S.S. & Nigeria I., Women Entrepreneurial Innovative Behaviour: The Role of Psychological Capital, (2009), International Journal of Business and Management, 4(11), PP:184-192.

9. Baharuddin, Mohammad Fazli, Masrek, Mohamad Noorman, Shuhidan, Shamila Mohamed, (2019), Innovative Work Behaviour of School Teachers: A

Conceptual Framework, Ijaedu- International E-Journal of Advances in Education, Vol. V, Issue 14, 213-221.

10. Baskin, Meagan E. Brock, Vardaman, James M. & Hancock, Julie I., (2016), The Role of Ethical Climate and Moral Disengagement in Well-Intended Employee Rule Breaking, Institute of Behavioral and Applied Management. All Rights Reserved, Pp.71-90.

11. Bawuro, Faiza A, Shamsuddin,Alina Wahab, Eta and Chidozie, Chinedu Caleb, (2019), Prosocial Motivation and Innovative Behaviour: An Empirical Analysis of Selected Public University Lecturers in Nigeria, International Journal of Scientific & Technology Research Volume 8, Issue 09, Pp,1187-1194.

12. Bednall, Timothy C. Rafferty,Alannah E., Shipton , Sanders, Helen Karin and Jackson, Chris J., (2018), Innovative Behaviour: How Much Transformational Leadership Do You Need?, British Journal of Management, Vol. 00, 1–21.

13. Bing, LIU & Yu-Qing, YUAN, (2014), Organizational Ethical Climate Review, International Conference on E-Education, E-Business and Information Management.

14. Borry, Erin L., (2011), Ethical Climate in The Public Sector: Its Influence on Rule Bending, Doctoral Candidate University of Kansas, Prepared for The 2011 Public Management Research Conference, Maxwell School, Syracuse University, Syracuse, NY.

15. Buchan, Howard, (2009), Public Accountants' Perceptions of Ethical Work Climate: An Exploratory Study of the Difference Between Partners and Employees Within the Instrumental Dimension, The Open Ethics Journal, 3, 1-7.

16. Deconinck, James B., (2011), The Effects of Ethical Climate on Organizational Identification, Supervisory Trust, and Turnover Among Salespeople, Journal of Business Research 64, 617–624.

17. Filipova, Anna A., (2007), "Perceived Organizational Support and Ethical Work Climates as Predictors of Turnover Intention of Licensed Nurses in Skilled Nursing Facilities". Dissertation for Doctoral. Western Michigan University.

18. Gumilang, Dea Rezky Fajar& Sunaryo, Sinto, (2021), Proactive Personality and Innovative Behavior: Role of Task Conflict and Work Autonomy (Study on State Civil Personnel in The City Government of Surakarta), International Journal of Economics, Business and Management Research, Vol. 5, No.07, Pp.332-350.

19. Haider, Mubarak Hussain, (2018), Internal Marketing and Employee's Innovative Work Behavior: The Mediating Role of Job Embeddedness, Dissertation for Doctoral, Philosophy in the Faculty of Management and Social Sciences Department of Management Sciences. Department of Management Sciences Capital University of Science and Technology Islamabad.

20. Hamoudah, Manal Mohammed, Zaleha Othman, Rashidah Abdul Rahman, Nor Azila Mohd Noor, and May Alamoudi. 2021. Ethical Leadership, Ethical Climate and Integrity Violation: A Comparative Study in Saudi Arabia and Malaysia. Administrative Sciences 11: 43.

21. Janssen, O., "Job Demands, Perceptions of Effort-Reward Fairness, And Innovative Work Behavior", (2000), Journal of Occupational and Organizational Psychology, 73, PP:287-302.

22. Kul, Bekir, (2021), The Impact of Ethical Climate and Ethical Leadership on Ethical Codes Practices, Uluslararası Yönetim İktisat Ve İşletme Dergisi, Icmeb17 Özel Sayısı Int. Journal of Management Economics and Business, ICMEB17 Special Issue, Pp. 563-573.

23. Lau, Yin Yin, Patricia, Tong, Terpstra, Jane L.Y., Lien, Ya-Hui, Bella, Hsu, Yen-Chen & Chong, Ling, Chooi, (2017), Ethical Work Climate, Employee Commitment and Proactive Customer Service Performance: Test of The Mediating Effects of Organizational Politics, Journal of Retailing and Consumer Services, 35, Pp. 20–26.

24. Maamor, Hairunnisa, Ann, Ho Jo, Munir1Ros Intan Safinas and Hashim, Nurhazirah, (2012), The Relationship Between Ethical Climates and Organizational Commitment in Manufacturing Companies, Vol.56(27), 134-138.

25. Martin, K. D., & Cullen, J. B. (2006). Continuities and Extensions of Ethical Climate Theory: A Meta-Analytic Review. Journal of Business Ethics, 69(2), 175-194.

26. Muchiri , Michael K. Mcmurray , Adela J., Nkhoma, Mathews Pham, Hiep C., (2020), Mapping Antecedents of Innovative Work Behavior: a Conceptual Review, The Journal of Developing Areas, Volume 54 ,No. 4, Pp.33-40.

27. Newman, Alexander, Round, Heather, Bhattacharya, Sukanto & Roy, Achinto, (2017), Ethical Climates in Organizations: A Review and Research Agenda, Business Ethics Quarterly, 27:4. Pp. 475–512.

28. Pukiene, Aiste, "Innovative work Behavior – The role of Human Resource Management and Affective Commitment" Scott, (2016), Thesis for Master, University Management and Economics.

29. Rahmawati, Ima, Saimima, Merry Paulina, Herlina, Lina, Ghifari, Reza Fajar, (2020), Teachers Innovative Behavior and Role Performance with The Team: An Empirical, European Journal of Molecular & Clinical Medicine, Volume 07, Issue 06, Pp.1616-1623.

30. Schwepker, Jr, Charles H., (2001), Ethical Climate's Relationship to Job Satisfaction, Organizational Commitment, And Turnover Intention in The Salesforce, Journal of Business Research 54, Pp.39–52.

31. Sibiya, Ms Lindiwe, Makoni, Ms Thelma & Wyk, Prof. René Van, (2016), Investigating The Relationship Between Ethical Climate and Psychological Capital, Proceedings of The 28th Annual Conference of the Southern African Institute of Management Scientists, Pp.57-71.

32. Stoffers J., Neessen P. & Dorp P., Organizational Culture and Innovative Work Behavior: A Case Study of a Manufacturer of Packaging Machines, (2015), American Journal of Industrial and Business Management, Vol.5, Pp:198-207.

33. Suwangerd, Ratchada, Hareebin, Yuttachai, Aujirapongpan, Somnuk, Pattanasing, Kanittha, (2021), Innovative Behaviour of Human Resources Executives: Empirical Study of Hotel Businesses on Phuket Island as A World-Class Tourist Attraction, TEM Journal. Volume 10, Issue 4, Pages 1781-1788.

34. Tabaa, Muhammad Idrus, Ismaila, Muhammad, Sobarsyaha, Muhammad & Tasrim, (2014), Climate of Organizational Ethics To Business Satisfaction (Study of Smes in South Sulawesi), Hasanuddin Economics and Business Review, 70–74.

35. Teresi M, Pietroni DD, Barattucci M, Giannella VA and Pagliaro S (2019) Ethical Climate(S), Organizational Identification, And Employees' Behavior. Front. Psychol. 10:1356. Pp.1-13.

36. VanSandt, Craig V., (2001), Dissertation submitted to the Faculty of the Virginia Polytechnic Institute and State University in partial fulfillment of the requirements Dissertation for Doctoral of Philosophy in Management.

37. Venezia, Chiulien C, Yeh, Yaying, Chien, Wen-Wen &Mayer, Roger, (2012), Work Experience, Ethical Work Climates and Their Impact on East Asian Accountants, Journal of Behavioral Studies in Business, Vol. 11, P P.1-9.

38. Victor, B., & Cullen J. B. (1987). A theory and measure of ethical climate in organizations. In W. C. Frederick (Ed.), Research in Corporate Social Performance and Policy (pp.51 -71). Greenwich, CT: JAI Press.

39. Victor, B., & Cullen J. B. (1988). The Organizational Bases of Ethical Work Climate. Administrative Science Quarterly, 33(1), 101-125.

40. Weeks, William A., Loe, Terry W., Chonko, Lawrence B., and Wakefield, Kirk , (2013), The Effect Of Perceived Ethical Climate on The Search For Sales Force Excellence, Journal Of Personal Selling & Sales Management, Vol. XXIV, No.3), Pp. 199–214.

41. Yener, Mujdelen, Yaldiran, Miray & Ergun, Sinem, (2012), The Effect of Ethical Climate on Work Engagement, 8th International Strategic Management Conference, 58,724-733.

42. Yüksel, Suna, (2012), The Impact of Perceptions of Ethical Work Climates and Organizational Justice on Workplace Deviance, In Partial Fulfillment of the

Requirements for The Degree of Master of Science in the Department of Business Administration.

43. Zainal, M. A., & Matore, M. E. E. M. (2019). Factors Influencing Teachers' Innovative Behaviour: A Systematic Review. Creative Education, 10, 2869-2886.