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# Ethics in the Occupational Engagement of Registry of Deeds and Real Estate

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## ABSTRACT

Today, professional ethics plays a strategic role in the future success of the organization and directed away from the organizations are highly vulnerable. In the area of professional ethics professional ethics is applied that addresses the ethical responsibilities of words and letters, and also analyzes the ethical issues in business. Registry of Deeds and Real Estate as a profession is considered critical missions within the administrative system of the country. Therefore it is essential that professional ethics are institutionalized in the organization. Thus, this study sought to explore the explanations of professional ethics in the profession. Thus, this study sought to explore the explanations of professional ethics in the profession. HR documentation regarding the internal and external factors that have an ethical responsibility on the pattern you are right and my duty to deal with the rightful owners. Including the documentation tools through which it can fulfill its moral ideals and goals, ethics is the moral responsibility to respect the rights of all elements of the organization's internal and external environment, comprising the group are rightful owners of the Charter include: Clients - Human Resources Environmental and citizens - suppliers and regulatory agencies. Ethics Training Organization, Best ethics policy is to maintain the system in line with the ethics training seminars, training sessions and workshops to promote morality. Moral center as well as other measures that can be raised ethical issues and the dissemination of ethical principles.

**Keywords:** Professional ethics, Organizational ethics, Comprehensive document, Registry of Deeds and Real Estate.

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## Introduction

Professional strength and stability depends on various factors. These factors are influenced by their historical circumstances and desires of the community. One factor that has played a vital role in professional competence and necessity is professional ethics. Although it seems this concept is relatively new phenomenon is limited to a particular profession but historically, all practices that have been fortunate to have a

set of sustainability and what is written, what were the implications of Business Conduct and Ethics. Professional ethics of any profession is the consistency of the results in perspective: From the perspective of the professionals (professionals) and the external perspective (society). Professional Real Estate Registration, given the historical and philosophical foundations of society and its services, and is committed to certain

principles. Historical story of the evolution of the profession's principles are based on the notion of impartial and benevolent service to all individuals and social groups. Dare to say that every member of the Real Estate Registration consciously or unconsciously its function Ethics and in the light of these principles that will establish social order and security in society. The level of property security in a country estate on the efficiency and effectiveness of the organization and its documentation will be measured is the guarantor of the rights of people whoever she is proprietary aggression or conflict in order to defend their rights refer to the organization and perfection of the organization clearly and explicitly capture the rights of individuals and Fable Records to record and keep track of who is right, they are being trampled. In this regard, the establishment of efficient mechanisms for implementing and institutionalizing ethical behavior in large organizations and extensive documentation can be a way to strengthen morality and ethics in organizations that the objective was to reduce the one hand and discrimination, injustice, frustration and enhance the spirit of cooperation and collaboration, employee engagement, growth of the individual in the organization and development of the organization and ultimately will lead to the prosperity of society. Research study entitled Ethics in occupational engagement of Real Estate Registration will discuss the ethics of the profession of Real Estate Registration. Today's Real Estate Registration learning has become a profession. Occupational morality and ethics cannot be a direct impact on whether or not to keep and preserve part of the property to all citizens. For this reason it is necessary to institutionalize business ethics in the profession. It is essentially a corporate job because Offices of Real Estate Registration Office will work with the corporate identity so this project is going to pay for

professional ethics in explaining and clarifying job responsibilities, moral and ethical responsibilities of human resources.

### **Examine the implications of research**

#### **Ethical responsibilities of human resources in the Real Estate Registration**

The recorded land documents as a legal entity, is morally responsible. But who has the responsibility? On the ethical performance of the organization is so that they can be praised or blamed? Among institutions and moral elements that have burdened the organization, managers and employees who are responsible for the essential role of the moral responsibilities of the organization. HR disregard the lack of ethics in dealing with stakeholders could create problems for the organization. The most important role of the Real Estate Registration stabilize, strengthen, and protect their legitimate rights and property and to ensure the validity of the documents and due to the lack of executives and staff records and property of their ethical responsibilities to the public, a wave of suspicion and doubt creates efficiency and effectiveness of the organization. Hence it is necessary to discuss the treaty ethical managers and employees, and we'll emphasize the ethical responsibilities of managers and staff records of the property.

#### **Central role of managers of Real Estate Registration**

Given that the management perspective is incorporated in the last century and a management technique leadership (influence), a wise manager spiritual values and can sometimes manifested itself over the whole organization.<sup>1</sup> They are directly responsible for the Status of conduct and ethical norms in the organizational culture. Health, Office of Behavioral Finance, 3

<sup>1</sup>Management and Planning Organization, ethics and behavior of managers and employees of governmental agencies, p, 11.

natural expectations is that customers and other relevant stakeholders, and citizens generally are senior executives of an organization. <sup>2</sup> For example, when an organization, we are faced with moral confusion and illegality, reduced organizational loyalty, embezzlement fills small business and corporate culture, who are primarily responsible for the chaos? Do senior managers have no responsibility? Sometimes they speak of widespread bribery of managers in the organization as if the plaintiff and the owners are seeking in the organization responsible for promoting corruption while the primary responsibility for the spread of corruption in the organization's senior executives. When the phenomenon of "ruin the other person" encounter against the directors is responsible for the emergence and spread of this corruption-free manner? When we are faced with hypothyroidism or escaping the law against such corruption is not responsible for the executives? So the moral responsibilities of managers in organizations have a central role. Due to their lack of moral responsibility, one reason for the lack or deficiency of ethical concerns that manager in the documentation. <sup>3</sup>

### **Moral responsibilities of managers**

Managers primarily as individuals have a moral responsibility towards their communication behavior. Managers are expected to be adorned as a person's personal life Behavior acceptable. Who are remiss in their personal lives and concerns of good and evil is a graduate career cannot be the guardian of ethics. When you're going into the personal lives such as home and work life environment although we changed our community, but do not change their personal character and temperament. Even if we hide them in critical condition and unconscious, much temperament would be

the same as your desk. <sup>4</sup> Neglect and ignorance of his job performance and his individual responsibility in the organization's ethics are incompatible. Ignoring the devastating impacts include the loss and depletion of its human characters, pesticides determination, the futility of trying and trying, to increase the guilt and moral vices, increased hardship, distress and sadness in life, barbarity and dejection, pest management, obstacle perfection and the heavenly and eternal punishment for decadence, the individual and society. <sup>5</sup> So the first attempt to release the prophets was unaware of the Act and negligence opinion the most important aspect is called prophets. <sup>6</sup> Due to the importance of making ethical choices of managers in the private life of one of the principal indicators of the Comprehensive System for appointments is emphasis on personal morality. One who is faithful in his personal life and privacy, are remiss in business confidentiality and integrity towards making the organization more complex and more difficult. The person in personal relationships as a citizen fails to respect the rights of others will fail in the career of the rights of beneficiaries. On the other hand, it is also important to be creative director role model and influence their decision making in the organization. Managers often fall into a pattern of staff. <sup>7</sup>

Ethics, making the job: making the work ethic meant that the individual in communication behaviors at work, have a moral function. Morality is appropriate for any particular job. Registration of Deeds and Properties Organization Managers are expected to be committed as a person qualified executives in Enterprise email management practices and ethics. For example, managers are often subjected to justify value judgments are judgments of good and bad behavior of employees and

<sup>2</sup>Gharamaleki,AhadFaramarz, OrganizationalEthics, p, 388

<sup>3</sup> Haman. P, 389.

<sup>4</sup> Haman. P, 390.

<sup>5</sup>Faramarz, Gharamaleki,Ahad, PardehPendar, p, 135.

<sup>6</sup> Haman. P, 209.

<sup>7</sup>FaramarzGharamaleki,Ahad, OrganizationalEthics, p, 391.

managers in their hands. Specific criteria are for judging the value of any recklessness on the unethical. When an employee's bad behavior in a particular situation to be transmitted to his character and value judgments, he would be a bad guy clearly are committed to the behavior of unethical. Property records managers need to consider the principle of mutual respect towards their employees and the patient's behavior fits the personality of each one of them have their subordinates to force it to move in the shadows. Imam Ali (AS) says in this regard: "Do not tell that I am currently dominate them, and to command them to obey me, because it makes the heart work black spoiler and defaming the religion has faded and lost blessings, and the immediate return of the plague. »<sup>8</sup> Another example of flattery and vices are brought their managers. Disclaimer ladder imagine flatters your figure the root of all evils and vices and time. Expected in relation to their executives and others in the business, has a pattern of good behavior are such determination. Model is based on openness and mutual respect and genuine. Managers need to friendly principles in all their affairs is based. In this regard, Imam Ali (AS) at the start of the Mohammad ibneAbi Bakr treaty of this kind has commanded: "The people down, people won't be soft and always in vogue."Based on domination and aggression as behavior that is immoral, unethical behavior is taking dominant. Manager should keep their dignity and avoid exposing the secret and decent people driven to extremes of luxury and poverty, racism waste reduction, moderation and will obtain the simple life. Peter Drucker, the executives talk about the importance of making ethical hearts: if the manager is no good or bad work ethic that makes corruption. His people are the most valuable resources - makes them corrupt and deprave. The life and soul of the organization is corrupt and ruin its

performance. Especially senior executives are at the helm of the organization. This statement is very true to the spirit and the life of its creator, head of the organization. If the organization has a great spirit, because the spirit of the people at the top are great and if the spirit is broken due to being corrupt spirit of the people is in the lead. If a pattern of behavior to be morally and subordinates should never take on the role of the strategist. Moral concern and responsibility of all managers have the individual creativity of the Real Estate Registration takes precedence over corporate interests arose personal and organizational commitment is the most important axis ethics managers' job.

Moral ideals and goals of the organization: Moral ideals and goals of the organization primarily depend on its morality. Senior managers play an essential role in the mission and vision of the organization's ethics.

Systematically in all professional matters: There are many aspects of the human resources, customer service and more. Managers in hiring, promotion, compensation, salary and benefits, financial resources and credit, training and research and development, productivity, health, safety, welfare workers and managers are faced with different tasks. Develop a comprehensive system for each of the above values and practices within that system is more moral than values. One of the characteristics of an ethical organization that is systematic in all aspects of his career. For this reason, efforts to systematize are the moral responsibility of the managers. Ethical reasons these approaches include: 1 - Prohibition of taste and discriminatory decisions and reduce organizational injustice 2 - Increased rate of predictability 3 - Create and promote confidence in the firm, the firm's sustainable and inclusive environment 4 - realizing meritocratic 5 - independence and responsibility-taking sector and sets 6 - prepare for change, but

<sup>8</sup>DelshadTehrani,Mostaffa, Trustee Master: Officeethics in Nahj al Balaghe, p, 220.

stability, facilitate correct line and staff relations.

**Direction of professional ethics:** To systematize professional codes of professional practice and not for professional management in business is unethical. So the professional and ethical obligations of directors systematize the requisite values and ethical behavior in management. Managers can review before approving the terms of any system of moral orientation, colliding with the ethical and social values. Being ethical is not a slogan nor a claim is exorbitant, but to have a system of moral and ethical practice in all affairs professionals.

**Continuous evaluation of the ethical performance of the organization:** As financial performance can be measured, making it the morality rate can be measured and calculated. Contribute to any organization as a social, moral life is beyond individual morality rate constant can be measured and presented its annual record of ethical performance.<sup>9</sup>

**Methodical and ethical dilemmas facing the organization:** Ethical dilemmas in forecasting and preventing the responsibility of administrators. Any organization that is subject to moral vulnerability of moral dilemmas threatens various forms of regulation and organizational culture. The ruin of others, bribe-taking, jealousy, bypassing the prime examples of moral corruption is due to ignorance and neglect of managers, organizational culture infects and destroys organization. The three types of health needs: Administrative, financial, and behavioral. Managers responsible than these three types of health-threatening factors must be aware. And continually tries to reclaim the moral status of the organization. Widespread corruption, financial corruption and corruption in the conduct of ignorance, negligence, ambition and mismanagement of the organization is directly proportional to

its senior executives. Managers in their role as the prediction, prevention and treatment of ethical issues need are two types of advice: First: Recognize blatant moral dilemma. Second: Methods of prevention and treatment.

**Training and promotion of ethics:** Promoting the values and responsibilities of managers from another training organization. Moral Education is the most complex programs in an organization. It should be used to promote ethics education in indirect ways, such as education, social action and education.

**Awareness of the ethical consequences of decisions made by managers:** One of the ethical responsibilities of managers is to Ethical decisions. Necessary action to ensure that managers have the responsibility of being ethical decisions, ethical audits and take note of the decision-making process of the ethics audit and the decision-making process to audit the ethics Ethical decision to refer the identification of complex and specialized task.

**Formulation, adoption and promulgation of a moral document:** The most important moral duty moral document prepared by the directors of the organization. Two points are important in fulfilling this responsibility is stressed. First Tip : Preparation of an incomplete document that all codes of ethics and commitment to organizational learning is not much worse than having a code of conduct is harmful and therefore managers should avoid the Code of Ethics to be delivered and worried , and reductionist . Second Tip: Managers should not simply a means to document the reasons for their interest in ethics. Unfortunately, there is no real organization and documentation complete and include the responsibility of all members of the organization towards its stakeholders.

**Supervision of an exception adhering to document corporate behavior:** Code, to declare the law and disregard the rights of beneficiaries of trust is the most important

<sup>9</sup>Haman,pp.393-399.

factor. The managers of Real Estate Registration importance of adherence to the Code of Ethics should be more important than others, and even the conditions that caused the losses are urging those adhering to it.

Ad firm moral action: Richhold believes that good managers should encourage their adherence to ethical principles. They must adhere to their ethics; why pay someone violated his right to announce it to everyone.<sup>10</sup>

The managers of Real Estate Registration is suggested that in addition to the above, observe the following ten principles states.

- 1- Always keep in mind in the supreme human.
- 2- The duties and responsibilities of his position without being asked to do them properly.
- 3- In the public interest with a view to act according to conscience.
- 4- Try to generalize the principle of merit and avoid discrimination.
- 5- The critical relationship between jobs, staff and the community to recognize.
- 6- Select the method that enhances their talents and potential employees.
- 7- Programs that contribute to the effort to enable more workers.
- 8- The same amount that the proportion of high-ranking executives feels their responsibilities to all employees, but they have a sense of responsibility on the rights of employees to work.
- 9- Fair and constructive solutions to problems related to the management and employees to find.
- 10- Information regarding the private lives of employees has to be confident.<sup>11</sup>

### Moral causes

Ethical issues arise due to disagreement over an issue or important question, what is important is that it can be questioned, and this is reflected in the ease of solving problems and identify issues will be difficult. Because guess and predict that this disagreement is due to one issue or proposed actions are impossible. Another problem is increasing in the area of public services, where a series of steps, although it may be legal but immoral consequences. Employees when making decisions about the morality of an action sensitive, you should consider these points is the fair will be the impact of this decision. Is that what prompted her decision has the same sense of responsibility towards society and government needs. If you attempt to open them, there will be problems or simply they needed to justify their actions.<sup>12</sup> Some experts also causes immoral behavior as follows: 1 - the attitudes and behavior of senior management, 2 - inner and outer race, 3 - pressure from friends and colleagues, 4 - Lack of professional standards, 5 - Lack of legislation and individual values, this group of researchers believe that the range of individual flaws and shortcomings that led to unethical behavior can be questioned. Organizational culture, organizational processes and attitudes of partners, all work together with your character or moral behavior shapes the moral fabric of organization. Emphasis on decision-making in specific cases is often thought to be the main essence of morality leads to divert attention from the fact that because many ethical issues are very common because it will cause these issues to ignore them. Everyday issues, topics of discourse and behavior toward others or treacherous manner in which the systematic component such as control mechanisms such as culture and culture accepted in organizations can be involved in moral issues in the spotlight of

<sup>10</sup>Haman,pp,400-404.

<sup>11</sup>Managementand PlanningOrganization, ethics and behavior of managersand employees ofgovernmental agencies, p, 24.

<sup>12</sup>Lavten, Allen, managing ethics in thepublic service,translators: MohammadRezaRabieiMandjinHassanGiurian. Pp.34-35.

the contract.<sup>13</sup> In general it can be said that ethical issues are in fact the most important problems in management. They represent the contrast between economic performance and social performance requirements. Nature of these obligations is subject to multiple interpretations. Ethical issues have multiple solutions, each of which had its own economic and social consequences, the likelihood of some of these solutions is uncertain. Most of them have special effects are managers. It seems more ethical 'seem simple, but the aspect of the financial interests of one side or the other social obligations are ignored. Apparently, in the analysis of problems, ethical problems seem too simple and do not take into account the complexity of the ethical issues related to management. Analysts' educational needs in this area are necessary to be sensitive ethical issues.<sup>14</sup>

### **Barriers to recognize ethical issues in organizations**

If there is one organization that is going into specialized division of labor, specialization index based not deserve democratic. If the concentration and centralization of decision authority in a governing organization, if the organization is found to damage or breach of law, if the law is not enforced, and probably one of the conflict, or the law is implemented discriminatory, ifs and a no another the thought of such an organization is structured to provide for unethical behavior.<sup>15</sup> Another barrier paradox I bet he is. The most damaging effect of projection pushing individuals and organizations to fill the paradox I bet he did. I bet he meant paradox is that the morality of the person or organization and other organizations subject to the morality of others. Some organizations and managers cannot act

against the wishes of why moral rights and others do not respond to others morally to pass us to act morally. Its morality depends on the morality of others as conditioned.<sup>16</sup> Ethical performance of an organization in the field of selection and hiring of the two angles is to be followed at two levels. A time, then the principle of selection and recruitment process, we are also a time when we think of the future and result. Where an organization providing manpower automatically unethical practices such as favoritism, discrimination between applicants, lack of fair distribution of the information among all the applicants and bribery undermines the hired hands, without thinking about the result we can process and performance unethical and detrimental to know. As a result of these operations have the least, is that on the one hand and public opinion hurts the reputation of the organization and the confidence and optimism within the organization or management structure eliminates, however, the success of the organization, both internal trust and external trust determining factors are considered. Above all, the presence of this species in the recruitment process will result in violation of individual rights. If moral standards are not adhered to in the selection and recruitment of manpower, because of their origin will be many other unethical practices. Lack of meritocracy that is the root of many other unethical practices here arises. If meritocracy is not the main obstacle to the development of professional ethics in organizations, it is not least one of the most important obstacles. Lack of Meritocracy, along with the establishment of relationships rather than rules, aside from being immoral in it is an important factor in creating skepticism and distrust of employees in an organization to manage the call comes. Mistrust and cynicism also prevents the ethical performance of

<sup>13</sup>Haman,pp.52- 54.

<sup>14</sup>Hess. L. T. Ethics inManagement, translated by SeyedMohammad ArabiandDavoudEzadi, pp.15-20.

<sup>15</sup>Faramarz.Gharamaleki,Ahad, barriers tothe growthof professional ethics inorganizations, p .95.

<sup>16</sup>Haman, p. 34.

employees.<sup>17</sup> One another factor that makes the ethical issues remain hidden barriers that exist in developing a culture of teamwork. Participative style and team work requires the use of a particular culture. Success requires teamwork, cultural, and training skills are needed basis. We focus on the transition from traditional structures of authority and decision making are dealing with cultural problems. Intellectual and technical forces of very limited extent and are more in line with the fall in front of each other and thus the resultant force close to zero, sometimes intellectual, and are mostly disappointed. As a result, people prefer more personal things. Worried about not doing things to others and lack of confidence in the ability of their capacity, the most common cause of failure to deposit the lower ranks of the top managers of this obstacle quality of human resources and creating a culture of trust is solved.<sup>18</sup> Ethical uncertainty: We all have a lot of experience on the one hand because it portrays the situation where ethical concerns, we want to act ethically, but on the other hand, we do not know exactly what their moral duty. There are different types of moral uncertainty: the individual uncertainty and uncertainty. Also some uncertainty in the value of judging is a performance. Sometimes I question the moral duty is here, in a complex situation arises. Individual or organization concerned with the ethics Crossroads will not be a third way. But either way immoral knows, the odds are reading this uncertainty. Conflicts sometimes arise between ethical principles. Accountability and confidentiality in cases of conflict are right. Right to say that if a person is in a position to expose the secrets and exposing secret is immoral and you should respect the privacy understatement, and it is immoral.<sup>19</sup>

<sup>17</sup>Haman,pp. 104-105.

<sup>18</sup>Haman,pp. 100-101.

<sup>19</sup>Haman,pp. 84-85.

## **Training and promote moral in the Real Estate Registration**

One of the major obstacles in the moral education of the lack is effective techniques in the Trojans ethical corporate culture. When we reflect on the issue of learning ethics in the organization comes to learning difficulties and dilemmas and when we focus the content of moral education, difficult, especially in terms of personal strength in their learning further suggests that effective learning ethics first must learn to lead change, and secondly because of the change in corporate culture. Promotion of professional ethics is nothing but lies and whether it is possible? Promote ethics education in the process and what are the ways? Because ethical behavior is a cross-platform, leading to the development of organization-wide learning is possible? Which way is it? What are the barriers to evolve and how barriers can be eliminated? So here we are faced with several questions: What method of promoting ethics in the organization registered? What are the ways and means of moral education? Institutionalization of ethics in the organization, what documents?<sup>20</sup>

## **Method of Promoting Ethics**

Generally there are major ways of teaching and learning. A number of people involved in education, from high to low stress. They will begin to learn the highest level. Because high levels of commitment and transformation increases the chances of successful transformation programs. Moral accountability should start from the top. Or a step is to bring the lower ranks. People are followers of faith of their kings. Others against the theory prime focus on a bottom-up approach. Edgarshayn interpretation "of the most successful change programs in organizations shows that learning often only a small group started gradually dispersed

<sup>20</sup>Faramarz.Gharamaleki,Ahad, Professional ethics. pp.383-385.

throughout the organization and the level goes up. »<sup>21</sup> Interrupt ethics starts from the queue. And wave gradually learns headquarters. Because you have thrown ethics advice from top to bottom or resistance shall be contentious or material will become a luxury. Some are based on ethics can be promoted simultaneously in parallel from top to bottom and bottom to top. They parallel the benefits of both methods are mentioned. In addition to the three mentioned methods can be confirmed on the interaction between line and staff. An interactive method is simply the sum of the two methods is not a parallel manner and the challenges of effective interaction between them. So the promotion of interactive methods between an ethics committee staff utilize the queue and queue. Interactive way increases learning and deep learning and transformative in the organization.<sup>22</sup>

### **Effective ways of learning ethics**

Common practices in ethics education in our society is direct learning. These practices may not be effective since the morality of making lifestyle and the promotion of ethics in the sense of living in a particular style of learning organization action learning are important. Moral positions taken during a career is that will facilitate learning in business ethics. Faced with the individualist ethos of learning is hindered its performance. Learning leads to change in organizations is based on social learning approaches and methods that require specific training. Each of our detailed analysis of how to shape their morals we share the social learning over other learning methods. Impact on people's collective thinking in education cannot be denied. Therefore, effective practices in the learning of ethics, practices and indirectly between

the two modes of action: education and training, social and cultural rights are important.

### **Ethical barriers to behavior change**

Our organizations are faced with barriers in learning ethics. Cognition and learning conditions resulted in inhibition or elimination of transformation. Social education external poison, organizational culture can be poison. People from home to work the garment will not change your mood. Therefore, the promotions of ethics in organizations are faced with the mood of the forward and they are the bulwark against moral development. For example, hypothyroidism, and jealousy ruin others are Tuesday immoral behavior are often influenced organizational culture. Ethics training should have enough strength to eliminate this barrier. The second obstacle: the ethics of ignorance and unfamiliarity people have jobs. Concurrent with the development of industries, skills and professional knowledge of business ethics and we have not had many bad morals that define the criteria and they attribute to the position dogmatic ethics promotion are resisting. The third obstacle in the organization is to promote ethics in the context of livelihood and security. Most generalizations and unethical practices rooted in job insecurity, livelihoods and welfare. Advised to avoid bribery and encouraging people to financial health and living conditions of a cancellation order is considered to be impossible. Inhibitory role in the reconstruction of livelihoods in the context of cultural morality is no doubt but what is important is the extent of the role and behavior. They may improperly expose not only to moral regeneration, but shall not cause an increase in pests such as greed. Another barrier to the organizational context is unethical. If the directors or the management structure of a firm is discriminatory or employees may feel discriminated against. There will be

<sup>21</sup> See translated interview with Rayan Kouter with Edgarshayn written by doctor Fartouk Zadeh: Selection of Management, No. 18, July 138

<sup>22</sup>FaramarzGharamaleki, Professional ethics, pp.386.

resistance against moral learning. This is why the learning of moral duties, moral obligations groups toward members of the group have already approved. The fifth obstacle: the anxiety learning. Shine connotation associated with learning; there are two sorts of restlessness and anxiety: Anxiety learning and survival anxiety. Here we are concerned with learning anxiety is due to the testing experience difficult and unpleasant and in this harsh experience, must be stupid or past practices that have long been useful for us to take away. We may teach new behaviors that social group that has previously belonged to separate. It could be undermined our confidence and ultimately our identity into question. Learn anxious individuals cannot be ignored. This is because the basis of their resistance against change. Survival anxiety is something that we understand it, we have to accept the changes. So the basic principle is that learning only occurs when survival anxiety is more than anxious to learn. According to the organization's ethical culture can be said to promote learning anxiety over survival and therefore often resist is shown. It is different than the learning anxiety and survival anxiety in learning about the different levels of management ethics. The higher the managerial hierarchy is going to be more exciting than strength. Safe learning environment, learning what is necessary to understand the two main factors in reducing anxiety and learning. Thus, promoting an ethical corporate culture is an obstacle to the success of the five education and promotion programs, and the reduction is due to meet them.<sup>23</sup>

Ethical perspectives and its impact on the organization

1-Civil and result-oriented teleological perspective - the perspective of moral action is the desired result is achieved. So

to prove the practical morality should look at the results and their implications. This view is divided into two sub-theories: one of self-seeking or other personal interest of authenticity or genuineness of utilitarian benefit. Personal interest in theory, acceptable behavior should be evaluated against the results of their practice. Proponents of this theory argue that seek personal profit or personal benefit, and it is going to maximize the action is desirable and should not prohibit. When people are moving in favor of its dynamic state. True servant of Lord said that economic development in the community resulting track individual interests. Theory of individual interests as well as those in the supreme interest of authenticity, it's called enlightenment. In this case, in addition to the individual benefit to be given the benefit of the community. But the result is still important for the person that has maintained its leading roles. For example, environmental management is interested, not because the environment itself is valuable and important, but it caused to the environment due to the long term benefit of the organization. In theory, utilitarianism or originality benefit is therefore also important. But the greatest benefit for the most people it is trying to achieve. Proponents argue that the benefits of authenticity must make decisions that benefit the entire organization to maximize. For this purpose, a systematic comparison of various alternative cost system and thus can be useful to identify them and the manager should choose that way. Thus the theory of religions has rules and regulations in this field must know. The rules say that it is wrong to tamper. Makes everyone fill out this act solely for their own personal gain. Because corruption is useful for a large group of people, although for an individual or a group is helpful.

<sup>23</sup>Haman. pp.387 -390.

- 2-View of the obligation to respect the rights of individuals, in this perspective, the focus is on the rights of individuals and their intention and behavior. In this view, the human dignity of all people and the value cannot be right for a man to get together with the result, was overwhelm. Hence the view «Respect for persons» also called. Rights of freedom of expression, freedom of career choice is in the privacy of private life and personal liberty, freedom of information is always reserved for individuals and organizations must respect these rights. And to members of their rights. The intent is to interest and benevolence, and his plans to destroy the rights of others, not only in this manner that will preserve the rights of all individuals in society.
- 3-Relativism perspective - the perspective of the moral and ethical statements in every situation will be different. Relativists believe that organizations and communities are changing and the requirements and conditions are constantly changing and so we must each period and circumstances in which there is consensus that once accepted as a moral principle. Proponents of this view consider collective actions as ethical criteria and a major factor in shaping society's morals know.
- 4-Ethical perspective based on virtue and piety - in the view of morals and values are case because their absolute truthfulness, sincerity, honesty, and integrity, are morally opposed to lying, deception, dishonesty and perjury, counter values are considered. Piety and virtue will cause people to pass values to and beyond the norms and values of society and not step on the righteous and good and bad practice their criteria. Religious morality plays major role in this vision.<sup>24</sup>

### **Create an integrated system of moral**

We must now see how the morality system in the form of an integrated system designed to keep the system so that all views to be seen. Since man cannot live in their own perspective and the perspective of the other side actually does. Need to consider all points of view in comparison with the time. Gradually transcendent vision of human development are made more human which is the real morality, justice, and human rights movements, is absorbed and is close to human perfection. Result-oriented point of view and interests of authenticity, and the results in perspective, individual rights, individual rights, in view of relativism, social rules, and justice-oriented perspective, belief, faith and obedience to moral principles, is to four approaches to research ways. If we are in the works to create the four ethical principles and values to be considered in balancing individual and collective human and divine morality, the integrated, be upheld. Ethics was established in the organization. And organizations have established strong morals. In other words, a typical reflection of the attitudes and values in a completely harmonious if we can pass them on was the moral system of the ruling coherent. But when the man reaches perfection and step on the road to excellence, gradually away from the ego and selfishness and moral absolute values will be closer. But in all circumstances shall be organized in such a way that all perspectives considered appropriate reflection of their moral system. Basically aware of ethical action in response to the different environments that surround him and his normal life, spending time can give good answers to any of these factors in the environment. Man always tries to arrange for their behavior and actions do have a good response to several factors that formed around him. Responding to a neglect of other factors and human factors limiting one-dimensional and he will take away his human perfection. Perfect man and noble is

<sup>24</sup>Alvani, Mehdi, morals and ethics, and an integrated management system in the organization, management studies, 42 and 41.

the man who is able to comprehensively fulfill their moral responsibility and behavior should be balanced and compatible with all environments. The organization must also provide a space, in which all needs are satisfied, the individual's moral and institutional environments he could reach perfection.

### **Sustaining the ethics of the organization:**

Some training organizations have ethics and morals, the best policy is to maintain the system and have tried to educate ethics seminars, training sessions and educational workshops, should promote the use ethics. In these sessions, workshops try to be moral and ethical decisions to be implemented and practical examples of how participants actually learn that morality can be effectively improved of our actions. Create an ethics center is another measure that can be raised ethical issues and is to promote ethics. This center is a unit of guidance counseling in the areas of ethics puts applicants. Another mechanism for meetings aimed at strengthening the moral principles of corporate ethics and institutionalizing its members and the organization. Gathering employees gives them the opportunity to collaborate and discuss the ethical issues raised in the application of methods to evaluate the performance of their duties. Moral impression in staff through this is done effectively.<sup>25</sup>

### **Institutionalization of ethics in organizations**

Is it ethical to be a sanction? Several factors play a role in making the organization's ethics enforcement. Strategic approach focuses on ethics and moral development organizations. So the moral guarantor of strategic is management organization. Creating competitive advantage in the field of ethics cannot guarantee it. Awareness of the role of ethics in professional managers is

because they emphasize their competitive advantage. A program of moral and ethical organizations can also sponsor an annual assessment of the performance of the executive ethics in the organization. Institutions and affairs relating to the organization of what was said, but beyond the major sponsor of both the Executive Ethics are: 1 - National organizations such as the Association of Professional Ethics that most industrialized countries have two of them - global institutions such as international conventions and professional trade associations that established the International Classification of Members to confirm that the most important factor to institutionalize ethics in business ethics Although dealing in human resources development. However, the ethical responsibilities are individual responsibility. Learn through thousands of people fled the legal and institutional barriers. Things sustainable manner that will lead people to be moral is existential transformation.<sup>26</sup>

### **Conclusions**

Leaders in the record due to having more authority and effective position to play a greater share of responsibility for ethical organization, the most important moral duties can be summarized in twelve axes: Interrupt ethics in personal life , making the job of ethics , moral ideals and goals of the organization, systematic organization of all professional , ethical orientation and professional systems in an organization , ongoing assessment of the ethical , methodological and ethical dilemmas facing ( problem diagnosis and resolution ) , the promotion of moral values and ethics training in the making , awareness of the ethical consequences of decisions made by managers, developed and announced the adoption of a moral document monitoring adherence to document exceptions moral,

<sup>25</sup> Haman

<sup>26</sup>FaramarzGharamaleki,Ahad, professional ethics. Pp.392.

ethical advertising agency action . Managers are expected through the institutionalization of ethics in the organization and why it is the trusted environment. Realization of moral duties require the use of expert knowledge, professional ethics managers, administrators can take action due to the need to hire consultants or established professional ethics and ethical management sector. But we can say that the staff at the employees and their communication behavior to form the organization. Bull, bear, wolf predator and as a family of four organizations. Organizational loyalty is responsibility and ethical behavior towards employees based organization. At least five major indicator of organizational commitment: an efficient two, rather than corporate interests over personal interests, three, self-minute, four, no mention of the five-sensitivity to the success of the organization. Acting career in occupational roles a moral principle is that staff can record and recognize the rights of copyright owners based on your meme "you have the right and I have duty" to do their moral duty. The major methods of teaching and learning in general, there are top-down bottom-up, parallel and interactive. Interactive, in-depth learning and learning and development in organizations are increasing. Common practices in ethics education in our society is that the direct learning method will not be effective but effective way of teaching ethics in the organization, practices, and indirectly between the two modes of action: education and training, social and cultural rights are important. The organization has faced several obstacles in the education of these barriers include: community education outside the organization , to the unfamiliar work ethics , economic contexts , moral decisions , moral decisions , and the supremacy of organizational learning anxiety survival cognition and learning conditions resulted in inhibition or elimination of transformation. Moral Education is the Best Policy morality system

that will promote ethics education seminars, training sessions and workshops on ethics. Creating ethics center as well as other measures that could be introduced and promoted moral principles

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