

Interventions for Ethical Climate: Scoping Review

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Background

Ethical climate (EC): type of organizational work climate reflecting organizational practices, procedures, and policies with moral consequences¹

Healthcare

Benevolent EC is associated with more positive team work, while negative EC relates to missed nursing care and higher chance of moral distress²

Job performance

EC linked to employee performance and job satisfaction³

Ethical reasoning

EC influences decision-making and subsequent behaviour in response to ethical dilemmas⁴, and relates to ethical violation and success rate in responding to ethical issues⁵

Aim: To explore existing research regarding ethical climate interventions, and to collect and synthesize information regarding interventions for improving ethical climate

Methods

- **Sources of evidence:** Medline, Scopus, Web of Science, ERIC
- Articles describing development, piloting and/or evaluating interventions for improving ethical climate in organizations, including academic institutions
- One author assessed the documents for eligibility, initially reviewing titles and abstracts, and another author independently assessed excluded items.
- Data were extracted according to the Joanna Briggs Institute methodology for scoping reviews⁶

Results

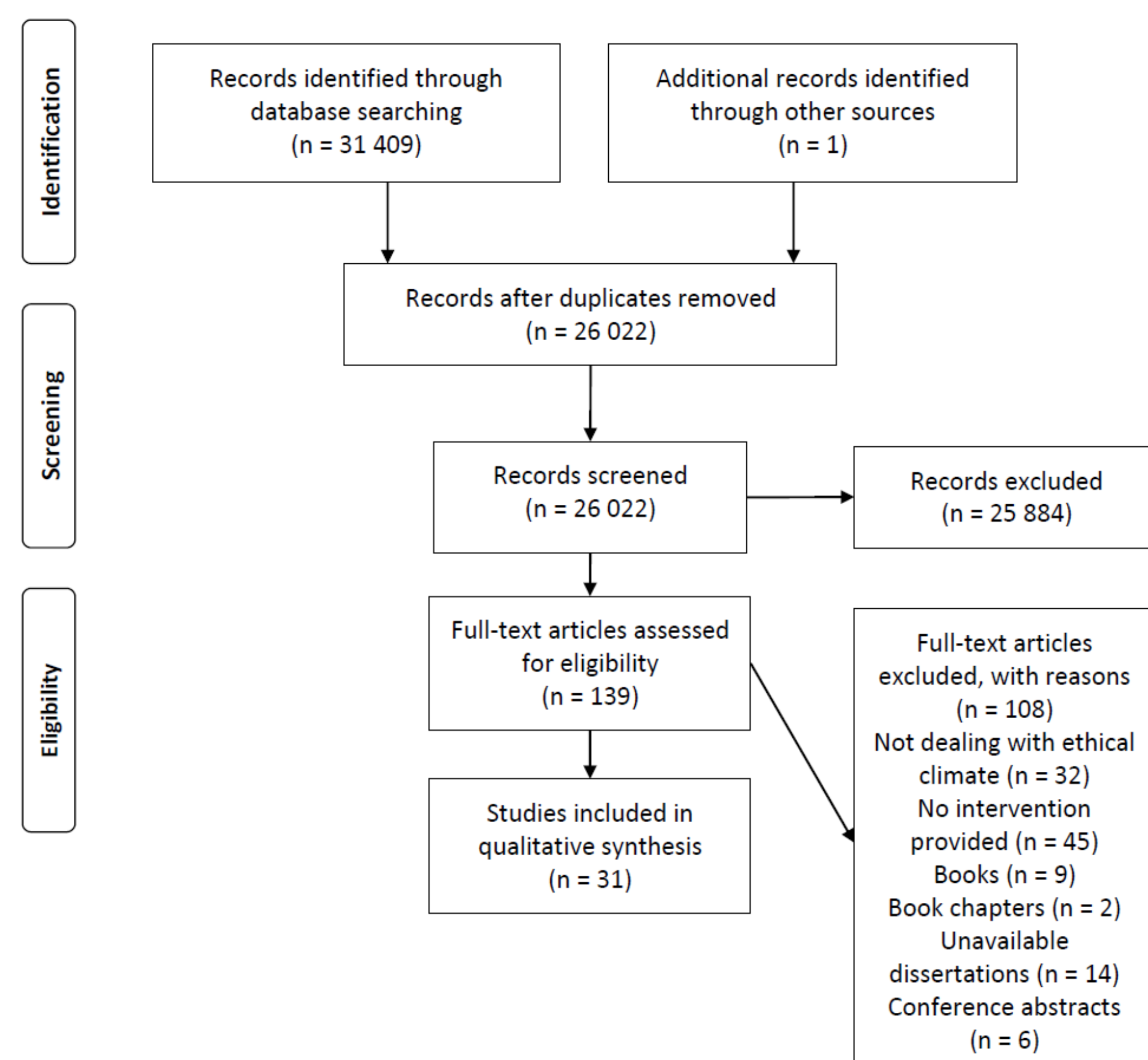


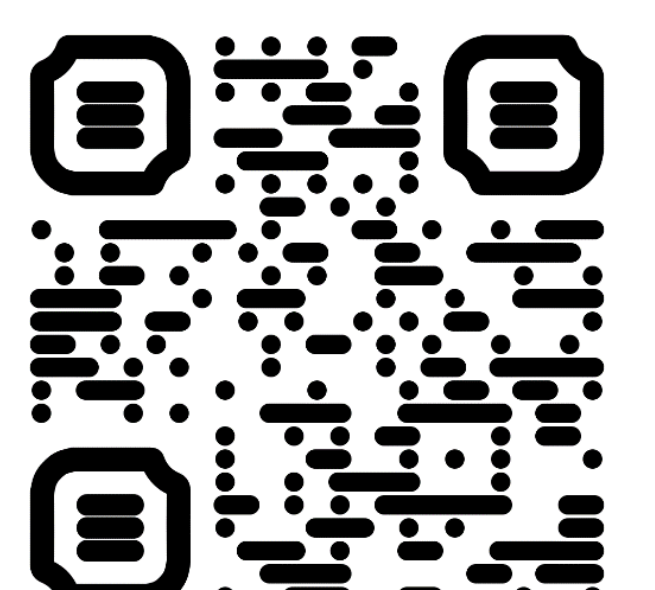
Figure 1. Flow diagram of literature search

Key findings

- 31 items included in the full text analysis (**Figure 1**)
- 11 case studies, 3 cohorts, 17 interventional studies
- Research area: biomedicine and health (15), business school (4), libraries (2), academic institutions (4)
- Studies measured 43 different outcomes
- Educational approach included training and workshops (11), lectures (6), discussions (4), problem based learning (2), gaming (1) and learning systems (1)
- Interventions:
 - had positive impact on workplace environment, work performance and institutional support
 - reduced perceptions of an ego-involving climate
 - changed participants' perception on what constitutes ethical behaviour
 - increased participants' satisfaction

Conclusions

- There are successful interventions to promote ethical climate in organizations
- Future research should use well established outcomes and measuring instruments to allow comparisons among interventions



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3. Lilly J, Duffy JA, Wipawayangkool, K. The Impact of Ethical Climate on Organizational Trust and the Role of Business Performance: If Business Performance Increases, Does Ethical Climate Still Matter? *JBAM*. 2016. Vol. 17, Issue 1.

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6. Peters MD, Godfrey CM, Khalil H, McInerney P, Parker D, Soares CB. Guidance for conducting systematic scoping reviews. *Int J Evid Based Healthc*. 2015;13(3):141-6.