The Effects of Managers on Organizational Behaviors and Functions

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Abstract

The issue of organizational behavior is a complex and, at the same time, an important and significant factor in the success and fate of organizations. Hence, the attention of scholars and researchers is drawn to the issues affecting the workforce of organizations so that they can find ways to empower and optimize their existing human resources. The behavior of managers of organizations, especially operational managers who are directly related to manpower, has a major impact on human resource productivity and organizational growth and success. If the relationship between managers and employees is based on professional ethics, then this organization will definitely achieve its goals. And if it is based on unethical behavior, it will certainly prevent the organization from achieving its goals. Therefore, how to manage the managers of organizations should be such that by combining ethics with the current rules, the culture of useful work in the organization can be expanded. Experience has shown that many of the entrepreneurial forces that are prone to work within the organization are unknown due to management weakness and professional ethics by managers, which ultimately leads to the departure of the organization. Managers and leaders in organizations must rely on their skills to manage ethical values within their organization.
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Introduction:

Management methods in organizations are changing rapidly, in the last century management is just as important. Which can revolutionize organizations. By the introduction of the new century, many managers are looking to change organizational behavior to improve organizational behavior. Organizations have come up with a lot of changes, and it seems that in the future, the current concepts of evaluation and progress that were very useful in the past would not meet the current expectations of executives. Therefore, with the old or even today's methods, the future of organizations can not be predicted. Therefore, in order to succeed in this century, managers of organizations must learn to act as a leader, and employees must learn to manage themselves. Because the result of these actions is with success, we need to consider new ways of leadership and management to improve organizational behavior.

The attention paid to the human being in the world of organization and management has long been the subject of attention by management experts. This attention has grown day by day to the point that today human resources are just like the first customers of the organization. Today's world is a global organization and everyone Men and women play an organizational role, so understanding and predicting organizational behavior is a necessity in today's work. The explanation of cause-and-effect relationships helps to predict organizational behavior. It should be noted that this management does not remain at the level of prediction of behavior and seeks to control behavior, which is the control of behavior as the ultimate goal of studying the science of organizational behavior management. As long as they are trying to survive and require themselves to be present in the national and international arena, organizations must be the focus of their continuous improvement. This principle can not be achieved unless it is possible to achieve this by improving performance management. This improvement can be achieved by developing and applying new management methods by taking the necessary feedback from the inner and peripheral environment, analyzing the strengths and weaknesses, and the opportunities and threats of the organization, accountability and customer satisfaction. New management approaches with a suitable pattern will be of great help to the flexibility of the programs, goals and mission of organizations in today's dynamic environment.

Javad Basir Haghighi (2002), in a research on organizational behavior management in the new millennium, considers organizational behavior management as seven fundamental principles that have been obtained by examining organizational behavior and management texts ,that are: adherence to adherence, knotting, effort to create Changes, having a job at work, how to deal with others, using rebellious people and experience crisis management (haghighi, 2002). It can be said bravely that leadership and management are the most important factor in the process of empowerment. The choice of leadership style and the view of managers towards the organization of affairs of the organization have a direct role in the implementation of employee empowerment programs. The traditional beliefs of managers and their reluctance to distribute power in the organization is the most important factor in the failure of empowerment programs. The success of the organization is not a

coincidence, but the success of the organization is a conscious choice. Managers see success as achieving organizational goals and fail to deviate from the program and distance from predictable goals. In their view, the organization's success is nothing but reaching the goals set. Professional ethics, on the other hand, is the most important variable in the success of the organization. Although humans do not have a single point of view in terms of success and definition, but they are matched in succession. A common and meaningful goal of a person is success in personal life, career, organization's life. The organization has many ways to achieve its success and to be accountable, but it will face a lot of problems. But management is nothing but a way of understanding the ways in which the organization succeeds and plans to improve these paths and resolve problems and reduce or eliminate barriers. Regarding these points, professional ethics in the organization is able to greatly help the organization reduce its tensions and achieve its goals. Today, having professional ethics, especially for managers, is a competitive advantage in the organization (Salehi, 2010).

The issue of organizational and professional ethics has played an important role in the world and in the organization. So that ethics and related issues to that such as justice, fairness, commitment and individual and organizational rights have become very important. Therefore, managers and staff members of organizations, in addition to organizational and legal criteria, need to have a set of moral and value guidelines that help them in organizational behaviors and practices, and enables a kind of co-ordination and coherence in the way to the desired way in the ethics. Because today one of the most important criteria for evaluating organizations and one of the important factors in the success of organizations is ethical issues (Amirkabiri and Mediyan, 2011).

Define organizational behavior:
In practice, human subjects are called the study of organizational behavior. Organizational behavior is a systematic study of the operations, actions, functions and attitudes of individuals who make up the organization. In the field of organizational behavior, systematic study replaces the evident judgment, that is, scientific evidence collected in controlled conditions, is measured and evaluated in a reasonable manner, and comes into existence in relation to any cause. Three factors play a key role in the performance of the individual: productivity (productivity), absence and displacement of employees. Managers pay attention to the quality and quantity of employees' production, while the absence and displacement of employees has an adverse effect on their returns and production. Staff relocations lead to increased costs, and the organization always works with people with little experience.

Organizational improvement:
 Organizational Improvement The systematic application of knowledge and behavioral knowledge at various levels such as the group, communication between groups, organization, etc. is planned for change, and its goals are higher quality of work life, adaptability and effectiveness. This is done by changing attitudes, behaviors, values, strategies, procedures and structures so that the organization can adapt to competitive activities, technological advances and the speed of change in the environment. Improvement in organizational behavior has seven characteristics:
1- Human Values: Positive Beliefs on Personnel's Potential and talent (Y Theory of Michael McGregor's)
2. System Circuit: All parts of the organization, including structure, technology and individuals, should work together.
3. Experimental learning: Learning experiences in a learning environment (internship) should be part of the human issues that you are facing.
4. Problem solving: Defined issues, data collected, corrective action, and modifications in problem-solving processes are created as needed. These processes are known as research in action.
5. Contingency tendency: The operations are selected and tailored to meet the needs.

Management style and its impact on empowerment:
Along with the rapid changes in the skills required, collaboration between managers and staff is essential for success, so the new manager in the empowered organization, rather than just solving problems, must participate in the work of the team. The role of the director in traditional organizations was the intense control of the workforce, but in today's modern and new organizations, people are empowered to make their own decisions and manage the affairs. Empowerment is far from the traditional concept of the organization. Over the past few decades, prominent famous scholars such as Chris Aragries, Warren Banis, Rennes Silketeer have argued that their commitment to decision making is crucial to achieving employee commitment in work and job satisfaction and productivity. Research on Japanese management techniques, including the Z-Uchih theory, points out that scientist Marshal Sashkin believes in such a worthwhile contribution that employee participation is not only functional, but also its use-driven by the manager is of a moral necessity. "Collaborative management" is a fundamental concept in empowerment (Rahnavard, 2006). Research in two parts of industrial relations and management research shows that employee participation in the organization includes empowerment and

teamwork, and there is a positive relationship between the level of participation, satisfaction, motivation and performance of employees.

Collaborative management requires the transfer of responsibility and the creation of a space for employee mobility. In this connection, it is important that managers recognize the potential capabilities of employees and achieve the identification and implementation of the correct actions to solve the qualitative problem. The team itself is the leader of a new approach to the relationship between staff, managers and organization. The teams involved in empowerment are made up of small groups of employees who work together to solve specific problems of the organization that relate to quality and productivity, which is a collaborative management method. Participation takes place when a team divides the planning, implementation, and utilization of resources and activities (Abtahi and Absey, 2007).

The role of managers in employee training:
Training, perhaps is the most important thing which has been forgotten in management tasks. Instead of seeing education as a major and long-term solution to their problems, many managers see it as a formidable hardship that keeps them away from their immediate goals. When some managers are asked why you do not teach, they respond "because we hire people who have already acquired the necessary experience and skills". Although this answer seems to be a good successor to education, it does not work in practice. There is no succession for education. A person may be very skilled and experienced, but he must be trained through the organization. He must understand the values and philosophy of the organization, as well as the policies and practices applied to the particular profession, if one does not see such professional-organizational training, it will be limited in the ability to use his skills and experience

Some managers believe that there is no need for formal education programs because employees learn their skills while doing their jobs. They claim to be the best teacher experience, but forget that experience is a very expensive teacher.

¹ . Participative Management
When employees are forced to learn by trial and error, they suffer and feel defeated while not guilty. On one hand, customers have been damaged by mistakes and ultimately the organization suffers. Education is also a path to growth. If employees are moving to higher levels of responsibility, they must be trained. The growth of the organization depends on the growth of the staff. If the organization expects serious opportunities to be successfully achieved, internal staff must constantly develop their skills and prepare themselves to face bigger challenges. An experienced manager knows that when he teaches his staff, he does the most important job for his own success. Because as mentioned, education is one of the important and influential factors in enhancing employees' ability, so managers should play a major role in educating employees. The important point in this regard is that all tutorials should take two things:
1- One providing skills (in the sense of ability to do work) for employees
2. Another creation of desire for work (Hanaysha et al., 2016).
And managers need to play the following roles in order to achieve this:
• Investing in education
• Transforming the organization into a learning organization
• Distribute information
• Use of training sessions
• Creating a suitable space for expressing thoughts
• Being pattern
•delegation of authority
•workflow
• Coach and guide
• Deploying staff to mission trips (visits)
• Donation of the Book (Shahrekhni, 2006).

The Effect of Ethical Leadership on Deviant Behaviors:
One of the problems of today's society is the existence of behaviors such as lack of work, aggression, bullying, plunder, and so on. These behaviors affect the performance of organizations as well as on interpersonal relationships and the spirit of employee collaboration (Woo, 2019). The emergence of such behaviors, called organizational behavior, as deviant behaviors, affects the extent of the organization's development. In the past decade, the issue of work deviations and deviant behaviors in the workplace has been considered by many research studies (Pletzer et al., 2019). Deviant behaviors in the organization have economic, social and psychological effects. For example, the cost of stealing by employees in the United States is estimated at $ 50 billion a year. In addition, employees with deviant behaviors have a greater tendency to step down, increase their

stress and low morale (Bodankin & Tziner, 2009). Deviant behaviors in the workplace are intentional and arbitrary actions in opposition to organizational norms and disadvantages for organizational performance (Singh, 2019). According to Coulbert et al. (2004), deviant behavior is a deliberate behavior that violates organizational norms and threatens the health of the organization, employees, or both. He categorized deviant behaviors into two categories of individual deviations and organizational deviations. Individual deviations are deviations directed towards individuals, such as rude behaviors with colleagues and organizational deviations, a diversion that is directed at the organization, such as a reluctance to try.

The performed research focuses on the role of leaders in shaping the concepts and behavior of followers in the organization (Venus Lun et al, 2016). Leaders are one of the factors influencing the behavior of organizational members that define values and norms and provide an image of the organization. Leaders have an effective role in the way and amount of trust in the organization, creating mutual respect, identifying and correcting problems and paying rewards or punishing them. Also, leadership skills in managing change, conflicts, and managing communication and time management also play an important role in managing deviant behaviors (Salmani et al., 2009). Madanchian et al. (2018) were the first to study ethical leadership as a separate style and identify ethical leadership as the display of appropriate normative behavior through individual actions and interpersonal relationships, and the development of such behaviors in followers through decision-making, reinforcement, and two-way communication. (Kalshoven & et al, 2011). The two have stated that ethical leaders are ethical models that provide employees with ethical guidelines through the process of social learning. In accordance with the theory of social learning of individuals, they observe actions and decisions of role models and after-effects, and then imitate what they observe (Resick et al., 2013).

The structure of ethical leadership is based on the theory of social learning. Based on this theory, ethical behavior based on ethical values leads to the attention and modeling of those who are witnesses to these ethical behaviors and values. (Taqizadeh et al., 2014). Ethical leadership is a form of leadership that requires the development of ethical standards and employee behavior management, and implements ethical standards with their behaviors (Yilmaz, 2010). Ethics are the heart of leadership (Ko et al., 2019). Ethics as the regulator of human relationships has always been of great importance. In management discussions, this internal mechanism, without the need for external leverage, can ensure ethical performance in employees and create an ethical organization. The role of ethics in actions and behaviors is crucial in decisions and choices and in clashes and relationships. Hence, today's discussion of ethics and management is one of the major issues in this field. Leaders also need morality. Because they have a responsibility. People who are leaders like others are different, they can be the source of many changes in behavior. Therefore, attention to ethical virtues of the leader is one of the important issues of leadership (Shirvani et al., 2009). Research has shown that ethical leadership style has an impact on organizational citizenship behaviors and deviant behaviors (Resick et al., 2013; Avey et al., 2011). The use of ethical leadership style provides managers with a good opportunity to enhance their organization while enhancing citizenship behavior and reducing deviant behaviors in their employees.

Ethical leadership can motivate positive work behaviors and lead to a reduction in misconduct (De Wolde et al, 2014). In organizations with leaders who use ethical leadership style and behave in accordance with ethical values with employees, employee misconduct decreases (Mayer et al., 2009). Researchers believe that in addition to personal characteristics of employees, the type or quality of leadership can play an important role in enhancing or inhibiting such behaviors (Pradhan et al., 2014). Recent research by Jones (2009) also shows that misconduct decreases when managers are respected and dignified with staff about the decisions they make. In a study of 200 companies in South Korea, Shane (2012) found that ethical leadership indirectly affects organizational citizenship behavior. Picolo et al. (2010) found that ethical leadership has a positive impact on organizational citizenship behavior by mediating the variables of the meaningfulness of work and followers' efforts. They found that ethical leadership has a positive impact on employees 'efforts, which in turn affects employees' behavior and employee behavior through significant increases in work. Rezek et al. (2013) examined the role of moral perception as a psychological mechanism in relation to ethical leadership with the involvement of employees in employee voluntary behaviors. Their findings showed that there is a negative relationship between ethical leadership and deviant behavior (0.28), and organizational citizenship behavior has a positive relationship (0.36). Avi et al. (2011) examined the relationship between ethical leadership and followers' behaviors. The results of their research have shown that ethical leadership has a positive relationship with the citizenship behavior of followers and negative relation with their deviant behavior. The results of their research have also shown that this relationship is moderated through the self-confidence variable. In other words, when followers are more confident, the relationship between ethical leadership and the citizenship behavior of followers as well as the relationship between moral leadership and deviant behavior of followers is weakened. Montakhab Yegane et al. (1395) examined the relationship between ethical leadership and deviant behaviors in the workplace, with the mediating role of emotional commitment and ethical atmosphere. The results indicated the direct effect of ethical leadership on deviant behaviors in the workplace and the indirect effect of ethical leadership on deviant behaviors in the workplace through emotional commitment and ethical atmosphere.

Baharlo et al. (1394) investigated the relationship between ethical leadership and organizational citizenship behavior. The results indicate a direct relationship between ethical leadership and organizational citizenship behavior and indirect positive relationship of ethical leadership through organizational commitment, leader-member exchange model and job satisfaction and organizational citizenship behavior.

The role of professional ethics in managers success in organization:
In general, morality in organizations is defined as a system of values, needs, and desires, in which the good and bad of the organization are specified and the bad action distinguished from the good one. Humans in the individual and personal dimension have special moral attributes that shape their thinking, speech and behavior. These individuals, when placed in a position and post office, may some factors lead to different thoughts, and behaviors done by them that these human attributes can affect the effectiveness and effectiveness of the organization. On the other hand, ethics or lack of behaviors and performance can lead to positive or negative outcomes at the organization level (Taleh, 2009). In the same vein, many countries in the industrialized world have reached maturity, which results in disregard for ethical issues and evasion of social responsibilities and obligations. For this reason, many successful companies have felt the need to formulate a moral strategy, and they have come to believe that an organization must embrace a culture of ethics. Hence, they focus on research on professional ethics (Amiri et al., 2010).

One of the main concerns of efficient managers at different levels is how to create suitable platforms for human factors working in all professions to work with the sense of responsibility and commitment to issues in their community and profession, and comply the ethical principles which governing their occupation and profession. With regard to the positive effects of professional ethics, it can be said that one of the key factors for the success of organizations is professional ethics. Whatever professional ethics in organizations is to be taken into account by managers and staff, the organization will be more successful in reaching its predicted goals (Caroline and Chris, 2007). Success in an organization results from the creation and application of ethical management in the organization. Organizational ethics starts from trust. The more trusted the organization, programs and managers, the greater the level of commitment to the organization and tasks will be. Trusting will increase organizational capability in responding to environmental needs, because trust creation will be synergistic with the organization's ability. Therefore, as employees' trust in managers and organizations diminishes, managers must pay more for controlling employee behavior, which results in fewer results. Will also gain (Linkov et al., 2019).

1. Principles of Professional Ethics in Managers:
• Conscientiousness: In the nature and belief of a man, there are instructions that do not pay attention to the results of the work and say whether it is beneficial to you or not , whether it is pleasure or not, to seek pleasure or suffering, do it (Reza'yan Fredoi and Ghazi Nouri, 1389).
• Responsibility: Any kind of irresponsibility is the concept of getting out of the right direction and stepping into inclinations and misconduct. Everyone in any place is responsible for all his affairs (Mishkari, 1395).
• Commitment: a duty or guarantee against someone or to do something. That is, at the right time, we can give the right information to someone (Sanei and Yari, 1393).
• Being honest: that is, someone who opposes hypocrisy and duplicity listens to the call of conscience and at all times takes care of honor and is courageous (Amiri et al., 2010).
• Respect for others: that is, the person respects the rights of others, is prudent and punctual, gives others the right to decide and does not only take into account their own interests (Duchange et al., 2014).
• Justice and fairness: It is fair to see everyone in one eye and eliminate the dilemma of discrimination and tolerance with them (victim, 2011).
• sympathizing with others: that is, a caring and compassionate person, partaking of others, and supporting them. He looks at the feelings of others, and sees the problems of others as problematic.
• Loyalty: It is committed to its duties, it is secretive and trusted by others (Duchange et al., 2014).
• Criticism and Participation: Give the right to criticize and provide a view to employees. Responsiveness to criticisms and avoidance of emotional exposure to critics is a moral imperative (Qaralamky, 2006).
• Decisiveness: Determined to communicate honestly, explicitly, with genuine and reciprocal respect and self-determination (win-win). Strong people are sensitive to the thoughts and feelings of others and are able to convey the feelings of others as well as the views. At the same time, they are able to express their thoughts and feelings clearly.
Trust: Trust means ensuring that the other party does not intend to knock on your relationship with you and have some kind of belief and reliance (Rezaeian Ferdoi and Ghazi Noori, 2010).
• Explicit and honest encounter with employees: in all professions, from job descriptions to comprehensive pay it should be, transparency, precision and care must be governed. Any ambiguity, duplicity in expression, fluidity of the rules, prepares the ground for deception and trampling the rights (Amiri et al., 2010).
2- Tasks of managers in making organizations ethical:

Professional ethics is a discipline of ethical knowledge that, while studying the relationship between jobs, expresses the ethical responsibilities of the organization, identifies and resolves ethical issues in various professions. Researchers consider the duties of managers to be ethical in the organization (Guntzburger et al., 2018).
• Evaluation of employees' ethical functions.
• Moralize the goals of the organization.
• Promoting values and ethical issues in the organization.
• Moralization in personal life.
• The importance of professional ethics in the job.
• Rational and methodological encounters in dealing with ethical problems in the organization and action to resolve them.
• Preparation and drafting of an ethical charter for the organization with the participation of all members of the organization.
3. Barriers to the growth of professional ethics of managers:
• Lack of Strategic Attitude to Professional Ethics: Professional Ethics in Strategic Attitudes, is the organization's responsibility for the rights of all environmental elements, both domestic and foreign, which plays a strategic role in the success of the organization's future. Non-strategic attitude is an imperfect, incomplete, and defective conception of professional ethics that brings about its comprehensiveness and reduces it to the level of moral responsibility of a person in a job. In this case, the HRM approach to professional ethics would replace the leadership approach (Etemad et al., 2014).
• Delivery viewing: Delivery viewing is considered to be the greatest cognitive disorder that affects all segments of the population, especially researchers and managers. And it's the main obstacle to the ethical development of organizations. Engineering, which is chosen as the CEO of a company, if it does not pay for a trap, based on its history and interest in its curriculum, for example, it emphasizes technology, and, with a one-dimensional approach, sees only certain units of the organization and neglects other units (Heydari and Zarei, 1392).
• Customer-Oriented Instrumental and Not Original: Customer-Oriented Instrumentation means looking at the customer as a tool of profit. Such a look is a kind of reflection that reduces the client to the level of an instrument. With this attitude, if the profit is unprofitable or probable, then the firm does not consider itself bound by the rights of the client. While the customer-orientated customer has a genuine right to respect, they do not depend on the company's profit or loss. In this case, the client has an internal motive and is not subject to any eyes, such as the respect of the parents to a child is one - sided (Ahmadi, 1393).
• Lack of motivation: Motivation and ethics are correlated. Lack of motivation prevents the promotion of ethics in the organization, it is immoral and eliminates the moral motivation. Because explanation of many managers and community members for their immoral acts is that society and humans are not ethical. Researchers consider motivation as the result of the interaction between person and state. That's why motivation is different in people. The motivation, the willingness to exert maximum effort to achieve organizational goals is conditional on the ability to meet certain personal needs (Insight, 2011).
• Job dissatisfaction: Job satisfaction is a feeling and attitude that everyone has in their jobs. Organizational commitment but attitudes and feelings of employees about the whole organization. A new conception of job security counts the root of it from within, not from regulations and policies and procedures. If we are up-to-date, if we learn and act well, if we find credibility and value in our expertise and work, and if we are aware of corporate affairs, and if we have a continuous effort to deliver valuable work, we have created a job security for ourselves.
• Lack of decision-making skills: management is an art of decision making. Weakness in decision making causes unethical behavior in the organization. Deciding the process of dealing with the problem is turning the problem into a solution and solving it effectively. Ethical decision making is based on six principles: trust, human dignity, accountability, fairness, commitment to citizenship, and care and attention to others (Heidari and Zarei, 1393).
• Uncertainty or moral conflict: One of the main obstacles to the growth of professional ethics in an organization's is an organizational uncertainty. The most complex moral uncertainty condition is moral conflict. That is, a situation that a person or organization encounters in two ways and does not find a third way, and both ways are immoral. Therefore, moral conflict is a behavior that is morally ugly in its direction, but if secrecy involves betraying an organizational task, it is also unwise. Thus, if a person is right to expose secrets, disclosure of the secret is contrary to law. If he confesses to conceal the truth, the concealment of truth is also immoral too.
4. Role of professional ethics of managers in organization development:
Managers are directly linked to the attitudes of staff and members of the organization. These forces help the organization move towards its goals. If the relationship is a healthy relationship, the organization will achieve its goals, and if the relationship is based on unethical behavior, the organization will not achieve its goals. Now, if this training is ethical and in accordance with the culture of professional ethics, the result of education will be efficiently displayed (Mircea, 2013). One of the most important things that makes managers of the organization

completely indirect towards a relaxation of professional ethics include:

• Providing mental security to staff: The psychological security of the ethics of managers in the organization. It is easier for managers to achieve their goals by providing mental security to members of the organization.

• Infusion of the centrality of justice in the organization: Justice is one of the most important slogans of every school of morality. When members of the organization feel that there is justice in the organization, that means there is a sense of greater cooperation between members and management.

• Reducing stress and psychological pressures: Remembrance of God is a relaxing tool for humans. This sentence, at the same time, indicates the role of ethics and school in reducing psychological pressures in every social organization, such as an organization. By reducing the psychological pressures in the organization, it is easy to move toward goals with the help of members.

• Encourage employees to adhere fully to the principles of value: If the organization of directors and other members adheres to the principles of the organization, the organization will move towards sustainability. One of the reasons for the persistence of the faces of some managers is their attention to religious values and professional ethics (Tulaei, 2009).

Conclusion

Management means working with individuals and by individuals and groups to achieve organizational goals. The key to success is that all managers have social and human skills. So, at least in certain stages of his life, everyone is a manager. The most important skill of a manager is the ability to adapt and deal with people. The profile of a healthy organization is that the physical and mental health is equally considered by the manager, whose emphasis is on production and productivity. In a healthy society, the responsibility of organizations is not limited to providing profit-making services by the employees of that organization, and effective management is not achieved without consideration of the mental health of the employees. The issue of organizational behavior is a complex issue, but it is also an influential and crucial factor in the success and fate of organizations. Hence, the attention of scholars and researchers is drawn to the issues affecting the workforce of organizations so that they can find ways to empower and optimize their existing human resources. From the perspective of today, issues related to employee behavior are considered to be beyond the scope of occupational and organizational homework, and this discussion has been studied as "corporate citizenship behavior". It is also important to pay attention to employees' deviant behaviors due to their impact on organization and organization's development. One of the principles of the success of today's organizations is the existence of ethical values in the workplace and the promotion of these values. Managers and leaders in organizations must rely on their skills to manage ethical values within their organization. The behavior of managers of organizations, especially operational managers who are directly related to manpower, has a major impact on human resource productivity and organizational growth and success. If the relationship between managers and employees is based on professional ethics, then this organization will definitely achieve its goals. And if it is based on unethical behavior, it will certainly prevent the organization from achieving its goals. Therefore, how to manage the managers of organizations should be such that by combining ethics with the current rules, the culture of useful work in the organization can be expanded. Managers who do not care about the human dimension and professional ethics in the organization, and willing to pursue their goals, regardless of ethics and humanity, can ignore them in the short term, but in the long run such a view is usually creativity, efficiency, and Reduces employee engagement and results in a dramatic drop in productivity in the organization.

Experience has shown that many of the entrepreneurial forces that are susceptible to the organization are unclear due to managerial weakness and professional ethics failures, which ultimately leads to the departure of the organization. Today, many of the organizational problems are the lack of proper and professional communication between managers and employees. Because experience shows that many managers are doing unfair behaviors with the employees due to lack of familiarity with management science and techniques as well as professional ethics, which ultimately leads to organizational silence or quit service from the elite employees of the organization. Therefore, one of the problems of organizations where professional ethics is not followed by its managers, the vacancy of the undergraduate body is prone to entrepreneurial forces. Because the unprofessional behavior of managers has led to the silence of many undergraduate elite employees, or such experts at technical meetings, instead of commenting and expressing their technical opinions, try to confirm their superiors' remarks. Such issues are deadly and dangerous for any organization as a poison, and they break down organizations.

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