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Ethical Climate, Organizational Commitment, and Job Satisfaction of Full-Time University Faculty Members

Heather Louise Moore
East Tennessee State University

Donald W. Good
East Tennessee State University, gooddw@etsu.edu

James Lampley
East Tennessee State University, lampley@etsu.edu

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James Lampley

East Tennessee State University

Don Good

East Tennessee State University

Heather Louise Moore

East Tennessee State University

ABSTRACT

The purpose of this quantitative study was to better understand the relationship of perceived ethical climate on the organizational commitment and job satisfaction of full time faculty members in institutions of higher education. Full time faculty members are the forefront employees of any educational institution, and they have a direct impact on the successful implementation of the vision, mission, and goals of the institution. It is imperative to understand potential factors influencing organizational commitment and job satisfaction because decreased levels of commitment and satisfaction have been linked to lower productivity, stagnated creativity, higher levels of turnover and deviant workplace behaviors.

The data analysis found significant differences in self-reported levels of organizational commitment and job satisfaction for full time faculty members with regards to type of perceived ethical climate (i.e. egoism, benevolence, and principled). Results of this study also indicate that gender differences play a significant role in the self-reported level of organizational commitment. Females reported higher levels of organizational commitment than their male counterparts. There was no significant difference in the self-reported levels of job satisfaction based upon gender differences. Finally, the results of the study found a significant and positive correlation between the total organizational commitment scores and the total job satisfaction scores of respondents.