



## Identify and determine the Status of the Indicators of Related Factors of Managers' Moral Competency in Treatment Centers

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### Abstract:

**Background and Objective:** nowadays, the social responsibilities and morality of the managers in the work have drawn the attention of the researchers and experts in the management field. Thus, the present study aims to identify and determine the status of the indicators of related factors of managers' moral competency in the healthcare gas industries.

**Method:** the present study is a developmental and applied research in terms of its objectives; it is descriptive research in terms of the study's nature, and it is a survey study in terms of the method. The study population included 1) 15 individuals were selected from the academic professors and experts featuring the required scales; 2) 232 individuals of the healthcare gas industry senior and middle managers of Iran's national gas company, and 232 individuals were selected using Cochran formula based on the random cluster sampling method in proportion to the cluster's volume. Then the main problems of management were specified and discussed the ways to solve those using multi-criteria methods. Well-performed management was one of the critical factors which leads to the success of any significant sustainable project.

**Results:** The results indicated that the mean statuses of the indicators of related factors of managers' moral competency qualifications were in a significant level (0.05), and this was reflective of the idea that these variables were in a favorable situation in the company. However the values have been found not so much high that it can be accordingly stated that the managers' moral competency qualifications were being well evaluated and enhanced in this organization.

**Conclusion:** It can be concluded that moral competence and holding all circumstances of the managers and agents of that society has a fundamental role in the well-being of a society. In treatment centers, the success in attaining goals and missions is highly dependent on morally competent and worthy directors. Thus, selecting the best managers and staff justifies lots of inspection and investigation, and standards should be taken into consideration for evaluating individuals and their selection.

**Keywords:** qualification, moral, attitude, related factors, moral competency, national gas company, interaction, management

## Background and Objective

The competency model can be utilized to recognize competencies required to enhance performance in individuals' current work and prepare for other jobs and recognize gaps and deficiencies. A competency model is a descriptive means to identify the demanded competencies for the activity of a particular role in work, profession, organization. To elaborate further, the competency model is a behavioral description of a job that must be established based on each career and profession<sup>1-3</sup>.

Nowadays, meritocracy and the use of an effective workforce are amongst the essential principles and factors giving rise to the success of the organizations in their movement towards dynamicity and evolution<sup>1</sup>. Based thereon, one of the challenges of the organizations is their method of selecting the managers of the treatment centers as well as the competent staff and the scales governing these selections. The most crucial factor of an organization's success is its officials and staff members' well-educatedness and competency<sup>2</sup>.

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Thus, playing an essential role in society's felicity is its manager's and functionaries' competency and high qualifications. In organizations, the success of an organization in accomplishing its organizational goals and missions is suspended on the existence of efficient and competent managers in the treatment centers. Therefore, the selection of well-qualified functionaries and managers needs more attention and evaluation, and certain criteria should be taken into account for the assessment and appointment of the individuals<sup>3</sup>.

Many of the manager's and staff members' decisions and behaviors in the treatment centers of today's world are influenced by their ethical values. Since the human workforce, whether in an individual or a group manner and interaction with others, is the most critical factor of the organizations' competitive advantage, the individuals' judgments about the correctness or incorrectness of the tasks intensively influence the quality and quantity of their performances hence the organization's performance and resultantly the success thereof. Therefore, paying attention to ethical principles is an inevitable must for organizations<sup>4</sup>.

By ethics, a particular ethical manner, spirit, and personality are intended; the managers of the treatment centers should seminally have such a qualification and be bound to it to promote it in the organization. Essentially, success in fulfilling the organizational duties and missions is pendent over the managers' ethical healthiness in words and deeds. The final goal of the ethical programs and the development of ethical behaviors in the workplace is the exhibition of certain behaviors within the format of the behavioral codes in the work environment. In other words, the ethical codes should

create the policies, procedures, and instructions that are the renderings of these proper behaviors and values so that the staff members become committed and dutiful and display a high spirit and performance and, resultantly, the organization becomes capable of performing the assigned tasks and achieves growth and sublimity. Consequently, its survival can be guaranteed in today's variable world<sup>5</sup>. Thus, nowadays, the treatment centers' managers' morality and social responsibilities have drawn the management experts' attention more than before. It is evident that every decision made by a manager can cause changes in the destiny of all the society's institutions, more or less in the course of a serial process<sup>6</sup>.

In study of Keshavarz Ghorabae et al<sup>7</sup> published a detailed study on AHP applications. The extension of existing and integration of well-known methods or development of hybrid methods became common practice (primarily by the application of the fuzzy and grey systems theory). Some time ago COPRAS<sup>8</sup> and ARAS<sup>9</sup> were presented by Lithuanian scientists. Later, MCDM methods such as multi-objective optimization on the basis of ratio analysis (MOORA) and MOORA plus full multiplicative form (MULTIMOORA)<sup>10</sup> were developed. Then, Step-Wise Weight Assessment Ratio Analysis (SWARA)<sup>11</sup>, Weighted Aggregated Sum Product Assessment (WASPAS)<sup>12</sup>, and KEmeny Median Indicator Rank Accordance (KEMIRA)<sup>13</sup> appeared and were applied to particular real-life cases. Different modifications of the TOPSIS method is the second most widely used group of MCDM methods to solve complicated problems in construction<sup>14</sup>. Table 1 presents the most common problems solved using multi-criteria decision-making methods.

Table 1: comparative literature review in common problems solved by using multi-criteria decision-making method

Considered Problem	Information Type	Multiple Criteria Method Used	Reference
Construction project selection	quantitative and qualitative	Complex Proportional Assessment of alternatives with grey relations	Aristensen and Mosgaard (2020) <sup>15</sup>
Choice of operating system	fuzzy	TOPSIS, AHP	Saidani et al., (2019) <sup>16</sup>
Service selection	quantitative	TOPSIS	Zavadskas et al., (2015) <sup>12</sup>
Comparing financial ratio performance	quantitative	Goal Programming	Dursun and Arslan (2018) <sup>11</sup>
Wastewater treatment process selection	quantitative	TOPSIS, AHP	Gitelman et al., (2019) <sup>17</sup>
Project management critical success factors	fuzzy	ANP, DEMATEL	Levänen et al., (2018) <sup>18</sup>
Human resource management	qualitative	TOPSIS, AHP	Wood (2016) <sup>19</sup>
Supplier selection	quantitative and qualitative	TOPSIS	Bahrami & Mirtaheri (2016) <sup>20</sup>
Contractor selection	quantitative and qualitative	Best-Value, AHP	Kirchherr et al., (2017) <sup>14</sup>

Many countries have reached this maturity in the industrial world that the negligence of the ethical issues and dodging of the social responsibilities and commitments lead to the destruction of the entity. Due to the same reason, many of the successful companies and organizations feel a need for the ethical strategy's codification and have reached this belief that an ethics-based culture should infiltrate the organization. In fact, professional ethics play a strategic role in the entities, and the experts of strategic management have realized the institutionalization of the proper ethical principles in the organization as one prerequisite of good strategic management. Proper ethical principles are among the important and ground-setting factors contributing to creating a successful company and entity in the business area <sup>21</sup>. In many respects, life in modern society depends on the owners of professions and is influenced by their performance and jobs. Their ethicality or non-ethicality can leave positive or negative and constructive or detrimental effects on people's lives. Thus, the mere reliance on law is not enough in regard to the various professions and jobs and the individuals and organizations

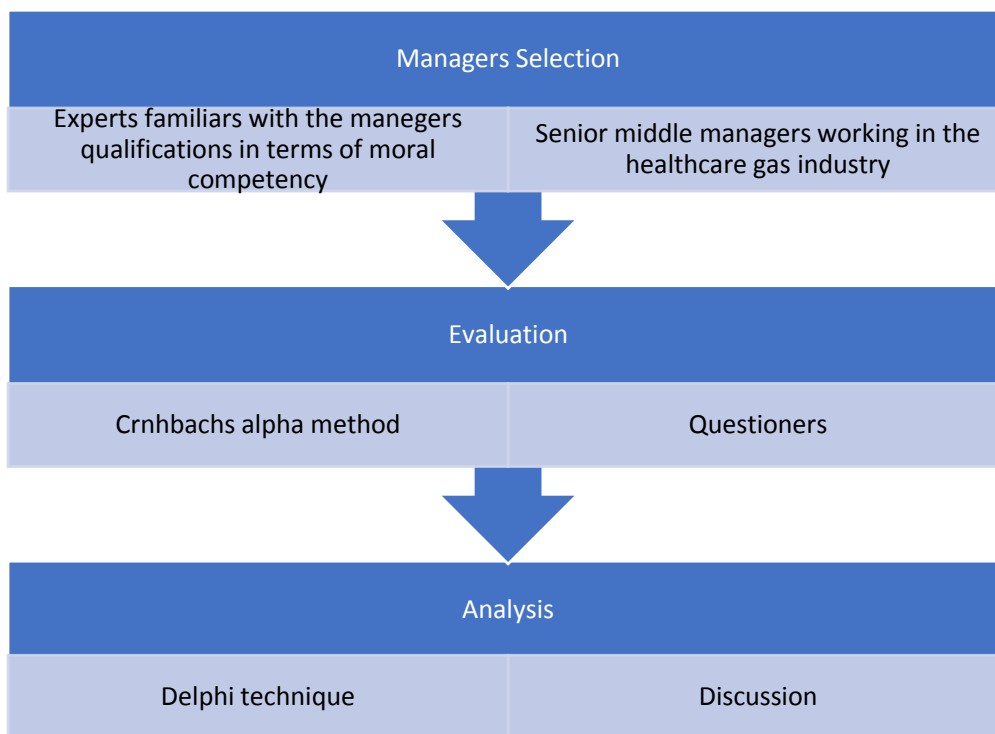
related to them because the legal controls are limited and the law is in many of the cases only incorporative of the aftermath of the losses, but the ethical behaviors prevent the damages and the other problems before their occurrence. It is here that professional ethics clearly showcase their role and importance in the prevention of such problems <sup>22</sup>. So the present study's goal is the identification of the psychological indices for the ethical healthiness of the managers in the Healthcare gas Industry.

## Method

The present study is developmental and applied research in terms of the study's objectives; it is descriptive research in nature and survey research in terms of the method. The study population included the followings: 1) the first group was consisted of experts familiar with the managers' qualifications in terms of moral competency but their number was unknown and they were scattered around the country and they were chosen selectively for they had to have features like knowledge of and experience in the

subject and tendency and enough time for participation in the research, practical communicational skills, having published scientific researches and articles related to this study's subject, accessibility, enough sophistication, study field proportion, PhD degree, being busy teaching in university and so forth 22; accordingly, 15 individuals were selected from amongst the academic professors and experts featuring the required scales; 2) the second group was comprised of the senior and middle managers working in the Healthcare gas Industry of Iran's national gas company (582 individuals) and 232 individuals were selected from amongst them using Cochran formula based on the

random cluster sampling method in proportion to the cluster's volume. Based on the prior studies, the study literature, and the interviews, 28 subscales were identified for the qualifications of the managers' moral competency within the format of eight scales (behavioral qualifications, value-related qualifications, attitudinal qualifications, purposeful background qualifications, individual qualifications, managerial and interactional qualifications, general qualifications and social qualifications) that were evaluated using Delphi technique. Figure 1 presents the proposed method steps.



**Figure 1.** Methodology steps

In the end, a questionnaire was designed with 84 five-choice questions that have to be answered from “completely agree” to “completely disagree.” In order to assess the content validity of the questionnaire, CVR method was used as follows

$$CVR = \frac{n_e - \frac{N}{2}}{\frac{N}{2}} \quad (1)$$

N is the total number of responding experts, and  $n_e$  is the number of experts who have confirmed the intended item.

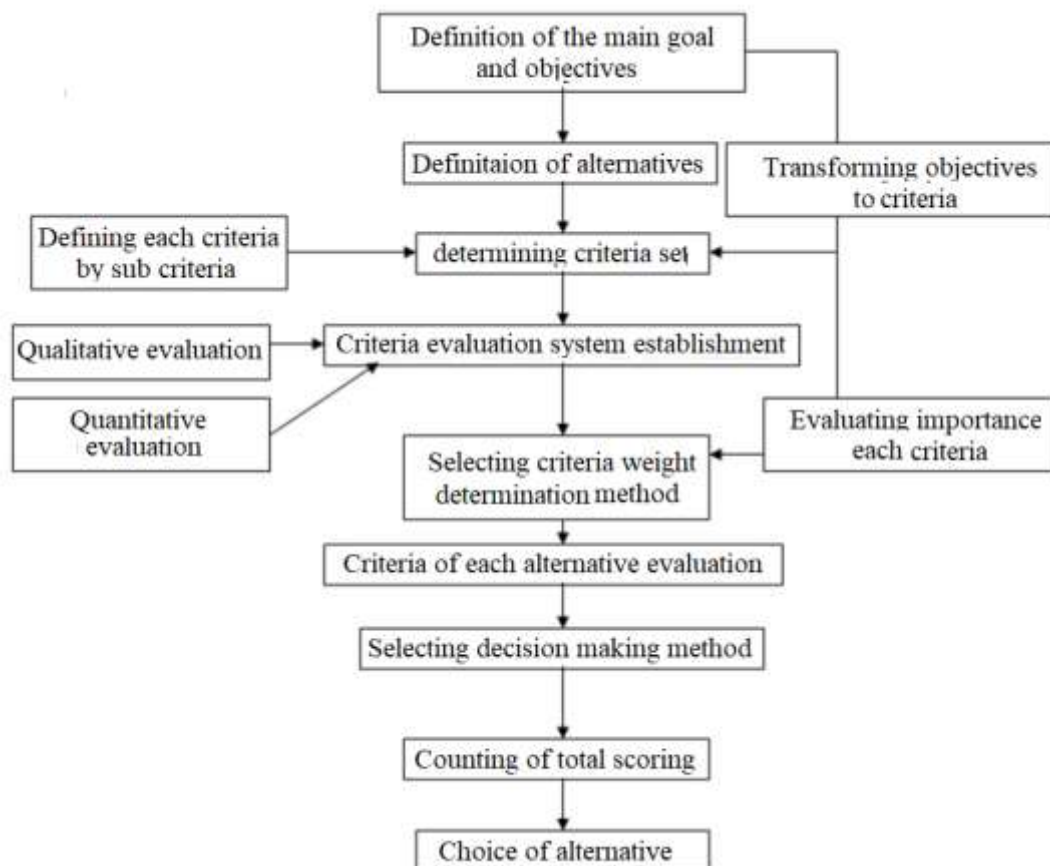
The more the CVR amount is closer to the unity, the more it indicates that a larger number of the respondents have found the item appropriate. In this research, the validity of the questionnaire for the factors related to the qualifications of the managers' moral competency was calculated by 15 experts and professors, and a value equal to 92.7% was obtained. By considering the calculations performed herein, the reliability of the questionnaire (factors related to the qualifications of the managers' ethical healthiness) was calculated equal to 98.3% using Cronbach's alpha method, and this value is acceptable (larger than 0.7) in terms of research. In order to analyze the data, a one-sample t-test was applied in SPSS.

#### Model Development for Multi-Criteria Decision-making

The specific steps are essential to solve a multi-criteria decision-making problem. Figure 2 presents the developed approach:

1. Decision-makers define all feasible alternatives to the problem solution.
2. They should set the alternatives' criteria. Decision-makers identify factors, which have an important influence on and are essential to the contractor's choices.
3. The stakeholder identifies goals and a set of criteria.
4. Decision-makers define the values of criteria because each criterion has its value for a different specific choice.

As an example, an experience of each contractor given as outstanding (OT) or right, average (AV) or below average (BA), and lastly as unsatisfactory (UN). On the other hand, profitability is defined as either high (HG), average (AV), or even low (LW), and others. Fourth, it is necessary to establish criteria weights where one can identify more or less essential criteria. The more critical criteria are given greater weight. Then, decision-makers evaluate alternatives. Lastly, the best option is chosen using calculations aided by computer software.



**Figure 2.** Framework for decision-making in a management model

## Results

Identification and Screening of the indicators of related factors of managers' moral competency in the Healthcare gas Industry Using Delphi Technique

Based on the previous studies, the study literature, and the interviews and as presented in (Table 2), 28 indices were

identified in total for the managers' moral competency in the Healthcare gas Industry. These scales were initially presented in the first stage of the Delphi technique to the experts of the studied area, and they were asked to offer any suggestions about the composition of the scales within the format of a new scale, but no index was added to these subscales in the end.

**Table 2.** Summary of the indicators of related factors to the qualifications of the managers' moral competency in the Healthcare gas Industry in the first round of Delphi technique

Scales	Subscales
Behavioral qualifications	Respect to the others' thoughts Acceptance of the mistakes Paying attention to work Justice; avoidance of discrimination and wrong treatment of others
Value-related qualifications	Hiding the flaws and avoiding fault-finding Avoiding boastfulness Keeping the promises Trustworthiness Avoiding secrecy
Attitudinal qualifications	Human veneration and sublimation

Scales	Subscales
Individual qualifications	Resistance for the right
	Creation of trust
	Engaging in good virtues
	Self-awareness and love and interest
	Ethical teachings
Managerial and interactional competency	Monotheistic ideology and attitude
	Accepting responsibility
	Honesty and commitment
General qualifications	Work-related experiences
	Participation and teamwork
	Communication with others
Social qualifications	Being bound to the ethics and time's values
	Perceptual competencies
	Innovative competencies
	Executive competencies
	Ethical selection
	Principle-orientation in decision-making
	Evaluation of ethical performance

According to (Table 3), the Delphi technique was continued in a second round, as well. In this round, it was stopped with the achievement of a final agreement. In the end, the remaining 15 indices from the second round all received

a high score, 3. Therefore, the Delphi technique was stopped, and the indices of the factors related to moral competency qualifications of the managers in the Healthcare gas Industry were identified and used for final analysis.

**Table 3.** The summary of the results of the Delphi technique's second round for the factors related to the moral competency qualifications of the managers

Scales	Subscales	Expert 1	Expert 2	Expert 3	Expert 4	Expert 5	Expert 6	Expert 7	Expert 8	Expert 9	Expert 10	Expert 11	Expert 12	Expert 13	Expert 14	Expert 15	mean
Behavioral qualifications	Respect to others' thoughts	5	4	4	5	5	5	4	4	5	4	5	4	4	5	5	4.5
	Accepting the mistakes	4	5	5	4	5	4	5	5	4	5	4	5	4	3	4	4.4
	Paying attention to work	5	5	4	4	4	4	5	4	5	4	4	5	5	3	5	4.4
	Justice and avoidance of discrimination and wrong treatment	4	4	4	4	4	5	4	5	5	4	4	3	4	4	4	4.1
Value related qualifications	Hiding the flaws and avoidance of fault-finding	5	5	5	4	4	5	5	4	3	4	4	3	5	4	5	4.3
	Avoidance of boastfulness	4	5	4	4	5	4	4	4	4	3	5	4	4	4	4	4.1
	Keeping promises	5	4	5	4	5	5	5	5	5	4	4	4	5	5	5	4.7
	Trustworthiness	5	4	4	4	5	5	5	5	4	5	5	4	4	4	5	4.5
	Avoiding secrecy	5	4	4	4	4	5	4	5	5	5	5	5	5	5	5	4.7

Scales	Subscales	Expert 1	Expert 2	Expert 3	Expert 4	Expert 5	Expert 6	Expert 7	Expert 8	Expert 9	Expert 10	Expert 11	Expert 12	Expert 13	Expert 14	Expert 15	mean
Attitudinal qualifications	Humans' veneration and sublimity	5	4	4	5	5	5	5	5	4	5	4	4	5	5	5	4.7
	Resistance for right	5	4	5	4	4	4	4	4	4	4	4	5	5	5	5	4.4
	Creation of trust	5	5	4	4	5	5	5	5	4	4	5	4	5	3	5	4.5
Purposeful background-related qualifications	Engaging in ethical virtues	4	4	4	4	4	5	5	4	5	5	5	4	4	5	4	4.4
	Self-awareness and love and interest	5	5	5	4	4	5	5	5	3	4	4	5	5	4	5	4.5
	Ethical teachings	5	4	5	4	4	4	4	5	5	4	5	4	4	5	5	4.5
Individual qualifications	Monotheistic ideology and attitude	5	5	4	5	4	4	4	4	5	5	4	5	4	4	4	4.4
	Accepting responsibility	4	4	5	5	4	5	5	5	4	4	5	5	4	5	5	4.6
	Honesty and commitment	5	4	5	5	4	5	4	4	4	4	4	4	4	5	4	4.3
	Work experience	5	5	4	4	5	5	4	5	5	4	4	4	4	4	4	4.4
Managerial and interactional qualifications	Participation and teamwork	5	5	4	5	4	4	4	3	4	5	5	4	3	5	5	4.3
	Communication with others	5	4	5	4	4	4	4	5	4	5	5	5	5	4	4	4.5
	Being bound to ethics and values	4	5	4	4	5	5	4	5	4	3	5	5	5	4	4	4.4
General qualifications	Perceptual competencies	3	5	5	4	4	5	5	5	5	4	4	5	4	4	5	4.5
	Innovation competencies	5	5	5	5	4	5	4	5	5	5	5	5	5	5	4	4.8
	Executive competencies	4	5	5	4	5	5	5	5	5	5	5	4	5	4	4	4.7
Social qualifications	Ethical selection	5	5	5	5	5	4	4	4	5	5	5	4	5	5	5	4.7
	Principle-orientation in decision-making	3	3	4	5	5	4	5	4	5	5	4	5	4	4	5	4.3
	Evaluation of the ethical performance	4	3	5	5	4	4	4	4	5	4	5	4	4	4	5	4.3

The criteria were weighted using “Expert Choice” software (based on the AHP method). From the model, factors (criteria) of level one. The main criteria can be considered as Technical Experience (TE); Performance Record (PE); Financial Stability (FS); Qualification of Management Employees (ME); Capacity

(CA); Safety Record (SR); Operation and Equipment (OE). Decision-makers prepared the initial decision-making matrix for problem-solving based on <sup>7</sup> scale



**Table 4.** overall scoring of managers criteria

Criteria	TE	PE	FS	ME	CA	SR	OE	Weights
TE	1	2	5	5	6	6	2	0.33
PE	-	1	6	6	7	6	2	0.29
FS	-	-	1	1	3	3	1	0.09
ME	-	-	-	1	4	3	1/3	0.08
CA	-	-	-	-	1	2	1/5	0.04
SR	-	-	-	-	-	1	1/4	0.03
OE	-	-	-	-	-	-	1	0.15
Total:1; CR:0.05								

If CR is less than 0.1, then it is assumed that the expert is consistent in his evaluations

### Study Hypothesis

The statuses of the factors related to the managers' moral competency qualifications are favorable in the treatment centers of Iran's national gas company.

Based on (Table 5) and considering that the P-value (0.000) has been found smaller than the significance level, i.e., 0.05, the null hypothesis is rejected. In other words,

considering the amounts of the mean obtained for these variables, it can be stated that the qualifications of the managers' moral competency are in a favorable situation. Furthermore, because the upper and lower limits have been found positive and the mean value is larger than the middle limit (3), the favorable situation of these qualifications in the managers is confirmed.

**Table 5.** The statuses of the factors related to the qualifications of the managers' moral competency in the treatment centers of Iran's national gas company

Aspect	Mean	t-statistic	Significance level	Lower limit	Upper limit
Behavioral competency	3.556	13.624	0.000	0.475	0.636
Value-related competency	3.681	18.041	0.000	0.606	0.755
Attitudinal competency	3.188	3.852	0.000	0.092	0.284
Purposeful background-related competency	3.491	11.806	0.000	0.409	0.573
Individual competency	3.516	13.199	0.000	0.439	0.593
Managerial and interactional competency	3.568	14.199	0.000	0.509	0.663
General competency	3.510	12.224	0.000	0.428	0.592
Social competency	3.508	11.738	0.000	0.423	0.593

By considering the developmental nature of this research, efforts were made herein to identify the factors related to the qualifications of the managers' moral competency in the treatment centers belonging to Iran's national gas company. The identified dimensions and aspects were exposed to the experts' and professionals' evaluation to do so and consider the results of the prior research and the extant theoretical literature. Based thereon, the items that had been proposed

as the indicators of the factors related to the managers' moral competency qualifications in the treatment centers were classified based on the experts' ideas into eight general sets (behavioral qualifications, value-related qualifications, attitudinal qualifications, purposeful background qualifications, individual qualifications, managerial and interactional qualifications, general qualifications and social qualifications).

The mean value of the factors related to the behavioral competencies, 3.556, showed in a 0.05 significance level that the status of this variable is favorable in the national gas company, but it is not so high that it can be stated accordingly that the behavioral competencies are of good quality in this organization. These results are consistent with the findings of <sup>23</sup>. In the elaboration of this finding, it can be stated that the behavioral qualifications and competencies need respect to others' thoughts, acceptance of the mistakes, paying attention to task and justice, and avoidance of discrimination and wrong treatment of others in the organizational domain. The behavioral competencies should be of great importance for the managers in the treatment centers of Iran's national gas company because the managers are to communicate in the treatment centers of this organization with numerous interested parties and each of their communications can potentially result in the attraction of the interested parties to the organization hence their alignment for more cooperation with this organization and this can per se be effective in the advancing of the organizational goals. In addition, in the individual aspect, the managers should establish constructive relationships with their staff to be able to enjoy their supports under hard conditions. The mean value of the factors related to the value-related competencies, 3.681, showed in a significance level of 0.05 that the status of this variable is favorable in the national gas company. However, this amount is not so high that it can be accordingly stated that the value-related competencies are of high quality in this organization. These results are consistent with what has been found by Khoddami and Aslanlou<sup>24</sup>. In elaborating this finding, it can be stated that the value-related competencies need to hide the flaws and avoidance of fault-finding, avoidance of boastfulness, keeping of the promises, trustworthiness,

and honesty, and avoidance of secrecy in the organizational area.

The mean value of the factors related to the attitudinal competencies, 3.188, showed in a significance level of 0.05 that the status of this variable is favorable in the national gas company but that it is not so high that it can be accordingly stated that attitudinal competencies are of good quality in this organization. These results are consistent with what has been found by Imani and Ghodrati<sup>25</sup>. It can be stated in the elaboration of this finding that the enjoyment of the attitudinal competencies in the organization entails having an approach towards the human veneration and sublimation, resistance for the right, and creation of trust. The administrative knowledge always points to competency as the knowledge, attitude, and personal skill enabling the individuals to exhibit effective or superior performance in a position or job.

The mean value of the factors related to the purposeful background-related competencies, 3.491, showed in a significance level of 0.05 that the status of this variable is favorable in the national gas company, but the amount is not so high that it can be accordingly stated that the purposeful background-related competencies are of high quality in the organization. These results are in accordance with what has been found by Dana'eifard et al<sup>26</sup>. In the elaboration of this finding, the purposeful background-related competencies can be achieved by engaging in ethical virtues, enhancing self-awareness, love, and interest, receiving ethical teachings, and developing monotheistic ideology and attitude. Competency is a concept pointing to the ability to get a job done according to some superior or high-quality standards. In case of accepting this definition, there would come about a need to define ethics and ethical behavior. A good professional action is unimaginable in these modern days without paying attention to the values

of ethical healthiness because the complex grounds of the tasks are constantly experiencing ethical problems, and this per se causes the emergence of numerous problems for the organizations so, in order to achieve the ever-increasingly favorable conditions, the organizations should engage in the development of the purposeful background-related competencies in the beds of the ethical healthiness.

The mean value of the factors related for the individual competency, 3.516, showed in a significance level of 0.05 that the status of this variable is favorable in the national gas company but that the amount is not so high that it can be accordingly stated that the individual competency is of a high quality therein. These results are following what has been found by Mahmudi et al<sup>27</sup> and Khayyat moghaddam and Tabataba'einasab<sup>28</sup>. It can be stated in the elucidation of this finding that the managers' individual competency can be achieved in the treatment centers through accepting responsibility, being committed, and developing work experiences. It was made clear in the study's qualitative model that responsibility acceptance, commitment, and individual awareness of the managers of the treatment centers play particular and essential roles in line with the optimal management of the human resources for the management and improvement of the services as well as guidance and determination of the organization's position and path<sup>29</sup>.

The mean value of the factors related to the managerial and interactional competency, 3.586, showed in a significance level of 0.05 that the status of this variable is favorable in the national gas company but that the amount is not so high that it can be accordingly stated that the managerial and interactional competency is in good quality in this organization. It can be stated in the clarification of this finding that the managerial and interactional competency

can be achieved through participation and teamwork, communication with others, and remaining adherent to ethics and values. The achievement of sustainable productivity, creativity, and innovation in the corporate arena necessitates participation and teamwork, networking, the establishment of constructive relationships with others as well as remaining bound to the values of ethical healthiness, the achievement of which by the managers of the high-quality treatment centers as well as all the other organizations, especially the service sectors like the gas company, is per se amongst the necessities in need of more exact and full-scale investigations.

The mean value of the factors related to the general competency, 3.510, showed in a 0.05 significance level that this variable is in a good situation in the national gas company but that the amount is not so high that it can be accordingly stated that the general competency is of a high quality therein. It can be stated in the elaboration of this finding that general competency can be achieved via perceptual competency, innovation, and executive competency. In order to more clarify the concept of "general competency," it is better to pay attention to the ethical codes as instruments for the achievement of these competencies due to reason that the effort for the identification of the techniques and preservation of ethical healthiness is of particular importance and its effectiveness can contribute to the full-scale development of the organizations in various sectors.

The mean value of the factors related to the social competency, 3.508, indicated in a 0.05 significance level that this variable is in a favorable situation in the national gas company but that the amount is not so high that it can be stated that the social competency is of a high quality therein. It can be stated in the elaboration of this finding that ethical healthiness can be considered as part of the professional

qualifications, and ethical healthiness should not be distinguished from the other competencies. Rather, it is part of the general qualifications guiding the others. Ethical healthiness is a sort of capability, psychological skill, and a method for confronting ethical issues and paradoxes. In psychological terms, ethical healthiness has been defined as the ability to recognize and the reason that can lead to the development of social positions for individuals inside the organizations, and this social development can contribute to the improvement of the organization's performance.

## Conclusion

Overall, the study's main aim was to analyze the status of the indicators of related factors of managers' moral competency in treatment centers. Based on the results obtained, it is concluded that mean statuses of the indicators of related factors of managers' moral competency qualifications of the Healthcare Gas Industry' managers are in a significant level (0.05), and this demonstrates the notion that these variables are in a favorable situation in the national gas company. Project managers could use optimization, elimination, and probabilistic methods to select and background effective decisions. The multiple-criteria side is significant when decisions deal with construction management. Based on the overview of the literature, and expert judgment criteria set was worked out as follows: (a) performance; (b) technical experience; (c) stability of finances; (d) management performance/employee qualification; (e) capacity; (f) record of safety; (g) equipment operation.

It can be concluded that, what has a fundamental role in the well-being of a society, is moral competence and holding all circumstances of the managers and agents of that society. In Treatment Centers, the center's success in attaining

goals and missions is highly dependent on morally competent and worthy directors. Thus, selecting the best managers and staff justifies lots of inspection and investigation, and standards should be taken into consideration for evaluating individuals and their selection. Competencies possess multiple and different benefits for organizations and managers at various levels. In the prevailing era, due to the covid-19 epidemic condition, the role of behavioral therapies on public mental health in the post-corona period appears crucial and is recommended for future research. Moreover, the interaction between criteria and sub-criteria and their influence on the overall result from a system perspective should be studied in the future. One approach to address this gap would be to use analytical network process to understand the inter-dependency among decision factors.

## Competing Interests

The authors declare no competing interests

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