عنوان فارسی مقاله:
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عنوان انگلیسی مقاله:
Ethical climate, organizational-professional conflict and organizational commitment

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل
با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک کنید.
Discussion
The findings of this study indicate that the perceived ethical climate in CPA firms has significant effects on both OPC and OC. Multiple regression results for the effects of ethical climate on OPC indicated that the egoistic/individual, egoistic/local, and principle/cosmopolitan climates significantly affect perceived conflict, and the model explained approximately 40 percent of the variation in OPC. A multiple regression model for the effects of ethical climate on affective OC also indicated that three of the four climate types (egoistic/individual, benevolent/cosmopolitan, and principle/cosmopolitan) had highly significant effects in the predicted directions, and the model explained almost 50 percent of the observed variation in commitment. Neither firm type nor position had a significant effect on OPC or OC. Consistent with our hypothesis, OPC exhibited a highly significant negative correlation with affective OC. However, OPC did not mediate the relationship between ethical climate and OC.