

Investigating the Effect of Organizational Socialization and Social Capital on the Responsibility of Nurses in Iran Hospitals: The Mediating Role of Work Ethics

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ABSTRACT

Background and Objectives: Nurses are one of the most important forces in a hospital. Therefore, their socialization is important to act as social capital for the hospital through sociability and to increase their responsibility as well as work ethic. Therefore, the purpose of this study was to investigate the effect of organizational socialization and social capital on responsibility with the mediating role of organizational work ethic of Nurses at Iran Hospital, Iranshahr in Sistan & Baluchestan Province, Iran.

Methods: This research is applied in terms of purpose and descriptive-correlation in terms of data collection based on structural equation modeling. The statistical population included all Nurses of Iran Hospital (550 subjects). The sample size was 218 according to the statistical population and using stratified random sampling method and Krejcie & Morgan table. Standard questionnaires of organizational socialization, social capital, responsibility and work ethics were used to collect data. The collected data were analyzed using SPSS 25 and LISREL 8.8 software.

Results: There was a positive and significant relationship between organizational socialization and social capital with work ethics. Also, the correlation coefficient between the variables of work ethics and responsibility ($r = 0.39$) are positive and significant. At the same time, with the mediation of work ethics, the variables of organizational socialization and social capital can predict responsibility.

Conclusion: Socialization allows nurses to gain more knowledge and skills in their work. Through socialization, nurses become a social capital for the hospital, and socialization and social capital increase work ethic, which in turn increases their responsibility.

Keywords: Organizational socialization, Social capital, Responsibility, Work ethics.



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Extended Abstract

Background and Objectives

Attention to human resources is a significant way to express a sense of social responsibility in an organization [1]. Socialization is the internal process component of the organization and can be studied with other variables such as the social capital of an organization. In organizations with high social capital, the incidence of unhealthy and unconstructive behaviors and attitudes is reduced, and employees and managers are more flexible [8]. Cultural, socioeconomic and technological changes in today's world lead individuals and organizations to take responsibility for more ethical work in more humanitarian ways; as in a democratic society, all individuals and organizations are responsible and committed to the improvement and well-being of society and its maintenance. In simpler terms, organizations have responsibilities, and it means the use of the resources of an organization for the benefit of a society [9]. Studies have shown a significant relationship between organizational socialization and social capital with responsibility [10, 11]. The relationship between these variables has been reported to be inconsistent and weak in some cases. Probably, one of the reasons for this weak and contradictory relationship is the lack of attention to the role of mediating variables in the relationship between organizational socialization and social capital with responsibility. In these descriptions, it seems necessary to describe the mediating variables in the relationship between organizational socialization and social capital and its consequences. In the present study, according to the research principles [10, 12, 13, 14], our hypothesis has been formulated as follows that work ethic plays a mediating role in the relationship between organizational socialization and social capital and its possible consequences. Therefore, by considering this mediating variable, the behavioral reactions of organizational socialization and social capital will be better predicted and explained. In today's organizations, the concept of work ethic has become very important for creating and maintaining

motivated and hard-working employees [16], especially when talking about the forces in the medical sector. Because the main goal of medical sciences is to promote the health of the human body and mind, the importance of ethics is significant compared to other professions and occupations [17]. According to the authors of this study, no study was found on the relationship between all these variables. However, in this regard, some researches are mentioned: [10] One study showed a positive and significant relationship between social capital and organizational socialization of employees. There was also a positive and significant effect between social responsibility and organizational socialization. [22] A study showed that the average work ethic of the staff of the Shahid Chamran University of Ahvaz is at a desirable level. Also, contextual variables such as age, education, and work experience have a significant direct relationship with work ethic. Cultural values, meritocracy, and organizational socialization have a direct relationship with work ethic, and according to R², these variables are explained in the regression equation of 0.33 variance of work ethics. [11] The researchers showed a positive and significant relationship between the components of organizational socialization and the dimensions of social responsibility. [23] This study showed a positive and significant relationship between intellectual capital and its subscales with the moral behavior of faculty members ($P < 0.05$). According to the results, the components of intellectual capital were able to predict moral behaviors. In addition, a positive and significant relationship was found between social responsibility, and all its subscales with the ethical behavior of faculty members, and all components of social responsibility were able to predict ethical behaviors. As mentioned, responsibility and work ethic can be studied as important variables in the hospital, which affect other organizational variables and show the type of performance of nurses and, hospital performance. The conceptual model has been provided in [Figure 1](#):

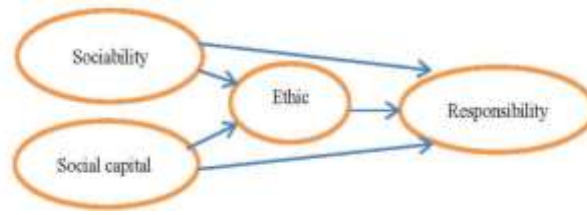


Figure 1. Conceptual model of research

Methods

This is an applied-descriptive and correlational study. This study was carried out on 550 nurses of Iranshahr Hospital in Sistan and Balouchestan province, Iran in the 2020 autumn. The sample size was 218 using the Morgan table (1970). 218 questionnaires were distributed among the subjects, of which 200 questionnaires could be analyzed. Data were collected using four standard questionnaires as follows: Taormina Organizational Socialization Questionnaire (1994), Carroll Social Responsibility Questionnaire (1991), Nahapit and Gushal Social Capital Questionnaire (1998), And Gregory, C Petty (1990) Work Ethics Questionnaire, WHICH their reliability in this study were 0.94, 0.89, 0.70, and 0.85, respectively. Data were analyzed using the structural equation modeling method through SPSS 25 and LISREL 8.8 software.

Findings

110 (55%) and 90 (45%) were male and female, respectively. 13 (6.5%), 32 (16%), 133 (66.5%), and 22 (11%) of the subjects had a diploma, associate degree, bachelor, and master level of education, respectively. service history in 72 (36%), 81 (40.50%), 19 (9.50%), 17 (8.50%), 11 (5.5%) of the subjects were 1-5, 6-10, 11-15, 16-20, 21-30 years, respectively. Kolmogorov-Smirnov test was used to investigate the normality of variables, and given that the value of Z Kolmogorov-Smirnov of all variables (organizational socialization 1.29, social capital 1.1, work ethics 1.2, and responsibility 1.68) are greater than $p > 0.1$, the values of Zs are not statistically significant at the alpha level of one hundredth. Also, the significant levels are 0.15, 0.15, 0.80, and 0.08, respectively, which is more than 0.05. This indicates that the distribution of all variables is normal [Table 1](#).

Table 1. Covariance matrix of the variables

Variables	Sociability	Social capital	Work ethics	Responsibility
Sociability	1			
Social capital	0.55**	1		
Work ethics	0.51**	0.52**	1	
Responsibility	0.36**	0.62**	0.39**	1

<0.01**

The intensity of this correlation is 0.51 and 0.52, respectively. Also, there was a positive and significant correlation between work ethics and responsibility variables. The intensity of this

correlation is 0.39 ($r=0.39$). The highest correlation coefficient was observed between social capital and responsibility ($r=0.62$) [Table 2](#).

Table 2. Fitness indices of the general structural model

Index	X ₂	df	IFI	RMSEA	NNFI	CFI	GFI
Final model	1122.89	489	0.85	0.90	0.08	0.90	0.91

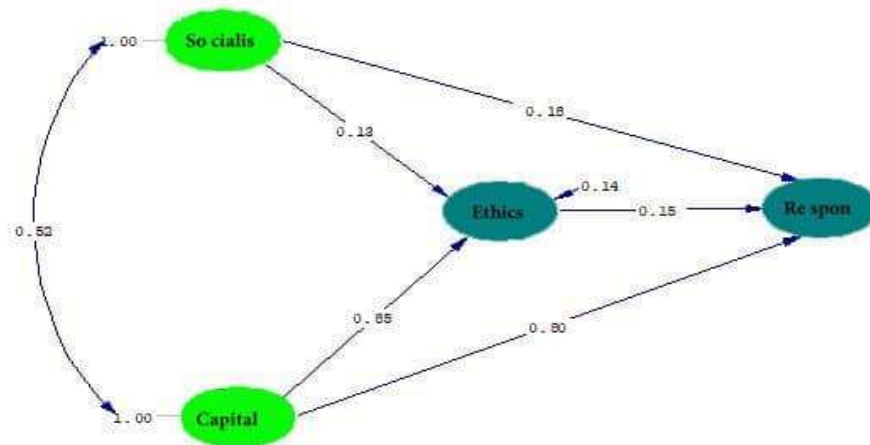


Figure 2. Software output based on standard coefficients

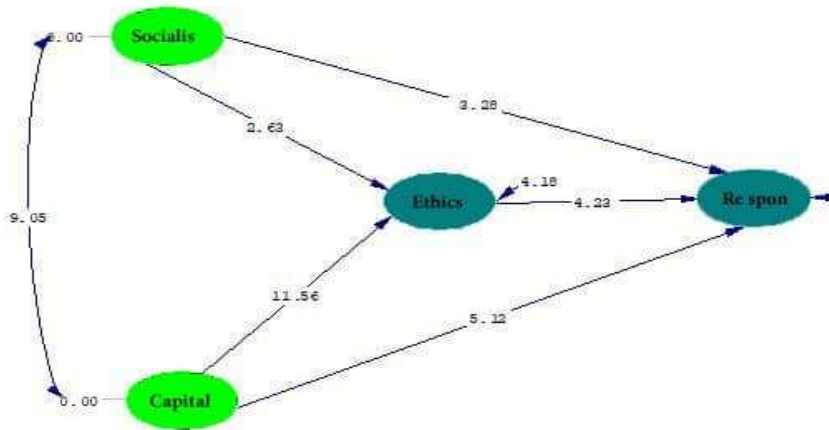


Figure 3. Software output based on t coefficients

The greatest effect was observed on the effect of social capital on work ethic with a coefficient of 0.85 ($\beta=0.85$, $t=11.56$), and then it is related to the effect of social capital on responsibility with a coefficient of 0.80 ($\beta=0.80$, $t=5.12$) [Table 3](#).

Table 3. Impact coefficients of latent variables with the mediating role of work ethic

Hypothesis path	Standard path coefficient	t	Significance level	Result
Organizational socialization → Responsibility	0.18	3.28	0.01	Direct effect
Social capital → Responsibility	0.80	5.12	0.01	Direct effect
Organizational socialization → Work ethics	0.13	2.63	0.01	Direct effect
Social capital → Work ethics	0.85	11.56	0.01	Direct effect
Work ethics → Responsibility	0.15	4.23	0.01	Direct effect
Organizational socialization → Responsibility (by work ethics)	0.02	-	0.01	Indirect effect
Social capital → Responsibility (by work ethics)	0.13	-	0.01	Indirect effect

Discussion & conclusion

First hypothesis: Based on the significance of the path coefficient between organizational socialization and nurses' responsibility at the level of $p<0.01$

there was a relationship between organizational socialization and nurses' responsibility. The results are consistent with the results of some studies [5, 8]. The results of the studies show that socialization has

a positive role in facilitating the information acquisition process and increasing the attitude of newcomers to the organization and leads to the provision and improvement of relationships between members.

Second hypothesis: Based on the significance of the correlation between social capital and nurses' responsibility ($\beta=80$, $t=5.12$) in the level of $p<0.01$, a significant relationship was observed between the social capital and nurses' responsibility. The results of this study are in accordance with the results of some research [25]. According to the results of previous research, social capital is an effective factor in social responsibility. Elements of social capital, including the cognitive element, provide a reference framework for employees to observe and interpret the environment. This element can create a suitable platform for the experience exchange through the discussion between the members.

Third hypothesis: Based on the significance of the path coefficient between organizational socialization and work ethic of nurses ($\beta=0.13$, $t=2.63$) in the level of $p<0.01$, a significant relationship was observed between the organizational socialization and work ethic of nurses. The findings are in accordance with some studies [3, 22].

Work values are just one aspect of organizational life that new employees need to learn. However, common values represent a significant element of organizational culture [26].

Fourth hypothesis: Based on the significance of the path coefficient between social capital and work ethic of nurses ($\beta=0.85$, $t=11.56$) in the level of $p<0.01$, a significant relationship was observed between social capital and work ethic of nurses. Therefore, social capital had a significant effect on the work ethics of nurses. The findings are in accordance with some studies [25].

Fifth hypothesis: Based on the significance of the path coefficient between work ethic and responsibility of nurses ($\beta=0.15$, $t=4.23$) in the level of $p<0.01$, a significant relationship was observed between work ethic and responsibility of nurses. Therefore, there was a significant relationship between work ethics and responsibility. The findings are in accordance with some studies [6, 23].

Sixth hypothesis: Organizational socialization has a direct, positive, and significant effect on work ethic with a coefficient of 0.13. In addition, work ethic has a direct, positive, and significant effect on responsibility with a coefficient of 0.15. Therefore, the mediating role of work ethic is confirmed in the relationship between organizational socialization and responsibility in the model. By confirming the mediating of work ethic, organizational socialization has an indirect, positive, and significant effect on the responsibility with a coefficient of 0.02. The findings are in accordance with a study [22].

Seventh hypothesis: social capital has a direct, positive, and significant effect on work ethic with a coefficient of 0.85. In addition, work ethic has a direct, positive, and significant effect on responsibility with a coefficient of 0.15. Therefore, the mediating role of work ethic is confirmed on the relationship between social capital and responsibility in the model. By confirming the mediating role of work ethic, social capital has an indirect, positive, and significant effect on the responsibility with a coefficient of 0.13. The findings are in accordance with some studies [28, 29].

Limitations: Caution in generalizing the results, not controlling social indicators, several data collection tools.

Suggestions: Strengthen group activities, teaching social, spiritual, and moral skills to nurses.