



The Need to Reduce Moral Distress in Organizations

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Abstract: Including moral phenomenon that is common in today's organizations is moral distress. Whatever ethical problems in the workplace has increased stress and work ethic to go unnoticed, there will be many problems. Distress is a destructive stress; harmful; and malignant focus and theoretical discussions on this type of stress is moral stress and negativity is a psychological imbalance in the workplace experiences. People who work together and suffer from distress may be poor communication, lack of trust; high turnover and lack of work experience, this reduced job commitment, efficiency, performance, and productivity of employees in the organization. Hence, it is necessary to improve individual and organizational success, organizational destructive behaviors such as distress moral decline.

Keywords: stress, ethics, moral distress

Introduction

The moral distress is the response caused by the presence of other factors and the forces mobilized to deal with it and will alert organisms. Moral Distress occurs when the interaction between people and their jobs and its characteristics are caused by changes and forced them to deviate from the path conserve supplies normally carried out (Aghel, 2004: 151). The incidence of moral distress among staff high costs, the obvious and hidden due to disturbances caused by the stress caused to undergo. Besides causing employee absenteeism from work reduced quality of work, interpersonal conflicts with co-workers, physical and psychological problems, changing jobs and finally the lack of employee's commitment. Lack of commitment has large costs for organizations seeking employment (Oweisi, 2009: 14). Recognition of moral distress experience may better understand the factors that lead to labor shortages in the organization. Many of the employees are their job because they cannot cope with the distress of ethics in the work release. Moral support staff who deal with distress is necessary to keep them in their careers (Fogel, 2007: 12). Moral distress occurs when a person's ethical behavior is correct, but it is powerless; or a person acting contrary to their professional or personal values (Jamton, 1993), this failure may be due to internal and external constraints occur as a system of thought or perceived organizational factors beyond the control of the person (Wilksion, 14: 1981). Due to the necessity of moral distress and its negative impact on the behavior of productive organization, understanding the factors that can reduce this behavior, it is important also, the small number of studies has been conducted in this area, the importance of this research adds.

Personal ethics

Morality as a set of methods must and don'ts that can play an important role in the effective management of organizations. Work, discipline, love, the loving, constructive interaction, consultation, humility, deliver, service and tolerance among moral good practices in the management of organizations is emphasized by Islam. In this regard, the establishment of ethical behavior in organizations, ethics and strengthen the organization's ethics in research to reduce discrimination; injustice, frustration, increase employee morale and commitment as well as the organizational, human growth and development; organization development and social progress (Abbas Zadeh, 2006). Prior to a sense of personal morality is because morality is much more than the job. Human beings have a moral in their careers, but in moral deliberation necessarily need a job and not (Gharamaleki, 99: 2003) Also, work ethics, principles and standards of behavior in the workplace and leadership does not come in the form of law. Ethical behavior in the workplace, conduct a community-based organizations, individuals and certain jobs are acceptable. Pressed with work life and personal ethics are tied managers will take any decision; is closely associated with moral values. The work that we do in our work environment is somehow related to our beliefs. In fact, decisions are tied together with maternal mortality. Every decision is unfair and unjust, immoral, and can have a devastating impact on the lives of working and personal lives import (Zahedi, 2000).

The nature of moral distress

The first ethical writings distress the nurse Florence Nightingale was detected (Jamton, 1993: 544). Then he raised his Jamton this concept in nursing ethics. According to him, when one knows which moral action, but because dealing with institutional barriers such as time constraints, lack of support from supervisors, the imbalance of power

between doctors and nurses, policy, institutional or legal restrictions, not able to do it, with the moral distress. Jamton three kinds of ethical problems rose: Moral uncertainty, moral dilemmas and moral distress

Moral uncertainty occurs when a person is not sure whether there is a complex problem complex. The problem of moral, ethical person knows there is a complex issue but does not know which of moral principles and rules is used (Shakeri Nia, 2011: 27). Moral distress is the nature of the emotional states of physiological actions that occurs when a person is in a position distress is an organic state of health of the person adversely affected, usually with increased depth of respiration, blood pressure; increased heart rate, pale face; stress, muscle contraction and sit with cold sweat on his forehead is under the right conditions can cause changes in physical performance; if the distress is greater than the ordinary person cannot stand it reaches the stage of exhaustion, which is very dangerous. Burnout reduces stressors and individual adaptation syndrome consisting of physical and emotional exhaustion is to create self-concept and negative attitudes and lack of communication with clients while on duty; lead; call. Among the factors that can lead to stress and job burnout at work and its effects on the business environment mention of job stress and one of the main sources of stress in the lives of many people, can cause reactions such as anxiety; restlessness; Aversion to work and the disease has been observed that most common reactions to stress are in such a stressful work environments and events leading to discontinuation of human communication and mistakes do happen and frequent clashes with the others continue this process accelerated burnout and finally the last to leave the profession (Pakzadyan, 2014) moral distress is a destructive stress, harmful and undesirable stress that the malignant; harmful and disease-inducing and theoretical discussions focus on the type of stress (residing, 435: 2001). Distress is a state of confusion. This type of distress is bad and in many cases it is actually more severe stress distress or distress is of two kinds;

A) Severe and acute distress quickly fades

B) Chronic stress, which can be very severe with this long period of up to stay (Ghasemi; 506: 2003)

Moral distress is a state of emotional imbalance is negative (Zoylo, 344: 2007). According to research conducted by several factors causing distress in people's moral including environmental, social, organizational and personal factors can be cited approx. For growth in all areas, you need a healthy workforce, committed and creative use because it seems the use of physical and mental health personnel in educational institutions, services, economic impact in raising the level of the individual and organizational productivity (Sanei et al, 2004: 20). International assessments indicate that 50% of the population being under the influence of stress in relation to health which leads to moral distress. Distress is an ethical issue that many professional people involved in the (Arab Poor, 2010: 97). Because the incidence of distress among staff moral high costs, it is obvious and hidden due to disturbances caused by the stress they undergo. High turnover costs for the organization to follow. It includes the costs of vacancy, the cost of hiring new employees, training costs and reduced productivity (Oweisi, 2009).

Distress fields

The vision of the divine and human knowledge, this is the impression that human pressures on the system are four categories:

1. The field of genetics (nature) that indicates the developmental readiness of individuals to establish and tools (individual differences).
2. The cultural background as the fabric of civilization and modernity, before society and human (intended) there and possibly in the future, will continue to prevail, despite the supposedly ancient traditions and customs prevalent at the present time.
3. Acquired the field of social education (family, local and even international) to a total of Education and thus helps the individual mandate rule acquisition and environmental conditions (ie, moral affairs office, in addition to the cultural - spiritual) underlying stressful situations or stress relief are important.
4. And most important of all aspects of spiritual - that is political in every time and place could be stressful or stress relief. Depth and height mystical means such word, that are believed to be the origin and destination and believe the laws are such that it is problematic (Destiny and Damned and return) all can provide inner peace and comfort out of man and society. The length and width of the policy, management and political structure, the degree of human intervention on self-determination, degree of stability and security of the society and thus can relax in comfort outside the community members to identify (Baher, 2004: 61).

Causes of distress

Stress factors destructive response to pressure prerequisite experience and divided into several levels:

1. Individual level: Individual level stressors are factors that are directly related to job duties such as:

Job demands, role conflict, role ambiguity, understanding of the control environment, relationship with supervisor, working too much, it's less than capacity, uniformity in the work. In general we can say the following impose greater stress on the job: decision making, monitoring and continuous tracking of tools and materials, frequent information exchange with others, poor working conditions, tasks without structure, hidden unemployment and the workload is out of power (Rezaeian, 2008: 23).

2. The group level, stress level of group dynamics and team management behavior are due to the following causes are psychological pressure on staff: to showcase the maladaptive behaviors, lack of support, do not display the employee's interest, not enough guidance, the collective work much less cohesion between group members should be greater stress tolerance (Rezaeian, 2008: 23).

3 - Organizational level, organizational level stressors include: culture, structure, and technology, changing working conditions, policies, objective conditions, procedures and processes (Rezaeian, 23: 2008). Another organizational impacts of occupational stress, absenteeism from work, delays, strikes, low quantity and quality of work, poor morale and motivation, distrust, hostility between people, anxiety, depression, obstructions and delays in the work are worth mentioning (Hatamzadeh et al, 2006: 31).

4. The cross-level, cross-organizational stressors to factors outside the organization makes, the family and the community in which the individual lives back. Some of these factors include: family, economy, then went out, noise, heat, crowding and pollution (Rezaeian, 2008: 23).

Radical measures in coping moral

1. Strengthening the foundations of religion:

Research has proven that religious faith and belief in the material world is most effective protect against stress. According to the research study by "Emile Durkheim" has been demonstrated in societies where family and social structures are formed on the basis of religion, suicide is rare.

Strengthen the principles of self-centered rather than God-centered; strengthen the faith and to the suggestion that the "human loss is possible without faith; god's righteousness and discover the traditions and the wait time because disasters befall him from harm and maintain emotional swings " sedation medication better than reciting verse (not to mention the quiet thunder god Sura Rad, verse 28) can be a real comfort to the distressed man back.

2. The balance:

According to "Frederick Pirls" temperate man, "one of the places this time," he said with a sense of safety of human lives are at the moment and finds that the only reality is the need of the moment is looking to and fro. Man this place and this time the reconciliation is complete, your expectations, no exaggeration, given the capacities that God knows and beyond is not the kind of man, at the top of spiritual perfection is unrealistic and hardly stress

3 - Living in the present widespread:

Pervez falling believes life or living under the broad sense of ability; living in the present is a person who lives in this time of deep relaxation that is even a thousandth not see it in the eyes of ordinary people

4. The removal of restrictions:

Distress is not possible unless the permanent denial of his limitations comes out of these restrictions include insights about their polls; material undue competition, conflict is continuing with his entourage.

With the departure of limitations;

The circuit is another person that mysticism and mystical matters into consideration as well. Combining with Islamic mysticism in Islam and what they are behavioral procedures, including instructions for life, and finally literature and Persian mystical poetry and the most effective repellent agents can be stressful for Iranian Muslim and distress and then a few years working on the patient's job dissatisfaction. Managers should give importance to stress in the workplace to identify individuals with stress and to teach them to work, eliminate distress factors and using practical solutions in order to increase individual and organizational strength and pressure of step and in this respect the environment, health and mental health promotion organizations move so that unwanted energies are spent to improve the quantity and quality of organizational stress and the fulfillment of social responsibility taken many scientists believe that a healthy organization is organized as a paradigm of health research and is capable of abilities, creative energy to arouse staff responsibilities and reduce employee stress and psychological pressure (Karzi, 34: 2011).

Conclusion

According to the psychological impact on individual and organizational performance, distress the importance of ethics in organizations has been and also on the basis of studies established a direct link between employee engagement and productivity of the organization and to increase their productivity increases employee engagement, the creation of employee engagement in organizations has many benefits and low cost advantages can be achieved stable institutional and individual (Salari Nahand, 2010). The inescapable reasons, expresses the fact that the physical and mental health distress and how to do it; negative and irreversible impact for the individual or organization is very costly, moral distress can be physical, mental, spiritual and social relationships influence (Atash Zadeh and Shorideh, 160: 2011). Harmy (2006, cited in Shakeri Nia, 2011), factors that cause distress becomes moral in this summary: perception of disability in people who are weak in moral problems, lack of power sharing between employees, lack of moral sensitivity that cannot be committed. Hence, you need all the factors that cause distress ethics in organizations is considered accurate identification, because this type of malicious behavior can be harmful to the organization. Also recommended are the factors that might encourage these behaviors. Take heed, and sought ways to reduce this type of behavior.

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