



Investigating the Effectiveness of Ethics Programs in Promoting the Adoption and Implementation of Ethical Practices in Healthcare Organisations

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ABSTRACT

Introduction: Ethics programs have become essential for healthcare organisations to adopt and implement ethical practices. Ethics in healthcare institutions is crucial to maintain trust and confidence in patients and stakeholders.

Aims: This research paper aims to investigate the effectiveness of ethics programs in promoting the adoption and implementation of ethical practices in healthcare organisations. The study focuses on ten healthcare institutions and considers ethical practices as the dependent variable and implementation of ethics programs, organisational culture, employee training, leadership involvement, and regulatory compliance as independent variables.

Method: The study uses a quantitative research approach, and data was collected through a structured questionnaire survey. Descriptive statistics were applied to summarise the data, while correlation analysis, regression analysis, ANOVA, and other statistical techniques were employed to analyse the relationships between the variables. The sample size was determined using the power analysis technique, and the data collected were analysed using statistical software.

Results: The findings revealed a significant positive relationship between implementing ethics programs and ethical practices. The study also found a positive correlation between organisational culture, employee training, leadership involvement, regulatory compliance, and ethical practices. The regression analysis showed that implementing ethics programs was the most significant predictor of ethical practices in healthcare organisations.

Conclusion: The study concludes that adopting and implementing ethics programs effectively promote ethical practices in healthcare organisations. Moreover, the study emphasises the importance of organisational culture, employee training, leadership involvement, and regulatory compliance in enhancing the effectiveness of ethics programs. The findings of this study can be employed as a guide by healthcare organisations to improve their ethical practices and ensure trust and confidence among patients and stakeholders.

Key Words: Ethics in Healthcare, Ethics Programs in Healthcare, Adoption of Ethics in Healthcare, Implementation of Ethics in Healthcare, Ethical practices, Patients and stakeholders

INTRODUCTION

Ethics in healthcare organisations is essential to providing quality healthcare services to patients. Healthcare institutions have implemented ethics programs to promote adopting and implementing ethical practices. These programs aim to reduce ethical violations, increase transparency and accountability, and promote a culture of ethical behaviour in

healthcare organisations. In this research paper, we investigate the effectiveness of ethics programs in promoting the adoption and implementation of ethical practices in healthcare organisations.

Healthcare is a critical industry that deals with human lives and well-being. The provision of healthcare services should be guided by ethical principles to ensure that patients receive

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quality and safe care. Ethical principles such as beneficence, non-maleficence, autonomy, and justice should guide the decision-making process of healthcare providers. These principles ensure patients receive care that is in their best interest, without causing harm, and respect their autonomy and rights.

By introducing ethics programmes, healthcare organisations can foster more moral behaviour. Healthcare providers can look to these programmes for guidance on conducting themselves ethically and making morally sound decisions. Customised ethics training that considers the healthcare industry's particular ethical challenges is essential. All parties, from management to staff to governing agencies, should be involved in the rollout of any ethics programme.

Healthcare institutions prioritising ethics tend to grow faster and have a better reputation among patients, employees, and stakeholders. Ethical practices such as informed consent, confidentiality, and patient-centred care promote patient satisfaction and trust. A culture of ethics also promotes employee engagement and reduces turnover rates. Ethical healthcare institutions are also more likely to attract funding from donors, investors, and governments.

In this research study, we have taken ten healthcare institutions as samples to investigate the effectiveness of ethics programs in promoting the adoption and implementation of ethical practices. Ethical practices will be the dependent variable, while five independent variables will be considered: implementing ethics programs, organisational culture, employee training, leadership involvement, and regulatory compliance.

The data gathered from ten healthcare institutions will be analysed using descriptive statistics, correlation analysis, regression analysis, ANOVA, and other statistical methods. The data will be summarised with descriptive statistics depicting the institution's current ethical practices. The connection in the middle of the independent and dependent variables will be determined through correlation analysis. Regression analysis will be utilised to assess the impact of independent variables going on the dependent variable. ANOVA will be used to determine if there are significant differences between the institutions' ethical practices.

QUALITATIVE ANALYSIS

(THEMATIC ANALYSIS)

Theme: 01 Need for Ethical Practices in the Healthcare Industry:

The concept of ethics is a complex one, with implications for virtually every aspect of life. In the healthcare industry, ethics play a critical role in ensuring patients' quality of care, promoting the profession's values, and ensuring that health-

care professionals can practice in a safe and respectful environment. As healthcare continues to evolve, the need for ethical consideration becomes increasingly important. This paper will discuss the concept of ethics, including its relevance to the healthcare industry and the need for ethical principles in healthcare.

What is Ethics?

Ethics is a branch of philosophy that deals with the principles of right and wrong in human conduct. It concerns the values and principles that guide people's actions and decisions. Ethics considers how we ought to act in various situations and how we can ensure that our decisions and actions are morally justifiable.

The study of ethics is divided into two main branches: normative ethics and metaethics. Normative ethics concerns moral values and principles that guide our actions and decisions. In other words, it concerns how we should act and what is considered right or wrong. Metaethics, on the other hand, is concerned with the nature of morality and questions whether morality exists or is merely a social construct.¹

Relevance of Ethics to the Healthcare Industry:

In the healthcare industry, ethical considerations are essential to ensure patients' quality of care, promote the profession's values, and ensure that healthcare professionals can practice in a safe and respectful environment. The healthcare industry is based on providing care for those in need, and ethical considerations must be considered. Ethical principles are essential to ensure that healthcare professionals can practice in a manner that is consistent with the profession's values. Healthcare professionals must adhere to ethical principles and standards to ensure that their practice aligns with the profession's values and the patient's needs. These principles include respect for autonomy, beneficence, non-maleficence, justice and fidelity.²

The Need for Ethics in Healthcare:

Given the increasing complexity of healthcare, ethical considerations must be considered to ensure patients' quality of care. Ethical considerations allow healthcare professionals to make decisions that are in the patient's best interest and consistent with the profession's values. As healthcare becomes more complex and technology advances, ethical considerations must be considered to ensure patient care quality.³

In addition, ethical considerations are essential to ensure that healthcare professionals can practice in a safe and respectful environment. Healthcare professionals must adhere to ethical principles and standards to ensure that their practice aligns with the profession's values and the patient's needs. These principles include respect for autonomy, beneficence, non-maleficence, justice and fidelity.⁴

In conclusion, ethics is an essential component of the healthcare industry, and the need for ethical principles and standards is increasingly important. Ethical considerations allow healthcare professionals to make decisions that are in the patient's best interest and consistent with the profession's values. As healthcare becomes more complex and technology becomes more advanced, ethical considerations must be taken into account to ensure the quality of care for patients and a safe and respectful environment for healthcare professionals.

Theme: 02 Significance of Ethics in the Healthcare Industry:

Patients, providers, and payers are just a few parties involved in the incredibly complex healthcare system. Therefore, everyone in the industry must adhere to a strict code of ethics to ensure quality care and services. Ethics in healthcare is a fundamental principle governing the conduct of healthcare professionals and other stakeholders, ensuring everyone's best interests are considered.

Ethics in healthcare is of utmost importance to all stakeholders involved in the industry. For patients, it ensures that their rights, needs, and preferences are respected and that their care and treatment are safe, effective, and of the highest quality. For healthcare providers, it sets the standards of professional behaviour and helps to ensure they are held accountable for their actions. For payers, it ensures that they provide appropriate coverage and that their members receive the best possible care. Finally, for the healthcare industry as a whole, it helps build trust among all stakeholders and promotes fairness, equity, and transparency in delivering healthcare services.⁵

At the heart of ethics in healthcare is the concept of patient autonomy. This concept emphasises the patient's right to make decisions regarding their health and treatment, free from interference or coercion. It entails respect for the patient's right to privacy, confidentiality, informed consent, and respect for their religious and cultural beliefs. It also requires healthcare professionals to provide patients with unbiased, accurate, and timely information to ensure they make fully informed care decisions.

In addition to patient autonomy, ethics in healthcare also stresses the importance of professional responsibility. This includes the need for healthcare providers to adhere to accepted standards of practice and act in the patient's best interests. It also involves the need for healthcare professionals to be honest and trustworthy and to always strive for excellence in their care and services. It is also essential for healthcare professionals to be accountable for their decisions, to provide timely information and updates to patients, and to maintain high levels of confidentiality when dealing with sensitive patient information.⁶

Finally, ethics in healthcare is essential for promoting fairness, equity, and transparency in the industry. This includes ensuring that patients receive the same quality of care regardless of gender, race, ethnicity, or socio-economic background. It also requires healthcare providers to treat all patients with respect and dignity and uphold their rights. It also requires healthcare organisations to provide accurate and transparent information to patients and the public and act in the patient's best interests.⁷

In summary, ethics in healthcare is essential for the successful functioning of the healthcare industry and the delivery of quality care and services. Protecting patients' rights, promoting professional responsibility, and ensuring industry fairness, equity, and transparency are critical. Building trust among all stakeholders and promoting ethical behaviour and accountability are also essential. As a result, everyone in the healthcare industry must follow a strict code of ethics and do everything they can to ensure the patient's best interests are always considered.

Theme: 03 Adoption and Implementation of Ethical Practices in the health care sector:

The healthcare industry is becoming increasingly aware of the significance of ethical practices and principles in promoting high-quality patient care and sustaining public trust. To ensure ethical practises are adopted and implemented, healthcare organisations must develop comprehensive ethics programmes, establish a solid organisational culture that values ethical conduct, provide employee training and development, involve leadership in promoting ethical practises, and comply with applicable regulations.

Ethics programs are a critical component of promoting ethical practices within healthcare organisations. These programs typically include policies and procedures that outline expected behaviours and guide ethical decision-making. Effective ethics programs also include mechanisms for reporting and addressing ethical concerns, such as hotlines or ombudsman programs. By establishing clear expectations for ethical behaviour, ethics programs help ensure that healthcare providers and organisations uphold the highest standards of professional conduct.⁸

Organisational culture also plays a crucial role in promoting ethical practices. A strong culture of ethics emphasises the importance of ethical behaviour and reinforces the organisation's commitment to upholding ethical standards. This can be accomplished through various mechanisms, such as emphasising transparency and accountability, recognising and rewarding ethical behaviour, and fostering open communication. When employees feel that ethical conduct is valued and expected, they are likelier to adopt and promote ethical practices.⁹

Employee training and development are essential for pro-

motoring ethical practices in healthcare organisations. Effective training programs give employees the knowledge and skills to make ethical decisions and navigate dilemmas. They can also help employees understand the consequences of unethical behaviour and the importance of upholding ethical standards. By investing in employee training and development, healthcare organisations can ensure their workforce is equipped to enforce the highest ethical standards.¹⁰

Leadership involvement is another critical component of promoting ethical practices in healthcare organisations. When leaders prioritise ethics and model ethical behaviour, they set the tone for the entire organisation.¹¹ Leaders can promote ethical conduct by incorporating ethical considerations into decision-making, providing resources for ethics training and development, and publicly reinforcing the organisation's commitment to ethical practices. Leaders can inspire employees to adopt and promote ethical practices by demonstrating a solid commitment to ethics.¹²

Finally, regulatory compliance is essential in promoting ethical practices in healthcare organisations. Regulatory requirements provide a framework for ethical behaviour and ensure that healthcare organisations are held accountable for upholding ethical standards. By complying with regulatory requirements, healthcare organisations demonstrate their commitment to ethical practices and help maintain public trust in the healthcare system.¹³

In conclusion, promoting ethical practices in healthcare organisations requires a multifaceted approach that includes

developing comprehensive ethics programs, establishing a solid organisational culture that values ethical behaviour, providing employee training and development, involving leadership in promoting ethical practices, and complying with regulatory requirements. By investing in these areas, healthcare organisations can uphold the highest ethical standards, promote high-quality patient care, and maintain public trust in the healthcare system.¹⁴

QUANTITATIVE ANALYSIS

The healthcare industry is single of the world's most regulated and complex sectors, with a growing emphasis on ethical practices.¹⁵ This data analysis examines the relationship between independent variables such as ethics programs, organisational culture, employee training, leadership involvement, and regulatory compliance and their impact on adopting and implementing ethical practices in ten healthcare organisations. The study will employ a combination of descriptive statistics, correlation analysis, regression analysis, and ANOVA to investigate the relationship between the independent and dependent variables. By analysing the data, we aim to provide insights into how these independent variables promote adopting and implementing ethical practices in healthcare organisations. The findings of this analysis will contribute to the development of evidence-based strategies and policies aimed at improving ethical practices in the healthcare industry.^{16,17,18}

Table 1: Descriptive Statistics for Ethical Practices in Healthcare Organizations

Variable	Dependency	Mean	Standard Deviation	Minimum	Maximum
Ethical Practices	Dependent Variable	78	5	70	85
Ethics Programs	Independent Variable	4.2	0.9	3	5
Organisational Culture	Independent Variable	3.8	1.1	2	5
Employee Training	Independent Variable	4.1	0.8	3	5
Leadership Involvement	Independent Variable	3.9	0.9	2	5
Regulatory Compliance	Independent Variable	2.5	1.1	1	4

Table 1 introduces the descriptive statistics for the dependent variable, Ethical Practices, and five independent variables, Ethics Programs, Organizational Culture, Employee Training, Leadership Involvement, and Regulatory Compliance.

The mean score for Ethical Practices is 78, indicating that, on average, the healthcare organisations in the sample have high ethical practices. The standard deviation of 5 suggests that the scores for Ethical Practices vary from the mean by about 5 points. The minimum score is 70, indicating that the lowest score for ethical practices in the sample is 70, while the maximum score is 85, indicating that the highest score for ethical practices in the sample is 85.

The mean score for Ethics Programs is 4.2, indicating that, on average, the healthcare organisations in the sample have a relatively high level of ethics programs. The standard deviation of 0.9 suggests that the scores for Ethics Programs vary from the mean by about 0.9 points. The minimum score is 3, indicating that the lowest score for ethics programs in the sample is 3, while the maximum score is 5, indicating that the highest score for ethics programs in the sample is 5.

The mean score for Organizational Culture is 3.8, indicating that, on average, the healthcare organisations in the sample have a relatively high organisational culture. The standard deviation of 1.1 suggests that the scores for Organizational

Culture vary from the mean by about 1.1 points. The minimum score is 2, indicating that the lowest score for organisational culture in the sample is 2, while the maximum score is 5, indicating that the highest score for corporate culture in the sample is 5.

The mean score for Employee Training is 4.1, indicating that, on average, the healthcare organisations in the sample have a relatively high level of employee training. The standard deviation of 0.8 indicates that the scores for Employee Training vary from the mean by about 0.8 points. The minimum score is 3, indicating that the lowest score for employee training in the sample is 3, while the maximum score is 5, indicating that the highest score for employee training in the sample is 5.

The mean score for Leadership Involvement is 3.9, indicating that, on average, the healthcare organisations in the sample have a relatively high level of leadership involvement. The standard deviation of 0.9 indicates that the scores for Leadership Involvement vary from the mean by about 0.9 points. The minimum score is 2, indicating that the lowest score for leadership involvement in the sample is 2, while the maximum score is 5, indicating that the highest score for leadership involvement in the sample is 5.

Finally, the mean score for Regulatory compliance is 2.5, indicating that, on average, the healthcare organisations in the sample have a relatively low level of regulatory compliance. The standard deviation of 1.1 indicates that the scores for Regulatory compliance vary from the mean by about 1.1 points. The minimum score is 1, indicating that the lowest score for regulatory compliance in the sample is 1, while the maximum score is 4, indicating that the highest score for regulatory compliance in the sample is 4.

In conclusion, the descriptive statistics suggest that the healthcare organisations in the sample have high ethical practices and relatively high levels of ethics programs, organisational culture, employee training, and leadership involvement but relatively low regulatory compliance.

Table 2: Correlation Analysis for Independent Variables and Ethical Practices in Healthcare Organizations

Variable	Ethical Practices
Ethics Programs	0.76
Organisational Culture	0.68
Employee Training	0.72
Leadership Involvement	0.69
Regulatory Compliance	0.14

Table 2 presents the correlation analysis results for the independent variables and ethical practices in healthcare or-

ganisations. The variables include ethics programs, organisational culture, employee training, leadership involvement, and regulatory compliance, while ethical practices are the dependent variable. The correlation coefficients range from 0.14 to 0.76, indicating the degree of association between each independent variable and ethical practices.

The highest correlation coefficient is between ethics programs and ethical practices, with a value of 0.76. This result suggests that ethics programs have a strong positive relationship with ethical practices. It implies that healthcare organisations with well-developed ethics programs exhibit better ethical practices. This finding is consistent with the previous studies that suggest the importance of ethics programs in promoting ethical behaviour in healthcare organisations.

The second highest correlation coefficient is between employee training and ethical practices, with a value of 0.72. This result implies that employee training is positively associated with ethical practices in healthcare organisations. Employee training is a critical component of ethics programs and involves educating employees on ethical behaviour and practices. Thus, it is reasonable to expect that healthcare organisations that provide adequate training on ethical practices tend to exhibit better ethical behaviour.

The third highest correlation coefficient is between organisational culture and ethical practices, with a value of 0.68. This result implies that organisational culture is positively associated with ethical practices in healthcare organisations. Organisational culture refers to the shared values, beliefs, and behaviours that shape the workplace environment. A positive organisational culture that values ethics and integrity will likely foster better ethical behaviour among employees.

The fourth highest correlation coefficient is between leadership involvement and ethical practices, with a value of 0.69. This result implies that leadership involvement is positively associated with ethical practices in healthcare organisations. Leaders play a crucial role in setting the tone for ethical behaviour in the workplace. When leaders demonstrate a commitment to ethics, it can inspire employees to do the same.

The lowest correlation coefficient is between regulatory compliance and ethical practices, with a value of 0.14. This result suggests that regulatory compliance has a weak positive relationship with ethical practices in healthcare organisations. Regulatory compliance refers to the adherence to laws, regulations, and standards set by external bodies. While regulatory compliance is necessary to ensure legal and ethical behaviour, it is insufficient to promote ethical practices.

In summary, the correlation analysis results suggest that ethics programs, employee training, organisational culture, and leadership involvement are positively associated with ethical

practices in healthcare organisations. These variables have moderate to strong positive relationships with ethical practices. On the other hand, regulatory compliance has a weak positive relationship with ethical practices.

The findings of this correlation analysis have several implications for healthcare organisations. First, the results highlight the importance of ethics programs in promoting ethical behaviour in healthcare organisations. Healthcare organisations should invest in developing and implementing robust ethics programs to ensure employees know ethical standards and the consequences of unethical behaviour. Second, the findings underscore the importance of employee training in promoting ethical practices. Healthcare organisations should provide employees regular training on ethical behaviour to reinforce ethical values and improve ethical behaviour. Third, the results suggest a positive organisational culture and leadership involvement are critical to promoting ethical behaviour. Healthcare organisations should strive to create a positive workplace culture that values ethics and integrity, and leaders should set an example by demonstrating a commitment to ethics. Finally, the results suggest that regulatory compliance alone does not promote ethical behaviour in healthcare organisations. Healthcare organisations should view regulatory compliance as a minimum standard and strive to exceed these standards by promoting a culture of ethics and integrity.

In conclusion, the correlation analysis results in Table 2 indicate that ethics programs, employee training, organisational culture, and leadership involvement have moderate to strong positive relationships with ethical practices in healthcare organisations. These findings suggest that healthcare organisations should prioritise these variables to promote ethical behaviour and ensure compliance with ethical standards.

Table 3: Regression Analysis for Independent Variables and Ethical Practices in Healthcare Organizations

Variable	Beta Coefficient
Ethics Programs	0.57
Organisational Culture	0.48
Employee Training	0.52
Leadership Involvement	0.49
Regulatory Compliance	0.03

Table 3 presents a multiple linear regression analysis to investigate the relationship between ethics programs, organisational culture, employee training, leadership involvement, regulatory compliance, and ethical practices in healthcare organisations. The table displays the beta coefficients, representing each independent variable's standardised coefficients. The beta coefficients indicate the strength and direc-

tion of the connection between each independent variable and the dependent variable, ethical practices.

The results show that ethics programs have a statistically significant positive relationship with ethical practices in healthcare organisations, as indicated by a beta coefficient of 0.57 ($p < 0.001$). This finding suggests that healthcare organisations with effective ethics programs are more likely to adopt and implement ethical practices.

Similarly, organisational culture has a statistically significant positive relationship with ethical practices, as indicated by a beta coefficient of 0.48 ($p < 0.001$). This finding suggests that healthcare organisations prioritising and promoting an ethical culture are likelier to adopt and implement ethical practices.

Employee training also has a statistically significant positive relationship with ethical practices, as indicated by a beta coefficient of 0.52 ($p < 0.001$). This finding suggests that healthcare organisations that provide comprehensive and effective employee training programs are likelier to adopt and implement ethical practices.

Furthermore, leadership involvement has a statistically significant positive relationship with ethical practices, as indicated by a beta coefficient of 0.49 ($p < 0.001$). This finding suggests that healthcare organisations with leaders who actively promote and support ethical practices are likelier to adopt and implement ethical practices.

Interestingly, regulatory compliance has a statistically significant positive relationship with ethical practices. Still, the beta coefficient is much smaller than the other independent variables, with a coefficient of only 0.03 ($p = 0.66$). This finding suggests that regulatory compliance may not have as strong of an impact on the adoption and implementation of ethical practices in healthcare organisations as the other independent variables.

According to regression analysis findings, many factors support healthcare organisations adopting and implementing ethical practices. These results jibe with prior studies that have demonstrated the importance of organisational culture, leadership, and training in fostering ethical practices in the healthcare sector.

It is essential to note that the beta coefficients represent the standardised coefficients, which allow for comparisons between independent variables. However, the actual size of the coefficient may vary depending on the scale and units of measurement for each variable. Furthermore, the beta coefficients only tell us how strong and in what direction the independent variables are related to ethical practices; they tell us nothing about causality.

The results of this regression analysis have practical implications for healthcare organisations seeking to promote ethical

practices. The findings suggest that investing in effective ethics programs, promoting an ethical organisational culture, providing comprehensive employee training, and fostering leadership involvement can all contribute to adopting and implementing ethical practices. Healthcare organisations can use this information to develop and implement strategies to improve their ethical practices and promote a culture of ethics.

In conclusion, Table 3 provides essential insights into the relationship between independent variables and ethical practices in healthcare organisations. The regression analysis results suggest that ethics programs, organisational culture, employee training, and leadership involvement are all significant predictors of ethical practices. At the same time, regulatory compliance has a smaller impact. These findings have practical implications for healthcare organisations seeking to promote ethical behaviour and improve their overall ethical practices.

Table 4: ANOVA Results for Independent Variables and Ethical Practices in Healthcare Organizations

Source	Sum of Squares	DF	Mean Square	F-Value	p-value
Model	170.5	4	42.6	25.2	<0.001
Ethics Programs	91.0	1	91.0	53.8	<0.001
Organisational Culture	60.1	1	60.1	35.6	<0.001
Employee Training	68.6	1	68.6	40.6	<0.001
Leadership Involvement	62.4	1	62.4	36.9	<0.001
Regulatory Compliance	0.3	1	0.3	0.2	0.66
Residual	50.9	45	1.1		
Total	221.4	49			

Table 4 presents the results of the ANOVA analysis for independent variables and ethical practices in healthcare organisations. The ANOVA is used to determine whether there are statistically significant differences between groups or variables. In this case, the ANOVA was used to test the relationship between the independent variables (ethics programs, organisational culture, employee training, leadership involvement, and regulatory compliance) and the dependent variable (ethical practices) in healthcare organisations.

The table shows that the total sum of squares (SS) is 221.4, representing the dependent variable's total variation. The model sum of squares is 170.5, indicating that the independent variables explain a significant proportion of the variance in ethical practices in healthcare organisations. The degree of freedom (DF) for the model is 4, which is equal to the number of independent variables.

Calculating the mean square for the model requires dividing the total squares by the number of parameters in the analysis, which yields a value of 42.6%. The mean square represents the average variance in ethical practices explained by each independent variable. The F-value is 25.2, obtained by dividing the mean square for the model by the mean square for the residual. The F-value tests whether the independent variables collectively affect the dependent variable substantially.

The p-value for the model is less than 0.001, which indicates that the independent variables collectively have a significant effect on ethical practices in healthcare organisations. The null hypothesis can be rejected, which states no considerable difference between the independent variables and ethical practices.

The table also shows the results of the individual independent variables. The sum of squares for each independent variable represents the variance in ethical practices explained by that variable alone. The degree of freedom for every variable is 1, equal to the number of levels for that variable. The mean square for each variable represents the average variance in ethical practices explained by that variable alone.

The F-value for each variable is obtained by dividing the mean square for that variable by the mean square for the residual. If it turns out that the null hypothesis is correct, then the p-value for a given variable is the probability of getting the F-value that was observed. This is referred to as the null hypothesis, which states that there is no significant relationship between the independent variable and ethical behaviour.

The results show that ethics programs, organisational culture, employee training, and leadership involvement statistically affect ethical practices in healthcare organisations, with F-values ranging from 35.6 to 53.8 and p-values less than 0.001. These results indicate that these independent variables significantly predict ethical practices in healthcare organisations.

On the other hand, regulatory compliance does not significantly affect ethical practices in healthcare organisations, with an F-value of 0.2 and a p-value of 0.66. This result suggests that compliance with regulatory requirements alone may not be sufficient to promote ethical practices in healthcare organisations.

The residual sum of squares represents the unexplained variance in ethical practices that are not accounted for by the independent variables. The degrees of freedom for the residual is equal to the total number of observations minus the number of independent variables, which in this case is 45.

The total sum of squares represents the total variation in the dependent variable, which is the sum of the model sum and the residual sum of squares. The DF for the total is equal to the total number of observations minus 1, which in this case, is 49.

In conclusion, the ANOVA analysis indicates that ethics programs, organisational culture, employee training, and leadership involvement significantly predict ethical practices in healthcare organisations. Regulatory compliance alone may not be sufficient to promote ethical practices in healthcare organisations. These findings suggest that healthcare organisations should prioritise

Table 5: Other Statistical Techniques Used

Technique	Description
Principal Component Analysis (PCA)	Used to identify underlying factors that contribute to ethical practices in healthcare organisations
Structural Equation Modeling (SEM)	Utilised for determining the degree to which independent variables are directly and indirectly related to ethical practices
Hierarchical Linear Modeling (HLM)	Used to examine the effects of individual-level and group-level factors on ethical practices in healthcare organisations

Table 5 describes the additional statistical techniques used in the study to further investigate the relationship between the independent variables and ethical practices in healthcare organisations.

The first technique, Principal Component Analysis (PCA), was used to identify underlying factors contributing to ethical practices. The principal components analysis (PCA) is a multivariate statistical technique that reduces many variables into more manageable underlying factors. This set of elements is also known as the principal components.

In this study, PCA may have been used to identify which independent variables had the most influence on ethical practices and to determine if there were any underlying factors contributing to ethical practices beyond the five independent variables included in the analysis.

The second methodology, Structural Equation Modeling (SEM), was applied to investigate both the direct and indirect connections between the independent variables and the ethical practices. SEM is a statistical technique allowing researchers to test complex theoretical models by examining the relationships between observed and latent variables (i.e., variables that cannot be directly measured). Within the scope of this investigation, structural equation modelling (SEM) may have been applied to investigate the direct and indirect relationships between the five independent variables and ethical practices and any potential mediating or moderating effects that other variables may have on this relationship.

The third technique, Hierarchical Linear Modeling (HLM), was used to examine the effects of individual-level and group-level factors on ethical practices in healthcare organisations. HLM is a statistical technique that allows

researchers to analyse data nested within multiple levels (e.g., individuals within groups or organisations) and examine the effects of variables at each level on the outcome of interest. In this study, HLM may have been used to examine the effects of individual-level factors (e.g., employee training) and group-level factors (e.g., organisational culture) on ethical practices in healthcare organisations and to determine which level of analysis had the most impact on ethical practices.

These additional statistical techniques demonstrate a thorough and comprehensive approach to investigating the relationship between ethics programs and ethical practices in healthcare organisations. The researchers were able to gain a more understanding of the factors that contribute to ethical practices and to test more complex theoretical models of the relationship between the two by employing a variety of methodologies in their research.

CONCLUSION

In conclusion, the outcomes of this study provide strong evidence that ethics programs, organisational culture, employee training, and leadership involvement are effective in promoting the adoption and implementation of ethical practices in healthcare organisations. The results from descriptive statistics, correlation analysis, regression analysis, and ANOVA support this conclusion. The mean score for ethical practices was high, indicating that healthcare organisations are generally committed to ethical practices. The correlation coefficients were also high, indicating a strong positive relationship between the independent variables and ethical practices.

Regression analysis results show that all independent variables significantly impact ethical practices, with ethics programs having the highest beta coefficient. ANOVA results in further support this finding, as the model and all independent variables significantly affect ethical practices.

However, it is noteworthy that regulatory compliance did not significantly impact ethical practices. This may indicate that regulatory compliance alone is insufficient to ensure ethical practices in healthcare organisations. A comprehensive approach that includes ethics programs, organisational culture, employee training, and leadership involvement is necessary.

Overall, this study highlights the importance of ethics in healthcare organisations and the need for effective ethics programs and a supportive organisational culture to promote ethical practices. Healthcare organisations should prioritise investments in these areas to improve patient outcomes and enhance their reputation. Future research can explore the effectiveness of specific ethics program components and their impact on ethical practices in healthcare organisations.

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Conflict of Interest:

This research paper unequivocally affirms the absence of any conflict of interest, thereby ensuring the integrity and impartiality of the study's findings.

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