

Ethical Behavior of Government Executives in the Eastern Region of Thailand.

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Abstract

The purpose of this research was to study 1. Ethical behavior of government executives in the Eastern region of Thailand. 2. The relationship between personal factors and ethical behavior of government executives in the Eastern region of Thailand. The population used in this research was 720 provincial government executives in the Eastern region of Thailand, by measuring the sample size. From opening Krejcie and Morgan tables at the error level of .05 or 95% confidence, the sample size was 254 people. The researchers randomly selected random samples. Questionnaire is the Tool used to collect data. The statistics used in data analysis by means of means and standard deviation and content analysis, t-test and one-way analysis of variance. The result of the research shows that Ethical behavior of government executives in Eastern region of Thailand. Overall, the highest level ($= 4.35$) can be arranged in order from the average to the least as follows: Occupation of people ($= 4.38$), followed by self-possession ($= 4.37$) and occupancy ($= 4.33$)

The comparison of the ethical behavior of government executives in the Eastern region of Thailand found that when classified by gender in general, there is a statistically significant difference at 0.05 and classified by age and educational level. And each aspect was not significantly different at the level of 0.05

Keywords: Ethical Behavior, Public Sector Administrators, Eastern Region of Thailand

Introduction

Referring to today's world, the so called "Capitalism" is probably the nearest term that represents the present economic system where the social condition of people around the world have shifted and changed over time, the situations of fighting, competing against each others for the very limited resources have seen all over the places, and such the situations have been increasingly strong, sometimes it is not just competing, but destroying the others. These tough environments have gradually dominated people leaving their human being's ethics or abandoning their social spirit.

We have seen people are selfish, think of them self, doing things for only their own advantages, we can't avoid calling this "Social problem".

Rattana Kanchanaphan (2552) has identified "ethical behavioral problems" in the organizations into 3 different cases.

1) The problem on educating members on the organizational ethics which Phra Metithamaporn(2554) had stated on the importance of the ethical role model for subordinates that the leaders should have. Somehow, repeating leaders' unethical behaviors are inevitable.

The situation of stress or strong tension in the organization can affect the people's ethical behaviors, mental health problems, threatening anger, unhappiness in the workplace and poor performance. We normally see unpleasant behaviors such as yelling, scolding, or creating some harmful environments from leaders who may have mental issues. They may also feel failure in holding their authority, and decision making.

Noting the problem occurred from the lack of ethical spirit and how important it is to maintain, especially at schools where they are the main foundation of developing human capital. Thus the leaders should be aware and keep this as priority and important, as it is benefit to self, career, organizations, and also society, for example,

1) Gaining confidence and trust in managing the organizations to success.

2) Getting rewards and recognitions, and also respect from subordinates.

3) Feeling safe and happy living in society, surrounded with the people who love and respect.

4) Having a strong and heart warming family role model.

5) Gaining cooperation from other organizations, departments, societies, communities.

6) Encouraging peaceful society, ready to be developed, because society members already have ethical spirit.

Hence, the success level of the organization is within the full responsibility of the leaders who hold the ethical spirit and strictly conduct the appropriate process management.

According to the problem of unethical behavior and the importance of ethics in organization development, the researcher is keen to understand the ethical behavior of the government executives in the Eastern region of Thailand which will be beneficial to Thailand's Human capital development in the long run.

Research Objectives

1. To study the ethical behavior of the government executives in the Eastern region of Thailand.
2. To understand the connection of personal factors and the ethical behavior of the government executives in the Eastern region of Thailand.

Research Hypothesis

1. Different genders drive no difference in ethical behavior of the government executives in the Eastern region of Thailand.

2. Different ages drive no difference in ethical behavior of the government executives in the Eastern region of Thailand.

3. Different educational backgrounds drive no difference in ethical behavior of the government executives in the Eastern region of Thailand.

Research Scope

Scope Details

This paper studies the specific characteristics of the particular group of people which are genders, ages, educational level, and their 3 self-principles of 1. Self control 2. People management 3. Work administration

Scope of sampling group and sampling size

This research puts specific focus to the group of 720 mid-management level of the government executives in the Eastern region of Thailand which consists of Heads of each area such as Heads of sections, Heads of departments, regional Heads, strategic functional Heads, Heads of provincial public health office, Heads of provincial livestock office.

The study is for the academic purpose and to support the ethical behavioral development for executives in the Eastern region of Thailand which includes 8 Eastern region provinces; Chachoengsao, Prachinburi, Nakornayok, Srakaew, Chonburi, Rayong, Chanthaburi and Trad. As they are considered the Economic cities , the huge investments in many sectors such as in manufacturing industrial, Tourism, and Exports, then ethics are the very important traits the government executive should have. Otherwise we may expect the severe consequences, for example Environmental pollution from factories, Drugs and prostitutes problems, Forest reserve intrusion, tourist attraction impact, and tax avoidance.

The paper has acquired the Krejcie and Morgan table to determine the research sample size which desired the confident level of 95%.The degree of inaccuracy is not over 5% which results in a 254 population of sample size.Then using Simple Random Sampling to execute.

Scope of sampling area

The research narrows down the sample area to the Eastern region provinces of Thailand which are Chachoengsao Prachinburi, Nakornayok, Srakaew, Chonburi, Rayong, Chanthaburi and Trad.

Conceptual Framework

The writer has studied from various sources of research and papers and adopted the 3-self principles philosophy for the executives as the paper's conceptual framework and noted some independent variables like individual specific such as genders, ages, educational level. The dependent variable is the 3-self principles which are 1.Self control 2.People management 3.Work administration.

Research Methodology

Data collection tools

We collected data from 254 questionnaires. It is divided into 3 parts. Part1. We use the checklist form to interview and obtain individual specific information. Part2. The interview questions on ethical behavior of government executives in the Eastern region of Thailand based on 5 points of Likert scale analysis (Boontham Kitpreedaborisuth,2551). Part3. Recommendation, using Closed-ended Question technique.

Research Plan and Procedure

The questionnaires were designed based on related theories and researches. The content was audited and validated by the specialist on its conformity and consistency against the Index of item Objective Congruence(IOC) between 0.60-1.00. It was then adjusted to secure IOC compliance then launched the try out session to external 30 non-sampling group members to assess the data reliability by using Cronbach Alpha coefficient formula where the internal consistency result should not be less than 0.70, our assessment result is 0.75 which assumed to be the reliable tool to continue data collection.

Statistics and Data analysis

The calculations of frequency distribution of data values from questionnaires part 1 and percentage of Mean values, Standard Deviation of part 2 data. We adopted T-test analysis to compare the interview result based on their genders, and used One Way analysis of variance (ANOVA) for ages and educational level break down. If the variance values are at 0.05, the Least Significant difference(LSD) will be brought in to calculate the smallest significant between two mean values.

Conclusion

From the research analysis, it was found that

1. The information and analytical data of the questionnaire responders have been summarized.

1.1 From the 254 responses, 160 responders or 62.99% are mail. 174 responders or 68.50% have 50 or more years old age. 200 responders or 78.74% have Master degree

1.2 Mean values of the ethical behavior of government executives in Estern region of Thailand are maximum level at 4.35 with standard deviation (SD)= 0.25. If looking into the Mean values of 3 self-principles, it was found that they all carry the max level, describing frome high to low respectively; People management Mean values = 4.38, SD= 0.30 , Self control Mean values = 4.37, SD = 0.31, Work administration Mean values = 4.33, SD = 0.34

In view of Self control (Mean values = 4.37, SD = 0.31), it was found that the Mean values of each question are on the high side, the top three mean values are Honest and devoted behavior (Mean value= 4.47, SD= 0.50), next question is Loyalty and respect to the Royal

institution (Mean values= 4.42, SD= 0.49), the last one is continuous improvement management (Mean values = 4.40, SD= 0.49).

The Mean values of the part of People management principle are at the maximum level (Mean values= 4.38, SD=0.30). The top three mean values are Coordination and Cooperation of the government executives in the organization's activities (Mean values= 4.44, SD= 0.50). Engaging ethical procedure in Performance assessment (Mean values= 4.44, Sd= 0.50). And fair treatment (Mean values= 4.39, SD= 0.53).

The 3rd self-principle is Work administration which also showed the max level (Mean values= 4.33, SD\$ 0.34).The top three Mean values are that the executives have abilities and skill to achieve the goals regardless of difficulty or challenged new technology (Mean values=4.39, SD= 0.49). The second one is the executives are able to perform under the resources limitation condition (Mean values= 4.37, SD= 0.48). The last one is the executives have proper skills and competency (Mean values= 4.36, SD= 0.50).

2. The ethical behavior of the government executives of Estern region of Thailand conclusion.

It was noted that different genders remark significant values at 0.05 on the ethical behavior of the government executives in the Eastern region of Thailand. Significant variance values at 0.05 of self-Control and People management, however non-significant values at 0.05 on work-Administration. Thus it is null-hypothesis. Reviewing ages, educational level , they both remark non-significant variance values at 0.05 which are aligned with the research hypothesis.

Discussion

1. Base on 3 self-principles philosophy, the ethical behavior of government executives in Estern region of Thailand disclosed the maximum level of Mean values for all Principles. The highest one is People management , self-Control, and work administration respectively. We should recognize the recruitment process that performs the proper qualification selection which not just focuses on basic knowledge but ethic spirit as well. The hypothesis is aligned with Salilthip Chuchart (2552)'s research paper on Ethical Behavior of educational institute executives in Kamphaengphet Educational service area 2 which found that the Mean values of ethical behavior of educational institute executives are on the high level.

Based on 3 self-principles, self-Control holds the maximum Mean values, the top three high Mean values are Honest and devoted behavior, Loyalty and respect to the Royal institution, the last one is continuous improvement management. This is because the executives have executed their accountabilities based on the 3 self-principle philosophy. This find out was also aligned with Sivaporn Philanont (2555) who conducted the research paper on 3 self-principles of Teachers in Basic educational institutes in Mahasarakham Educational service area 3 and found that the Mean values of all 3 principles are at the high level.

People Management also holds the maximum Mean values. The top three items are; Coordination and Cooperation of the government executives in the organization's activities, Engaging ethical procedure in Performance assessment, and fair treatment .

The executives should have held basic competency in reaching out to people within the organization and also externally. They should have the right attitude towards capability doing the job and balance the qualified outcome. They should be practicing communication and negotiation skills, sincerely respect others, showing empathy, and goodwill, rationally understand and accept diversity. It becomes the lead by example, the role model which will convince and motivate subordinates to continue performing their work effectively. Pawida Tharasirsutthi (2551) has mentioned that People management is the clue for people in the organization not only at work but also their personal life, knowing how to deal and manage relationships with people, subordinates and/or colleagues. PhraMaha Boonmee Malawachiro (2550) has proposed the practical way of People Management, having good relationships with others in the society is the key to success in winning people hearts and supporting each other.

From this research, the Work Administration also holds the maximum Mean values. The top three items are; the executives have abilities and skill to achieve the goals regardless of difficulty or challenged new technology, the executives are able to perform under the resources limitation condition, and the last one is continuous improvement management. The executives should take accountabilities and acquire the key competencies to make the job done such as ground knowledge on the particular job, be willing to work hard, be having initiative and creative ideas to make continuous improvement and benefit all stakeholders not just to self. Similar to what PhraMaha Boonmee Malawachiro (2550) has stated, the technique of happy working administration and success is important for all people, because we are living in society, one key connection between people is “working”, then people should have the right behavior completing their work without hurting others, and such statement also aligned with the research study on the relationship of organization working efficiency and ethical vision of the executives that can predict or forecast the outcome by Bridges (1992).

2. From this research paper comparing the ethical behavior of government executives in the Eastern region of Thailand, it was found that Genders affect the significant variance values of 0.05, significant values of 0.05 on self-Control and also People Management but non-significant values 0.05 of work Administration which is null hypothesis. Reviewing ages, educational level , they both remark non-significant variance values at 0.05 which are aligned with the research hypothesis. The same as Salinthip Chuchart (2556) who has studied the ethical behavior of executives in educational institution and her statistics study found the maximum Mean values for all principles when getting questionnaire responses from the teachers, and also found that Genders, Ages of responders are not the factor nor deviate the result.

Suggestion

In summary, from the study in ethical behavior of government executives in the Eastern region of Thailand, we have found that the factor of People Management gives the highest Mean values among others. That leads to the fact that the ethical behavior in People Management is the key factor that promotes good governance. Thus, People Development strategy is the foundation of having the right ethical spirit leaders policy and the right practice on how to groom them, hence The executives could effectively occupy their ethical spirit leading the organizations, reducing conflict of interests which will then bring a peaceful workplace.

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