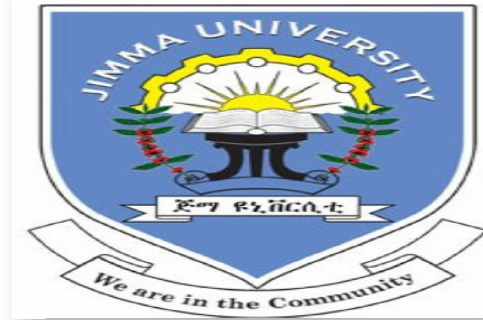


**HOSPITALS ETHICAL CLIMATES AND JOB SATISFACTION
AMONG NURSES IN JIMMA UNIVERSITY SPECIALIZED
HOSPITAL, OROMIA REGION, SOUTH WEST ETHIOPIA.**



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**A MASTERS THESIS REPORT TO BE SUBMITTED TO THE
DEPARTMENT OF NURSING AND MIDWIFERY, COLLEGE OF
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JUNE, 2016

JIMMA, ETHIOPIA

JIMMA UNIVERSITY

COLLEGE OF HEALTH SCIENCE

DEPARTEMENT OF NURSING AND MIDWIFERY

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JUNE, 2016

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ABSTRACT

BACKGROUND: *Ethical climate is one of the most important variables that may affect Job satisfaction. The way in which nurses view their organization's ethical climate has a direct effect on their job satisfaction. Therefore, if employees perceive a favorable Ethical Climate, they are likely to have a higher level of Job Satisfaction. However; there is no study done on the relationship between hospital ethical climates and nurses' job satisfaction in Ethiopia.*

OBJECTIVES: *To assess the relationship between hospital ethical climates and nurses job satisfaction in Jimma University Specialized Hospital, south west Ethiopia, 2016.*

METHODS: *Institutional based cross - sectional study was conducted on 266 nurses in Jimma University Specialized Hospital from March to April 2016. The study participants were selected by using simple random sampling method. Data was collected using self administered questionnaires, and was entered into Epidata 3.1 and analyzed using SPSS Version 20.0. Independent t-test and one way ANOVA were used to compare means of different groups. Pearson's correlation was used to assess the correlation between each dimension of hospital ethical climate and job satisfaction of nurses. Variables significant at bivariate analysis ($P < 0.25$) were considered as a candidate for the multivariable linear regression analysis. All analyses were conducted at the 0.05 significance level.*

RESULTS: *The percentage mean score for ethical climate and job satisfaction were 53.4 % and 51.3% respectively. Law and code climate significantly influenced job satisfaction ($\beta = 1.53, p = 0.000$). Caring climate also significantly influenced nurses job satisfaction ($\beta = 0.99, p = 0.000$). The result also showed that an independence climate significantly influenced job satisfaction ($\beta = 0.62, p = 0.041$). On the other hand, rule climate and instrumental climate did not significantly affect job satisfaction ($\beta = 0.380, p = 0.409$ and $\beta = - 0.208, p = 0.290$ respectively). The adjusted R square was 0.601, indicating that 60.1% of the variations in job satisfactions was explained by ethical climate variables.*

CONCLUSION: *The different dimensions of ethical climates existing in the hospital have a negative or positive impact on nurses' job satisfaction and maintaining a positive ethical climate is a key to increasing nurses' job satisfaction.*

KEY WORDS: *Hospital ethical climates, Job satisfaction, Nurses, JUSH*

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ACRONYMS AND ABBREVIATIONS

EBR: Ethiopian Birr

EC: Ethical climates

ECQ: Ethical climate questionnaires

IRB: Institutional Review Board

JS: Job Satisfaction

JSS: Job Satisfaction Scales

JU: Jimma University

JUSH: Jimma University Specialized Hospital

PI: Principal Investigators

SPSS: Statistical Package for Social Science

CHAPTER ONE

INTRODUCTION

1.1.BACKGROUND

Ethical climate is one aspect of an organization which refers to the shared perceptions of ethically correct behaviors and way of handling ethically deviated behaviors (1). The ethical climate in healthcare settings is defined as organizational specific condition that facilitate the discussion on the clients' health problems and their solutions, and provide a framework for ethical decision making in the clinical setting (2 & 3). Interest in nursing ethics has been fueled by increased awareness of the complexity of ethical issues in health care as well as those confronted by nurses and other health care professionals in the workplace (4).

There are five different dimensions of Ethical climates: caring climate, rules climate, law and codes (professionalism) climate, independence and instrumental climates.

In caring climate the most important concern is what is best for others and people look out for each other's good. Law and code climate is where employees are expected to respect and obey the law as well as codes of conduct and professional standards. Rule climate corresponds to the degree to which employees strictly adhere to the rules and mandates of their organization or subunit. Instrumental climate is where fulfillment of individual interests is in focus and it refers to the degree to which employees look out for their own self-interest above anything else and are mostly out for themselves. Independence climate is where employees are expected to follow their own moral belief in their decision making (1).

Job satisfaction on the other hand is also a complex and multidimensional concept related to mental, physical and social factors about which workers feels in relation to their job experiences and is an internal state of mind of an individual. The level of job satisfaction depends on the difference between what a person actually gains from his or her job and what he or she expects (5, 6). Some dimensions of ethical climate result in more job satisfaction of staff and have significant correlation with staff satisfaction (7). But, little is known about their relationship in Ethiopia and this study was intended to determine the relationship between hospital ethical climate and nurses' job satisfaction.

1.2. STATEMENT OF THE PROBLEM

Nurses are the back bone for the provision of quality health care for the population. Ethiopia, similar to most other developing countries, is faced with the issue of nursing shortage. There are only about 20,000 professional nurses which is very low compared to the needs of Ethiopia's growing population. In addition to shortage, nearly one in five (approximately 20%) new nurses leaves their jobs per year. This increasing turnover of nurses has made job satisfaction an important issue in nursing studies, and current research indicated that this turnover of nurses are highly attributed to poor job satisfaction. According to a survey done in Ethiopia, 50.6% of nurses responded that they were not satisfied with their jobs (8). Predictors of job satisfaction have mainly focused on demographic variables and work attitudes, but little empirical attention has been given to their relationship with ethics-related issues within hospital and in different types of healthcare settings. However; job satisfaction is highly influenced by the nature of ethical climate in the hospital. Employees who perceive their organization to be ethical are also likely to perceive their organizations as being fair to them and this in turn is likely to increase employees' job satisfaction (9).

Researchers have suggested that the promotion of an ethical climate in the workplace enables employees to increase their level of job satisfaction. A study revealed that poor workplace relationships impact the level of job satisfaction and those with at least one negative relationship at work were significantly less satisfied. This suggests that individuals who believe that employees are expected to follow the laws and ethical codes of their profession and organizations rule & regulations are more satisfied with their jobs (10).

More than half of the variance in the overall job satisfaction is explained by the perceived ethical climate of the organization in USA which indicates that when the organization's ethical climate is poor, the employees become dissatisfied with their jobs (11).

Almost half of the variation in nurses overall job satisfaction in Egypt is due to the variation in organizational ethical climates. When the condition of ethical climate within an organization is poor the employees become dissatisfied with their jobs, the service to be delivered is poor in quality and unhealthy competition and reduced

probability of cooperation and coherence exists, which also results in turnover intention among employees (12).

However; although numerous studies have examined nurses' job satisfaction in Ethiopia, there were little research done on the relationship between hospital ethical climates and nurses' job satisfaction. This institutional based cross - sectional study was conducted in order to examine the types of ethical climate existing in the hospital and their relationship with job satisfaction among nurses in JUSH.

Therefore, the purpose of this study was to assess the relationship between hospital ethical climates and nurses' job satisfaction among nurses working in JUSH.

CHAPTER TWO

LITERATURE REVIEW

Different study across the world showed the existence of relationship between organizational ethical climate and employee job satisfaction. Although results may vary, it has shown that some dimensions of ethical climate results in more job satisfaction and others in less job satisfaction of employees.

According to a study conducted in a Special Economic Zone of the People's Republic of China, caring ethical climate has a positive and significant effect on job satisfaction (13). In Turkey, caring climates and team interest type ethical climates had a significant positive impact on work satisfaction (14). Similarly, a study done on nurses in Taiwan indicated caring climate has a positive effect on the total job satisfaction of nurses (15), which is also supported by study done by Wageeh Nafei in Egypt which also showed as the level of ethical climate and job satisfaction are 64.2% and 57.2% respectively (12). Another study done by Fariba Borhani et al. in teaching hospital of Kerman University of medical sciences showed that caring climate has strong effect on job satisfaction (16). A survey conducted by Koh and Boo's in Singapore couldn't find a significant effect of caring ethical climate on job satisfaction (17).

A study done by Elki and Alpkın showed that law and professional codes climate had a significant positive impact on employee job satisfaction (14). Similarly, according to a study done in Singapore, among the dimensions of the ethical climates only principled ethical climate (law and professional codes climate) type is significantly and positively affected job satisfaction (17). A study done in Tehran University of Medical Sciences hospital showed that law and code climate has a significant positive effect on the level of job satisfaction of nurses (18). In contrary, a study conducted in Southeastern United States and in Taiwan on nurses indicated that Law and code climate type did not significantly affect job satisfaction and they couldn't find out a relationship between the laws and codes ethical climate perceptions and job satisfaction (11, 15).

A study done by Gordon F. Woodbine established that levels of job satisfaction were most strongly influenced by perceived levels of instrumental climate within an

institution. Hence, the results illustrated that Instrumental ethical work climate within the organization have a negative impact on job satisfaction (13).

In addition, study done in institution of higher education in the Southeastern United States showed that there is a negative and significant effect of instrumental ethical climates on job satisfaction (11). Talebian H. and Khajeh HR concluded that the correlation between dimension of instrumental climate and job satisfaction was not statistically significant (19). Also, a study done on nurses in teaching hospital of Kerman University of medical sciences, didn't found any relationships between instrumental climate and job satisfaction, therefore; according to this study instrumental climate has no effect on job satisfaction (16).

A study conducted by Ulrich C, et al on nurses in USA indicates that rule climate is correlated positively with nurses' job satisfaction (20). Similarly, a study done on nurses working in selected wards in the Tehran University of Medical Science hospital showed that rule climate has a significant positive effect on job satisfaction of nurses (18). However; the results of study done by Elki and Alpkan in Turkey showed that organizational rules and procedures have no impact on work satisfaction which is in contrary to the above two ideas (14). A study result of Floyd and Yerby also did not find a significant correlation between the rules EC and faculty job satisfaction (11).

A survey conducted by Elki and Alpkan on nurses pointed out that an independent climate significantly and positively influenced the overall job satisfaction (14). Also, a study done on nurses in teaching hospital of Kerman University of medical sciences showed independence climate has a strong effect on job satisfaction (16).

According to a survey conducted in Singapore, 36.26% of the variation in employee overall job satisfaction can be explained by the variation in the ethics variables in organizations (17). In Republic of China, study done on 400 financial sector operatives showed that 23% of variation in job satisfaction of workers is explained by the ethical climates (13). In Turkey, a survey conducted on a sample of 1174 staff and managers revealed that 22.7 % of the variance in the overall job satisfaction is explained by the existing ethical climates in the organizations (14). According to study conducted among nurses in Taiwan, 33.8 % of the variation in nurses overall job satisfaction can be explained by the variation in organizational ethical climate types (15).

In the Southeastern United States, a survey done on employees in information systems faculty at institution of higher education showed that 71.8% of the variance in job satisfaction can be explained by the perceived EC of the organization (11).

According to a study done on a sample nurses from Teaching Hospitals in Egypt, the five independent variables explained only 50.2 % of the total factors of JS (12), and in Nigeria, the 5 ethical climate types combined contributed significantly to the 58 % of the variation in overall job satisfaction (21). A study done among health professionals working in Jimma University Specialized Hospital showed that sociodemographic variables can affect workers job satisfaction. It also showed that only 41.4% of health professionals were satisfied with their jobs (22).

Generally, reviewing of different literature revealed that the different dimensions of ethical climate existed in the organization have a positive or negative effects on employees job satisfaction, and the purpose of this study in particular was to assess the relationship between hospital ethical climates and nurses job satisfaction in JUSH. This is because, there were little research done on the issues globally, and even there has not been any research done on this specific topic still in Ethiopia.

SIGNIFICANCE OF THE STUDY

It gives the opportunity to look into new perspectives of factor which affect employees' job satisfaction. The results of this study will hopefully contribute to the literature on job satisfaction and ethical work climate, particularly in the health care setting.

The findings add new knowledge that can be used to improve job satisfaction of nurses in JUSH.

It helps the hospitals to enhance Job Satisfaction in work place by encouraging ethical climate among nurses. It hopefully helps the top management to increase Job Satisfaction by ensuring that the hospital has ethical climate that will ensure all workers comply with the legal and professional standard. The results of this study will help the managers at JUSH to improve Job Satisfaction by reducing or eliminating the opportunities for unethical behavior within the hospitals. It also will contribute to the provision of quality care for the patients through maintaining nurses' job satisfaction.

CONCEPTUAL FRAMEWORK

The comprehensive conceptual framework is presented in Figure (1). This conceptual framework was developed after searching different literatures.

The diagram below shows that there is one main independent variable for the study which is Ethical Climate and one dependent variable which is Job Satisfaction. It shows the rational link among the independent and dependent variables.

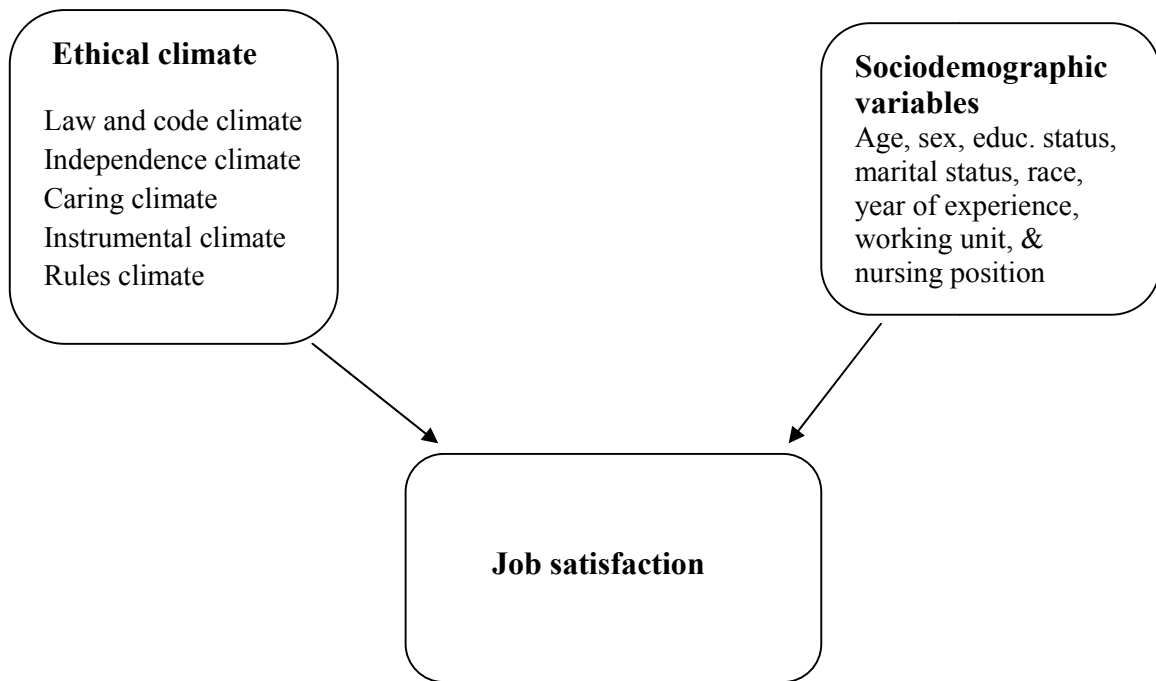


Figure1. Comprehensive conceptual frame work developed after reviewing different literatures.

CHAPTER THREE

OBJECTIVES

3.1 GENERAL OBJECTIVES

To assess the relationship between hospitals ethical climate and nurses job satisfaction in JUSH.

3.2 SPECIFIC OBJECTIVES

1. To determine the level of hospitals ethical climate among nurses in JUSH, March 2016.
2. To determine the level of job satisfaction among nurses in JUSH, March 2016.
3. To identify the relationship between hospitals ethical climates and nurses job satisfaction in JUSH, March 2016.

CHAPTER FOUR

METHODS AND MATERIALS

4.1. STUDY AREA AND PERIOD

This study was conducted at Jimma University Specialized Hospital (JUSH) from March to April 2016. Jimma University Specialized Hospital (JUSH) is one of the oldest public hospitals in the country. It was established in 1930 E.C by Italian invaders for the service of their soldiers. Geographically, it is located in Jimma town 352 km southwest of Addis Ababa. After the withdrawal of the colonial occupants, it has been governed under the Ethiopian government by the name of “Ras Desta Damtew Hospital” and later “Jimma Hospital "during Dergue regime and currently Jimma University Specialized Hospital. Currently there are about 515 nurses working in this hospital from which clinical nurses accounts the majority which is 332. This hospital is the only teaching and referral hospital in the southwestern part of the country, and provides specialized clinical services to about 15 million inhabitants (23).

4.2. STUDY DESIGN

Institutional based cross - sectional study design was used.

4.3. SOURCE AND STUDY POPULATION

4.3.1. SOURCE POPULATION

The source population was all nurses working in Jimma University Specialized Hospital (JUSH).

4.3.2. STUDY POPULATION

Sampled nurses from the total of nurses working in Jimma University Specialized Hospital (JUSH).

4.4. INCLUSION AND EXCLUSION CRITERIA

4.4.1. INCLUSION CRITERIA: All nurses who have been working in the hospital were included in the study.

4.4.2. EXCLUSION CRITERIA: All nurses who had a work experience of less than 6 months were excluded.

4.5. SAMPLE SIZE DETERMINATION AND SAMPLING TECHNIQUE

4.5.1. SAMPLE SIZE DETERMINATION

The sample size of the study was calculated using the formula for estimation of single population proportion as follows:

$$n = \frac{(Z_{\alpha/2})^2 P (1-P)}{d^2} = \frac{(1.96)^2 0.5(1-0.5)}{(0.05)^2} = 384$$

Assumption:

P = estimate of the level of job satisfaction

d = Margin of sampling error tolerated - 5% (0.05)

α = Critical value at 95% confidence interval of certainty (1.96)

Since the source populations were 515 nurses which were below 10,000, finite population correction was needed.

$$N_f = \left(\frac{n}{1 + \frac{n}{N}} \right) = \left(\frac{384}{1 + \frac{384}{515}} \right) = 221$$

Where N_f = the sample size from a finite population

N = total number of nurses working in JUSH.

n = Sample size estimation of single population proportion

Finally by adding non response rate of 20 % the total sample size becomes 266 nurses.

4.5.2. SAMPLING TECHNIQUES

The required sample size was 266 nurses working in JUSH and was selected by simple random sampling methods. First a researcher has had a list of all nurses from the roster of 515 nurses with the corresponding number of nurses in each ward/unit. Then, simple random sampling of using lottery methods was employed to select the nurses from the hospital.

4.6. STUDY VARIABLES

4.6.1. DEPENDENT VARIABLE

- Job satisfaction of nurses

4.6.2. INDEPENDENT VARIABLES

- Ethical climate dimensions (caring climate, law and code climate, rules climate, instrumental climate, independence climate).
- Sociodemographic variables (Age, sex, educ. status, race, years of experience, working unit, & nursing position).

4.6.3. OPERATIONAL DEFINITIONS OF TERMS

Ethical climate: A work place environment measured using 26 items on 5 point Likert scale with the value ranging from 26 – 130. The higher the value the higher the nurses agree the presence of ethical climate and the lower the score the lower the nurses agree the presence of ethical climate in the hospital

Caring climate: One of the ethical climate dimensions measured using 6 items on 5 point Likert scale with the value ranging from 6 – 30. The higher the value the higher the nurses agree the presence of caring climate and the lower the score the lower the nurses agree the presence of caring climate in the hospital.

Law and code climate: One of the ethical climate dimensions measured using 5 items on 5 point Likert scale with the value ranging from 5 – 25. The higher the value the higher the nurses agree the presence of law and code climate and the lower the score the lower the nurses agree the presence of law and code climate in the hospital.

Rules climate: One of the ethical climate dimensions measured using 4 items on 5 point Likert scale with the value ranging from 4 – 20. The higher the value the higher the nurses agree the presence of rule climate and the lower the score the lower the nurses agree the presence of rule climate in the hospital.

Independence climate: One of the ethical climate dimensions measured using 5 items on 5 point Likert scale with the value ranging from 5 – 25. The higher the value the higher the nurses agree the presence of independence climate and the lower the score the lower the nurses agree the presence of independence climate in the hospital.

Instrumental climate: One of the ethical climate dimensions measured using 6 items on 5 point Likert scale with the value ranging from 6 – 30. The higher the value the higher the nurses agree the presence of instrumental climate and the lower the score the lower the nurses agree the presence of instrumental climate in the hospital.

Job satisfaction: A feeling about one's own job measured using 24 items on five point likert scale with the value ranging from 24 – 120. The higher the value the higher the job satisfaction of nurses and the lower the value the lower job satisfaction of nurses.

4.7. DATA COLLECTION TOOL AND PROCEDURES

Questionnaires which have three parts were applied for data collection: demographic questionnaire, ethical climate questionnaire (ECQ), and job satisfaction scale (JSS). Ethical climate questionnaire (ECQ) of Victor and Cullen was adapted for evaluating the ethical climate (24). The ethical climate was measured using the 26-item ethical climate questionnaires (ECQ). There were six items measuring caring climate, six items measuring instrumental climate, five items measuring law and code climate, four items measuring rules climate, and five items measuring independence climate. The items were measured on a five point Likert-type scale (1=completely false; 5=completely true). Job satisfaction was measured using the adapted Minnesota job satisfaction questionnaire (25). There were about twenty four items used to measure nurse's job satisfactions. Responses to all item scales were anchored on a five (5) point Likert scale for each statement which ranges from (1 = completely dissatisfied to 5 = completely satisfied).

A self administered questionnaire was used to collect the data from the respondents. There were 2 data collectors recruited from BSc nurses and trained for 01 day on how the data will be filled and handled in accordance with the objective of the study. There was 1 supervisor who monitors and guides data collectors. The data collectors and supervisor were recruited from Shenen Gibe hospital. Continuous monitoring was made by Principal Investigator during data collection.

4.9. DATA PROCESSING AND ANALYSIS

Data was entered into Epi Data Version 3.1 and was analyzed using SPSS version 20.0. The result was analyzed through descriptive statistics such as mean and standard deviation followed by the application of inferential statistics. Mean scores and standard deviations were computed to determine the levels of ethical climates and nurses job satisfaction. Collinearity diagnosis, reliability test and linear regression assumption were also checked prior to the main data analysis. The test result showed that there was no issue of collinearity, the variables were normally distributed and Cronbach's alpha was greater than 0.8 for both ethical climate questionnaire and job satisfaction scales which indicates the reliability (internal consistency) of the instrument.

RELIABILITY ANALYSIS

Table 1: Reliability of Ethical Climates and Job Satisfaction scales, JUSH, March 2016

Variables	The Dimension	Number of items	Cronbach's alpha
EC	Law and code climates	5	0.903
	Rule climates	4	0.909
	Caring climates	6	0.939
	Independence climates	5	0.857
	Instrumental climates	6	0.914
	Total measurement	26	0.903
JS	Job satisfaction scales	24	0.973

LINEAR REGRESSION ASSUMPTION TEST

Linear regression assumptions of normal distribution were checked by kolmogorov-smirnov and Shapiro-wilk test, as well as skeweness and kurtosis. The test result showed that the variables were normally distributed. Therefore, data transformation was not needed and the original data were used for subsequent analysis.

COLLINEARITY DIAGNOSIS

Multi-collinearity or correlations between each dimension of ethical climates were checked using VIF and tolerance test. The values of tolerance for all dimension of ethical climate were greater than 0.2. Similarly, all values of VIF were less than 10. Therefore, there was no issue of collinearity when overall job satisfaction was taken as dependent variable.

Table 2: Collinearity diagnosis of ethical climate dimensions among nurses in JUSH, June 2016

Variables	Collinearity statistics	
	Tolerance	VIF
Law and code climates	0.271	3.685
Rule climates	0.233	4.297
Caring climates	0.216	4.619
Independence climates	0.479	2.087
Instrumental climates	0.679	1.473

Independent t-test and one way ANOVA were used to compare means of different groups. Pearson's correlation was used to assess the correlation between each dimension of hospital ethical climate and job satisfaction of nurses. Variables significant at bivariate analysis ($P < 0.25$) were considered as a candidate for the multivariable linear regression analysis. To further distinguish the contribution of ethical work climate on job satisfaction, coefficient of determination (R^2) was used. All analyses were conducted at the 0.05 significance level.

4.8. DATA QUALITY CONTROL

Since the study units were nurses and assumed to have common understanding on the tool no need of translating the questionnaires into local languages and the original language prepared in English version was used to collect the data from the respondents. Training was given for data collectors and supervisor to control the quality of the data being collected. Pre-test was done on nurses working in Shenen Gibe hospital by taking 5% of sample size prior to the actual data collection and some modification of the questionnaire were made based on pre-test result. After data collection, the collected data was checked visually for completeness, cleaned, coded and entered into Epi data version 3.1 and transferred to SPSS version 20.0 for analysis.

4.10. ETHICAL CONSIDERATIONS

Ethical approval for the study was obtained from the Ethical Review Board (ERB) of Jimma University of Medical Sciences. A formal letter, from college of Health sciences of Jimma University, was submitted to Jimma University Specialized Hospital, then permission and support letter was written to Nursing Director of Jimma University Specialized Hospital. A consent sheet was prepared and attached to the questionnaire in a separate page. In the consent sheet, the purpose of this study was stated and there was explanation that there was no way to cause any harm to the study subjects. Before the subjects signed a written consent, they were provided with verbal explanation of the purpose of the study. Assurance of maintenance of confidentiality and anonymity was also given.

4.11. PLAN FOR DESSIMINATION

The findings of this study will be disseminated to JU, Jimma University Specialized Hospital (JUSH), Jimma Zone health Bureau. The findings also will be presented in different seminars, meetings and workshops. After the end of the study, all effort will be made to publish the thesis in a scientific journal.

CHAPTER FIVE

RESULTS

5.1. SOCIODEMOGRAPHIC CHARACTERISTICS

Out of the total 266 sampled nurses in the Hospital, 261 of them volunteered to participate and were provided the self administered questionnaire where only 252 returned the questionnaire making the response rate 94.7%.

134 (53.2%) of the participants were females and the rest were males. 113(44.8%) were Amhara in ethnicity followed by Oromo, 106 (42.1%). One hundred thirty nine (55.2%) were in the age group 25-29 years followed by 30 -34 years 58(23%). One hundred two (40.5%) of the respondents were protestant by religion followed by orthodox 100 (39.7%). One hundred forty nine (59.1%) were single and 99 (39.3%) were married. 136 (54.0%) of the respondents were diploma nurses and the highest reported place of assignment of nurse was medical ward 91 (36.1%). One hundred five (41.7%) answered as their income is less than 2000 birr. 204 (81%) of the respondents were served 1-5 years followed by 6 month to 1 year 27 (10.7%).

Table 3: Sociodemographic characteristics of nurses, Jimma University Specialized hospital, June 2016.

Sociodemographic characteristics		Frequency (N = 252)	Percent (%)
Gender	Female	134	53.2
	Male	118	46.8
	Total	252	100
Ethnicity	Oromo	106	42.1
	Amhara	113	44.8
	Gurage	9	3.6
	Tigre	7	2.8
	Others (yem, wolayita, kefa)	17	6.7
	Total	252	100

Table 1 continued

Age	20-24 years	48	19.0
	25-29 years	139	55.2
	30-34 years	58	23
	35-39 years	6	2.4
	40-44 years	1	0.4
	Total	252	100
Religion	Muslim	42	16.7
	Orthodox	100	39.7
	Protestant	102	40.5
	Catholic	5	2
	Wakefata	3	1.2
	Total	252	100
Marital status	Married	99	39.3
	Single	149	59.1
	Widowed	3	1.2
	Divorced	1	0.4
	Total	252	100
Educational status	Diploma	136	54.0
	Degree	116	46.0
	Total	252	100
Working unit	Medical	91	36.1
	Surgical	60	23.8
	Maternity	49	19.4
	Pediatrics	24	9.5
	Psychiatry	10	4.0
	Others(OPD, OR,ICU)	18	7.1
	Total	252	100

Table 1 continued

Salary	<2000 Ethiopian birr	105	41.7
	2000-3000 Ethiopian birr	45	17.9
	3000-4000 Ethiopian birr	93	36.9
	>4000 Ethiopian birr	9	3.6
	Total	252	100
Work experience:	6 month- 1 year	27	10.7
	1-5 years	204	81.0
	6-10 years	21	8.3
	Total	252	100

LEVEL OF ETHICAL CLIMATES AND JOB SATISFACTION

Descriptive statistics were performed to find out means and standard deviations of Ethical Climates and Job Satisfaction. Table 2 reports descriptive statistics including means and standard deviation for samples. According to Table 2 below, the different types of EC (law and code, rules, caring, independence and instrumental,) were examined. The mean score of caring climate dimension is 13.78 ± 6.41 SD with a range of 6 to 28.

The mean score for law and code climate dimension is 11.78 ± 5.04 SD with a range of 5 to 25. The mean score for rule climate dimension is 10.21 ± 4.36 SD with a range of 4 to 20. The mean score of independence climate dimension is 12.68 ± 4.501 SD with a range of 5 to 25. The mean score for instrumental climate dimension is 21.03 ± 5.94 SD with range of 6 to 30. The overall mean score for ethical climate was 69.47 ± 1.71 with a range of 37 to 119 and that of job satisfaction was 61.6 ± 2.41 with a range of 26 to 115.

Table 4: Means and standard deviations of ethical climates and job satisfaction among nurses working in JUSH, June 2016

Variables	Mean	SD	Minimum	Maximum
Instrumental climates	21.03	5.94	6	30
Independence climates	12.68	4.501	5	25
Rule climates	10.21	4.36	4	20
Law and code climates	11.78	5.04	5	25
Caring climates	13.78	6.41	6	28
Total ethical climate measurement	69.47	1.71	37	119
Total job satisfaction scales	61.60	2.41	26	115

The percentage mean score for law and code climate was 47.12%, for rule climate 51.05%, for caring climate 45.93%, for independence climate 50.72% and for instrumental climate 70.1%.

The percentage mean score for overall ethical climate was 53.4 % and the percentage mean score for overall job satisfaction was 51.3%. Percentile scores of 25 or lower indicate low, percentile scores between 26 and 74 displays moderate and percentile scores of 75 or higher represent high level. Therefore, the percentage mean score obtained in this study indicates a moderate level of ethical climate and job satisfaction were observed among nurses at JUSH. The result showed moderate levels of hospital ethical climate and moderate levels of job satisfaction among nurses working in JUSH.

The tertile classification was also used to determine the level of ethical climate and job satisfaction. The following figure shows tertile classification of ethical climate and job satisfaction among nurses in JUSH.

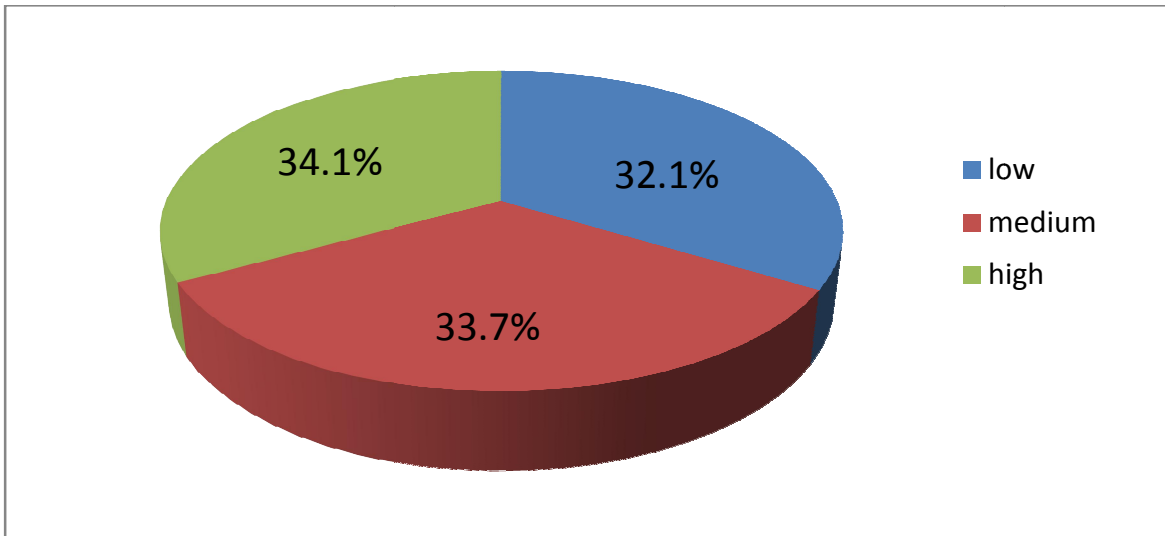


Figure 2: Tertile classification indicating the level of ethical climates among nurses in JUSH, June 2016.

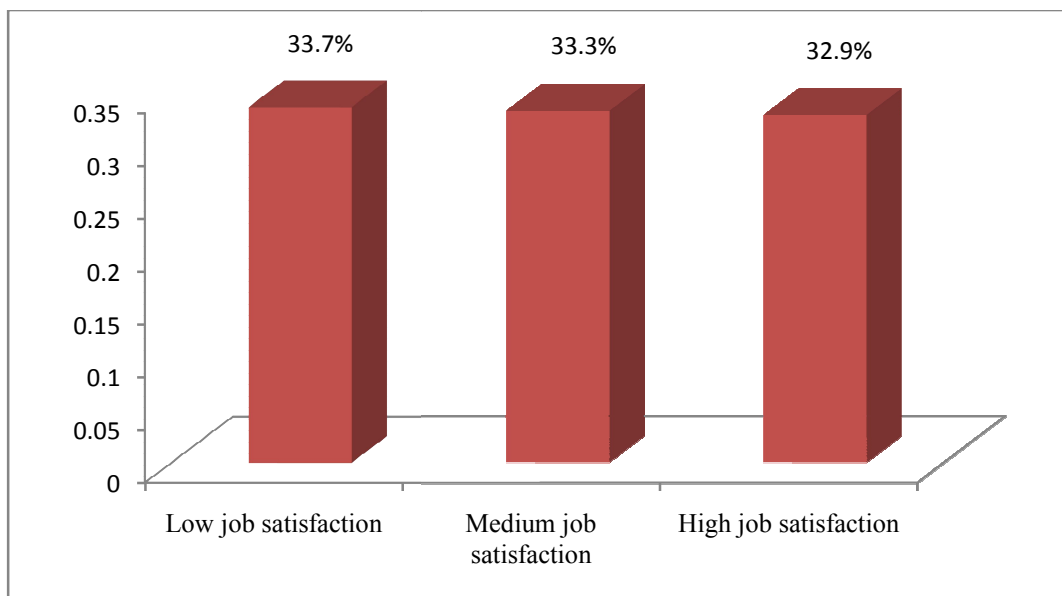


Figure 3: Tertile classification indicating level of job satisfaction among nurses in JUSH, June 2016.

BIVARIATE LINEAR REGRESSION ANALYSIS

T-TEST

T-test result showed that there were no significant differences in nurses job satisfaction levels between males and females ($t = -2.99, p > 0.05$), diploma's and bachelor's nurses ($t = -0.05, p > 0.05$). However; there were a significant differences in nurses job satisfaction levels between staff nurse and manager nurse ($t = -1.49, P < 0.05$).

Table 5: Summary of t- test for the Job Satisfaction and Study Variables among nurses in JUSH, June 2016.

Variable	t-test			
	Mean	SD	t- value	P -value
Gender			-2.99	0.071
Female	57.4	24.85		
Male	66.3	22.27		
Educational status			-0.50	0.337
Diploma	60.8	24.64		
Bachelors degree	62.4	23.42		
Nursing position			-1.49	0.000
Staff nurse	61.0	24.18		
Nursing manager	75.83	5.15		

ANOVA

One-way ANOVA was also used to examine the differences in nurses' job satisfaction levels. There were significant differences in the means of nurses' job satisfaction levels between age groups ($F = 3.967, P < 0.05$), monthly salary ($F = 12.71, P < 0.05$) and working unit ($F = 2.33, P < 0.05$), but no significant differences in the means of nurses' job satisfaction levels between year of experiences ($F = 1.08, P > 0.05$) and marital status ($F = 1.406, P > 0.05$).

Table 6: Summary of ANOVAs for the Job Satisfaction and Study Variables among nurses in JUSH, June 2016.

Variable	Mean	Sum of square	Df	MS	F	Sig.
Age					3.967	0.006
20-24	68.58	Between 8203.15	4	2050.78		
25-29	62.89	Within 137027.36	247	554.76		
30-34	52.17	Total 145230.52	251			
35-39	63.16					
>/=40	83.00					
Salary					12.71	0.000
<2000	56.31	Between 19354.95	3	6451.65		
2000-3000	79.57	Within 125875.56	348	507.56		
3001-4000	58.02	Total 145230.52	251			
>4000	70.33					
Experiences					1.08	0.33
<1 year	62.96	Between 1256.10	2	628.05		
1-5 years	62.17	Within 143974.42	249	578.21		
6-10 years	54.23	Total 145230.52	251			
>10 years	61.59					
Marital status					1.406	0.242
Married	60.36	Between 2428.63	3	809.54		
Single	62.74	Within 142801.88	248	575.81		
Widowed	58.33	Total 145230.52	251			
divorced	83.00					
Working unit					2.33	0.04
Medical	62.60	Between 6572.05	5	1314.41		
Surgical	69.06	Within 138658.46	246	563.65		
Maternity	54.91	Total 145230.52	251			
Pediatrics	57.91					
Psychiatry	59.30					
others	56.11					

Bivariate linear regression analysis was done to investigate how much each sociodemographic variables predicts job satisfaction. Many of sociodemographic variables were significantly affected job satisfaction at bivariate level and these variables include: Ethnicity (Oromo, Amhara), age (20-24 years, 30-34 years), working unit (surgical ward and maternity ward) and salary (<2000 birr). The table below shows bivariate linear regression of sociodemographic variables.

Table 7: Bivariate linear regression analysis result of sociodemographic characteristics among nurses in JUSH, June 2016

Sociodemographic Variables	Unstandardized β coefficient	SE	t value	P value	95% confidence interval	
					Lower bound	Upper bound
Ethnicity						
Oromo	8.96	3.02	2.96	0.003	3.01	14.91
Amhara	-9.46	2.99	-3.16	0.002	-15.35	-3.56
Gurage	-9.72	8.15	-1.19	0.234	-25.79	6.34
Tigre	2.17	9.23	0.23	0.814	-16.01	20.37
Age in years						
20-24 years	8.62	3.82	2.25	0.025	1.08	16.16
25-29 years	2.89	3.04	0.95	0.342	-3.10	8.90
30-34 years	-12.24	3.52	-3.47	0.001	-19.18	-5.30
35-39 years	1.60	9.95	0.16	0.872	-18.00	21.21
Religion						
Muslim	-0.17	4.07	-0.04	0.966	-8.20	7.84
Orthodox	4.51	3.09	1.46	0.146	-1.57	10.59
Protestant	-3.11	3.08	-1.00	0.314	-9.19	2.96
Catholic	-11.63	10.86	-1.07	0.285	-33.02	9.76
Marital status						
Married	-2.03	3.10	-0.65	0.513	-8.15	4.08
Single	2.80	3.08	0.90	0.364	-3.27	8.87
Widowed	-23.54	13.92	-1.69	0.092	-50.96	3.86
Diploma	-1.52	3.04	-0.50	0.617	-7.52	4.47
Working unit						
Medical	1.57	3.15	0.49	0.619	-4.64	7.79
Surgical	9.80	3.51	2.79	0.006	2.88	16.71
Maternity	-8.34	3.80	-2.19	0.029	-15.82	-0.86
Pediatrics	-4.07	5.16	-0.78	0.432	-14.24	6.10
Psychiatry	-2.39	7.77	-0.30	0.758	-17.70	12.92

Table 6 continued

Salary						
<2000 birr	-9.06	3.02	-2.99	0.003	-15.01	-3.10
2000-3000 birr	21.88	3.71	5.89	0.000	14.57	29.20
3001-4000 birr	-5.67	3.12	-1.81	0.071	-11.82	0.48
Experience						
<1 year	1.52	4.90	0.31	0.756	-8.13	11.19
1-5 year	3.03	3.86	0.785	0.433	-4.57	10.63
6-10 year	-8.03	5.47	-1.462	0.143	-18.80	2.74

Predictor variables: Sociodemographic variables

Dependent variables: job satisfaction

Pearson's correlation coefficient was used to determine the correlation between hospital ethical climates and job satisfaction of nurses. Results indicated a significant correlation between hospital ethical climate and nurses' job satisfaction. It could be said that by increasing the hospital ethical climate the job satisfaction of nurses increases.

The strongest correlation was observed between law and code climate and job satisfaction ($r=0.734$, $P<0.01$). The second strongest correlation existed between caring climate and job satisfaction ($r=0.733$, $P<0.01$). Respondents who believed that their hospitals had a caring climate were more satisfied with their job. The third strongest correlation existed between rules climate and job satisfaction ($r=0.698$, $P<0.01$).

In addition, the study found that the correlation between independence climate and job satisfaction was moderate but significant ($r=0.574$, $P<0.01$). Finally, there was moderate negative correlation between instrumental climate and job satisfaction and therefore the study suggests that an instrumental climate significantly and negatively influenced job satisfaction ($r=-0.313$, $P<0.01$).

Based on these results, the correlation between each dimension of ethical climates and job satisfaction was significant at the level of $P<0.01$. As indicated in the table below, the relationship between the overall ethical climate types and job satisfaction was positive, strong and significant ($r = 0.712$, $P<0.01$). From this it can be concluded that

there was strong positive and significant relationship between overall ethical climate dimension and job satisfaction.

Table 8: Correlation between ethical climate dimensions and job satisfaction among nurses in JUSH, June 2016

Independent variable	Dependent variable	Pearson's correlation
Ethical climates	Job satisfaction	
Law and code climates		0.734
Rule climates		0.698
Caring climates		0.733
Independence climates		0.574
Instrumental climates		-0.313
Overall ethical climates		0.712

Correlation is significant at $P < 0.01$ (2 tailed)

Bivariate linear regression analysis was also used to investigate how much each dimension of ethical climate predicts job satisfaction. At bivariate level, all ethical climate dimensions were significantly associated with nurses' job satisfaction. The table below shows bivariate linear regression between each dimension of ethical climate and job satisfaction. The result showed that law and code climate positively and significantly affected nurses job satisfaction ($\beta = 3.50$, $P < 0.001$). Caring climate significantly and positively influenced nurses job satisfaction ($\beta = 2.75$, $p < 0.001$).

Independence climate also significantly and positively influenced job satisfaction ($\beta = 3.06$, $p < 0.001$). Rule climate positively and significantly affect job satisfaction ($\beta = 3.85$, $p < 0.001$). On the other hand, the result also showed that instrumental climate significantly and negatively influenced job satisfaction ($\beta = -1.26$, $P < 0.001$).

Table 9: Bivariate linear regression analysis of the five ethical climate dimensions and job satisfaction among nurses in JUSH, June 2016.

Ethical climate Variables	Unstandardize d β coefficient	SE	t value	P value	95% confidence interval	
					Lower bound	Upper bound
Law and code climate	3.50	0.20	17.07	0.000	3.09	3.90
Rule climate	3.85	0.25	15.42	0.000	3.36	4.34
Caring climate	2.75	0.16	17.05	0.000	2.43	3.07
Independence climate	3.06	0.27	11.07	0.000	2.51	3.60
Instrumental climate	-1.26	0.24	-5.21	0.000	-1.74	-0.79

Predictor variables: ethical climate variables

Dependent variables: job satisfaction

MULTIVARIABLE LINEAR REGRESSION ANALYSIS

Multivariable linear regression was finally conducted to examine the best combination of factors for predicting job satisfaction.

All predictors of job satisfaction with P value < 0.25 at bivariate analysis were entered into the multivariable linear regressions model and backward elimination was used to extract factors that best predicts job satisfaction. Many sociodemographic variables that demonstrated a significant bivariate relationship with job satisfaction were not significant in multivariable regression model. From sociodemographic variables only benefit/salary and working unit were significantly predicted job satisfaction. From ethical climate dimensions law and code climate, caring climate and independence climate were significantly predicted job satisfaction.

However; rule climate and instrumental climate were not significantly predicted job satisfaction. Since the aim of this study was to examine the relationship between different ethical climate dimension and job satisfaction, other factors were adjusted for or controlled.

In controlling for other variables, the relationship between ethical climate and job satisfaction decreased (β value decreased) indicating that variables other than ethical climate variables partially mediate the relationship between ethical climate and job satisfaction. To identify the unique contribution of ethical climate, we looked at what ethical climate uniquely contributes when controlling for all the other variables. By partialling out the effects of the socio-demographic data, the researcher then determined how well the five subscales of the ethical climate predicted nurses' job satisfaction levels.

The table 9 below present multivariable linear regression analyses results after adjusting for all potential predictors of job satisfaction. It shows that law and code climate significantly and positively influenced job satisfaction ($\beta = 1.53$, $p = 0.000$). This can be interpreted as a one unit increase in law and code climate results in an average of 1.53 unit increases in job satisfaction. Caring climate significantly and positively influenced nurses job satisfaction ($\beta = 0.99$, $p = 0.000$). The interpretation is a one unit increase in caring climate leads to an average of 0.99 unit increase in job satisfaction. The result also showed that an independence climate significantly and positively influenced job satisfaction ($\beta = 0.62$, $p = 0.041$). It means that a one unit increase in independence climate results in an average of 0.62 unit increases in nurses' job satisfaction.

On the other hand, the result showed that rule climate did not significantly affect job satisfaction ($\beta = 0.380$, $p = 0.409$). Therefore, the study couldn't find out a significant relationship between the rule climate and job satisfaction at multivariable level.

This study also revealed that an instrumental climate did not significantly influenced job satisfaction ($\beta = - 0.208$, $p = 0.290$). This result can be interpreted as a one unit increase in instrumental climate results in an average of 0.208 unit decrement in job satisfaction of nurses, but not statistically significant.

Therefore, from the five dimensions of ethical climates law and code climate, caring climates and independence climates significantly contributed to the prediction of job satisfaction. But, rule climate and instrumental climate did not contributed much to the prediction. From sociodemographic variables, monthly salary income and working unit were positively and significantly affected nurses' job satisfaction in the final model.

As shown in Multivariable Regression table 9 below, the regression model is significant (F = 76.46, P-value = 0.000) and has an adjusted R² = 0.601. The adjusted R² of 0.601 demonstrates the actual percentage of the variable which explains the entire model, that is, 60.1%. The adjusted R² of 60.1% of this model indicates that ethical climate variables has the capacity to explain only 60.1% of the variance or change in job satisfaction. Hence, 48.9 % of the variations in job satisfactions were explained by other factors.

Table 10: Summary of multivariable linear regression for job satisfaction among nurses' working in JUSH, June 2016.

Variables	Unstandardized β coefficient	SE	t value	P value	95% confidence interval	
					Lower bound	Upper bound
Law and code climate	1.53	0.36	4.24	0.000	0.817	2.23
Caring climate	0.99	0.33	3.04	0.003	0.35	1.64
Independence climate	0.62	0.30	2.03	0.043	0.02	1.22
Rule climate	0.38	0.46	0.82	0.409	-0.52	1.28
Instrumental climate	-0.208	0.19	-1.06	0.290	-0.59	0.17
Adjusted R square = 0.601(60.1%), F = 76.46, P = .000						

Dependent variable: job satisfaction

The model equation based on the information obtained was as follows:

Job satisfaction = 17.73 + 1.53 (Law and code climate) + 0.99 (Caring climate) + 0.62 (Independence climate) + 5.39.

CHAPTER SIX

DISCUSSION

The aim of this study was to determine the relationship between ethical climate and job satisfaction among nurses in JUSH. The findings of this study indicated that the ethical climate variables were strongly correlated with job satisfaction. It refers to the fact that poor ethical climate in the hospital worsens the level of nurses' job satisfaction. After adjustment for confounding factors, it was observed that nurses' job satisfaction was significantly affected by all dimensions of ethical climate except rule and instrumental climates.

The percentage mean score for ethical climate was 53.4 % and the percentage mean score for job satisfaction was 51.3%. These indicate that the level of ethical climate and job satisfaction of nurses are moderate. This finding is low relative to the study done by Wageeh Nafei in Egypt in which the percentage mean score for ethical climate and job satisfaction were 64.2% and 57.2% respectively (12). The possible reason for this discrepancy is that in JUSH there is poor adherence to legal and professional codes of ethics and most nurses concerned with what is best for themselves and are mostly out for themselves which leads to lower level of ethical climate and job satisfaction. The level of job satisfaction in this current study (51.3%) is somewhat higher than the study done among health professionals working in Jimma University Specialized Hospital in which the level of job satisfaction is only 41.4% (22).

The results of this study revealed that there is a positive and significant correlation between caring climate and job satisfaction ($\beta = 0.99$, p value = 0.003). This means respondents who believed that their hospitals had a caring climate were more satisfied with their jobs. This finding is consistent with research results of Fariba Borhani et al. (16) and their results indicated that there was a significant positive relationship between caring ethical climate and job satisfaction. However; the result of this study contradicts the finding of the study done by Koh and Boo's (17) which couldn't find a significant relationship between caring ethical climate and job satisfaction. The reason might be due to the fact that in JUSH nurses are not concerned about the good of others and are not kindly and helpful which may lead to poor caring climate that significantly affect the level of job satisfaction.

The result of this study also showed that there was a positive and significant correlation between law and code climate and job satisfaction ($\beta = 0.335$, p value = 0.000). It could be said that climates encouraging law and code climate results in eliminating ambiguity during controlling ethical situations; and consequently results in increased satisfaction of staff. This finding is in line with the findings of Talebian H. and Khajeh HR (19) which concluded that law and professional codes climate type was significantly and positively correlated with job satisfaction. But, this result don't go in line with the studies of Tsai MT, Huang CC (15) in which Law and code climate type did not significantly affect job satisfaction and therefore, they couldn't find out a relationship between the laws and codes ethical climate and job satisfaction. The possible reason for this difference might be due to difference in study area in which there will be strict adherence to law and code in Taiwan unlike to Ethiopia.

Similarly, this study found a significant positive correlation between independence climate and job satisfaction ($\beta = 0.62$, p value = 0.043). This result indicates that if nurses act according to their own personal and moral beliefs, their satisfaction of the job will be increased or if they are expected to follow their own personal and moral beliefs, they will be more satisfied with their jobs. This finding is consistent with previous researches of Joolae S, Jalili HR, Rafii F, Hajibabae F, and Haghani H (18) which pointed out that an independent climate significantly and positively influenced the overall job satisfaction which supports the result of this current study.

On the contrary, the findings of this study showed that the rules climate did not significantly affect nurses job satisfaction ($\beta = 0.380$, p value = 0.409). This finding is consistent with research results of Floyd and Yerby (11). This finding is in contrary with the findings of studies done by Joolae S, Jalili HR, Rafii F, Hajibabae F, and Haghani H (18) that shows as organizational rules and procedures have a significant impact on work satisfaction.

Finally, among the dimensions of the ethical climate, instrumental climate also had no significant impact on job satisfaction ($\beta = - 0.208$, p value = 0.290). This finding is consistent with previous research results of studies done by Talebian H. and Khajeh HR (19) which didn't find any significant relationships between instrumental climate and job satisfaction. However; this result contradicts the research results of Elki and Alpan

(14), which found significant and negative correlation between instrumental climate and job satisfaction.

The overall correlation between ethical climate and job satisfaction has an adjusted R square of 0.601, demonstrating that the five independent variables of care, law and code, rules, instrument and independence combined explained 60.1 % of the total factors of Job Satisfaction. That is, 60.1 % of the variation in nurses overall job satisfaction can be explained by the variation in the ethics variables in the hospital. This research finding is nearly consistent with the research results of Floyd and Yerby with adjusted R- square of 0.718 (11) and Okpara JO, Wynn P. with adjusted R- square of 0.58 (21). However; this finding is relatively high in relation to the results of studies done by Koh and Boo's (adjusted *R*-square = 0.3516) and Gordon F. Woodbine (adjusted R square = 0.338) (17 & 13 respectively). The possible reason for this discrepancy is that there is poor utilization and non adherence to ethics and ethics related elements in our hospital setting, and on the other hand in the hospital setting of other countries there might be strict adherence to code of ethics and proper utilization of these ethics which enhances employee job satisfaction.

LIMITATIONS OF THE STUDY

This study attempt to measure perceptions of the ethical work climate by nurses and when participants are asked ethical questions it is possible that the respondents may attempt to answer the ethics related questions as they deem to be socially or culturally acceptable.

Causality cannot be confirmed since the research design was cross-sectional in nature. Thus, in this study the relationship between types of ethical climate and job satisfaction cannot be considered as cause and effect.

Response bias may be introduced when a respondent's responses are biased by the background characteristics of the respondents.

Absence of literature on this topic forced the researcher to compare and discuss the findings with the study done in other countries.

CHAPTER SEVEN

CONCLUSION AND RECOMMENDATIONS

7.1 CONCLUSION

The findings of this study revealed that the level of hospital ethical climates as well as the level of nurses' job satisfaction was moderate. Some dimensions of ethical climates existing in the hospital have significant impact on nurses' job satisfaction whereas other dimensions have no significant impact on nurses' job satisfaction. A caring climate, law and code climate and an independence climate were significantly affected nurses' job satisfaction whereas instrumental climate and rule climate had no significant impact on nurses' job satisfaction.

7.2. RECOMMENDATIONS

- ✓ Hospital manager should be able to improve the level of ethical climate and job satisfaction by identifying and eliminating aspects of the organization that encourage individual interests, while at the same time actively promoting good ethical behavior such as caring for other colleagues.
- ✓ The nursing director should create a conscience of team interest such as looking out for each other's good and helping behavior toward co-workers among nurses and simultaneously weakening self interest behavior such as personal interests.
- ✓ Hospital manager and nursing director should initiate and help the nurses to follow their own personal and moral beliefs as well as to decide themselves what is right and wrong as this increase nurses' job satisfaction.
- ✓ The hospital administration should influence nurses to comply with government guidelines, and produce more socially responsible professional in the organization.
- ✓ Head nurses and nurse supervisors should ensure that all nurses comply with the legal and professional codes of ethics while giving service to the clients.
- ✓ Nurses should manage their own personal characteristics to behalf according to code of conduct, comply with government guidelines while avoiding unethical behavior.

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Information to Study participants

Introduction: This information sheet and consent form is prepared for the aim of explaining the research project that you are asked to join by the principal investigator.

Greeting-----

My name is _____ I am a supervisor for the research to be conducted by Muktar Abadiga, adult health nursing student at Jimma University, college of health sciences. We are conducting a study on the effects of hospital ethical climates on nurses job satisfaction among nurses working in JUSH, South Western Ethiopia. The information collected from this research project will be kept confidential and stored without your name and other identifiers. In addition, it will not be revealed to anyone except the investigators. You have full right to withdraw from this study at any time without a need to mention the reason why you wanted to withdraw. We value your input to make this study a successful one. If you have any question related to this study you can call to Muktar Abadiga on 0917731545, Email: muktarabadiga@gmail.com

We would like to say thank you in advance for your information

Are you willing to participate in the study? A. Yes B. No

Respondent's signature..... , Date.....

I. Background Data

Directions: Please circle the appropriate number or fill in the blank. Responses are confidential.

101. Gender:

- 1. Female
- 2. Male

102. Ethnicity :

- 1. Oromo
- 2. Amhara
- 3. Gurage
- 4. Tigre
- 5. Others (specify) _____

103. Age in year _____

104. Religion:

- 1. Muslim
- 2. Orthodox
- 3. Protestant
- 4. Catholic
- 5. Others (specify) _____

105. Marital status:

- 1. Married
- 2. Single
- 3. Widowed
- 4. Divorced

106. What is your highest degree earned?

- 1. Diploma
- 2. Baccalaureate (Nursing)
- 3. Baccalaureate (Other field)
- 4. Masters (Nursing)
- 5. Master's (Other field) _____

107. Working unit _____

108. Salary in birr _____

109. How many years have you worked as a Nurse?

- 1. < 1 year
- 2. 1-5 years
- 3. 6-10 years
- 4. >10 years

110. How many years have you worked as a nurse at this hospital?

- 1. < 1 year
- 2. 1-5 years
- 3. 6-10 year
- 4. >10 years

111. What is your present nursing position?

1. Staff nurse
2. Manager
3. Other (specify) _____

II. Ethical climate questionnaires

To what extent are the following statements true in your organization? Answer in terms of how it really is in your organization, not how you would prefer it to be. Then circle your best level of agreement in the box.

Fully disagree (1)

Agree (4)

Disagree (2)

Fully agree (5)

Neutral (3)

No	Law & Code climates	Level of agreement				
		1	2	3	4	5
201	In this hospital, people strictly follow legal or professional standards	1	2	3	4	5
202	People comply with the law and professional standards over and above other considerations	1	2	3	4	5
203	The first consideration in this hospital is whether a decision violates any law	1	2	3	4	5
204	In this hospital, the law or ethical code of the profession is the major consideration	1	2	3	4	5
205	People in this hospital act in accordance with generally accepted professional norms and principles	1	2	3	4	5
	Rule climates					
206	Everyone in this hospital stick by hospital's rules and procedures	1	2	3	4	5
207	Successful people in this hospital go by the book (go strictly according to the rules)	1	2	3	4	5
208	It is very important to follow strictly the hospital's rules and procedures here	1	2	3	4	5
209	Successful people in this hospital strictly obey the institution's policies	1	2	3	4	5

Caring climates						
210	The most important concern is the good of all the people in this hospital	1	2	3	4	5
211	The major consideration is what is best for everyone in this hospital	1	2	3	4	5
212	In this hospital, people's major concern is always what is best for the other person	1	2	3	4	5
213	In this hospital, people look out for each other's good	1	2	3	4	5
214	The most important performance criteria for the employees of this hospital are their good and helping behaviors toward their co-workers at the same department	1	2	3	4	5
215	People in this organization are expected to be kindly and helpful.	1	2	3	4	5
Independence climates						
216	In this hospital, people are guided by their own personal ethics	1	2	3	4	5
217	Each person in this hospital decides for themselves what is right and wrong	1	2	3	4	5
218	In this hospital, people are expected to follow their own personal and moral beliefs.	1	2	3	4	5
219	The most important concern in this hospital is each person's own sense of right and wrong	1	2	3	4	5
220	There is a room for one's own personal morals or ethics in this hospital	1	2	3	4	5
Instrumental climates						
221	In this hospital, people are mostly out for themselves.	1	2	3	4	5
222	People in this hospital are very concerned about what is best for themselves.	1	2	3	4	5
223	In this hospital, people protect their own interests above other considerations.	1	2	3	4	5
224	To be assumed as successful by the other members of the hospital, one should increase his personal gain.	1	2	3	4	5
225	Work is considered substandard when it hurts the individual's interests.	1	2	3	4	5
226	People are expected to do anything to further their individual's interests.	1	2	3	4	5

II. Job satisfaction:

Below are a series of statements concerning your thoughts/findings about your job. Please circle the number that most appeals: the higher the level of agreement for each item the higher job satisfaction of nurses and the lower the level of agreement for each item the lower job satisfaction.

1 = Fully disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Fully agree

No	Statements	Level of agreement				
		1	2	3	4	5
401	My peers listen to my concerns about patient care.	1	2	3	4	5
402	When I'm unable to decide what's right or wrong in a patient care situation, my manager helps me.	1	2	3	4	5
403	Hospital policies help me with difficult patient care issues/problems.	1	2	3	4	5
404	Nurses and physicians trust one another.	1	2	3	4	5
405	Nurses have access to the information necessary to solve a patient care issue/problem.	1	2	3	4	5
406	My manager supports me in my decisions about patient care.	1	2	3	4	5
407	A clear sense of the hospital's mission is shared with nurses.	1	2	3	4	5
408	Physicians ask nurses for their opinions about treatment decisions.	1	2	3	4	5
409	My peers help me with difficult patient care issues/problems.	1	2	3	4	5
410	Nurses use the information necessary to solve a patient care issue/problem.	1	2	3	4	5
411	My manager listens to me talk about patient care issues/problems.	1	2	3	4	5
412	The feelings and values of all parties involved in a patient care issue/problem are taken into account when choosing a course of actions.	1	2	3	4	5

413	I participate in treatment decisions for my patients.	1	2	3	4	5
414	My manager is someone I can trust and I respect.	1	2	3	4	5
415	Conflict is openly dealt with, not avoided.	1	2	3	4	5
416	Nurses and physicians here respect each others' opinions, even when they disagree about what is best for patients.	1	2	3	4	5
417	I work with competent colleagues.	1	2	3	4	5
418	The patient's wishes are respected.	1	2	3	4	5
419	When my peers are unable to decide what's right or wrong in a particular patient care situation, I have observed that my manager helps them.	1	2	3	4	5
420	There is a sense of questioning, learning, and seeking creative responses to patient care problems	1	2	3	4	5
421	Nurses and physicians respect one another.	1	2	3	4	5
422	Safe patient care is given on my unit.	1	2	3	4	5
423	I am able to practice nursing on my unit as I believe it should be practiced.	1	2	3	4	5
424	Nurses are supported and respected in this hospital.	1	2	3	4	5

DECLARATION

Assurance of Principal Investigator

The undersigned agrees to accept responsibility for the scientific ethical and technical conduct of the research project and for provision of required progress reports as per terms and conditions of the college of Health science in effect at the time of grant is forwarded as the result of this application.

Name of the student: Muktar Abadiga

Date _____ Signature _____

Approval of the Advisors

Name of the first advisor: Mr. Endale Hailu (Msc N, Assistant Professor)

Date _____ Signature _____

Name of the second advisor: Mr. Gugsu Nemera (Msc N, Assistant Professor)

Date _____ Signature _____

Name of the examiner: Mr. Wadu Walancho (Msc N)

Date _____ Signature _____