The relationship between Ethical Behavior of Co-worker, Ethical Climate, Self-ethical Behavior, and Job Satisfaction among Jordanian Nurses in Critical Care Units

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Abstract

Critical care units' environment considered as a highly stressful situation that requires critical decisions and accompanied by ethical dilemmas. Ethical behavior of co-worker, ethical climate, and self-ethical behavior had an influence on job satisfaction. There is a lack of studies regarding these factors among critical care nurses in Arab countries, including Jordan. Thus, this study aimed to examine the relationship between ethical behavior of co-worker, ethical climate, self-ethical behavior, and job satisfaction among Jordanian nurses in critical care units. A cross-sectional, descriptive correlational design was adopted. A convenience sampling method was adopted and data were collected from 376 registered nurses working in critical care units from two health sectors, including government and private during the period from March 2022 to May 2022. Findings revealed that the mean scores of ethical behavior of co-worker, ethical climate, self-ethical behavior, and job satisfaction were as follows: 3.07 (SD= 0.73) out of 4, 3.57 (SD= 0.65) out of 5, 3.45 (SD= 0.49) out of 5, and 3.20 (SD=0.60) out of 6, respectively. There were positive relationships between job satisfaction and ethical behavior of co-worker ($r = 0.53$, $p < 0.001$), ethical climate ($r = 0.61$, $p < 0.001$), and self-ethical behavior (0.54, $p < 0.001$). Ethical behavior of co-worker, ethical climate, and self-ethical behavior were factors influencing job satisfaction ($p < 0.001$). Thus, this study could help policymakers and hospitals administrators, in addition to

healthcare professionals including nurses develop proper strategies and programs to promote these

ethical variables in order to improve job satisfaction among critical care nurses.