

they might not identify their roles and membership, and only work as demands of organization, just like a machine.

3.2. Interaction between members and organization circumstances making staffs more active in ethical climate

Based on interaction theory, administrative ethical climate begins at the classification of members. Staffs always draw psychological and physical boundaries of “we and they” which implies the ingroup and outgroup. Apparently, people working in the same department may be in a group. However this method totally neglects the psychological interaction and group identification of members. So job can’t be a good criterion. More attention should be paid on the homogeneity of members’ perception, attitude and feelings to organizations. If staffs are classified simply, they will not share the moral cognition and advice, not to mention a healthy ethical climate. Now, many problems in administrative ethics are caused by lack of moral groups with clear ethical goals, boundaries and cohesiveness.

Relative to classification, members’ identification to their membership is more important to form administrative ethical climate. Anyone in organizations is not isolated, but shares value and feelings with others. Gradually, they get a sense of belonging and membership. This is a dispersonality process. That is to say, they ought to change self-awareness from a single person to a member of an administrative organization. Then, they not only do their jobs, but also take duties and moral responsibilities which turn them into an indispensable part of a group. The matching of members’ self-perception and ethical situation is very important to ethical climate. It is by the interaction among members that they complete identification to administrative organization. Once they acquire the

membership, they can exclude some private profits and relationships to some extent, and reach a consensus to achieve public interests as real agents for the public.

In fact, membership of administrative organization can be shown only when compared with other groups. It will strengthen members’ moral identification to their group and encourage them to positively evaluate administrative duties and tasks.

In conclusion, administrative ethical climate comes into being in the interaction between members and their organizations. On the basis of clear group boundaries, members obtain the ingroup ethical characteristics and membership which help them to acquire identification and superiority from organizations.

But attention should be paid is that once staffs highly identify the ethical goal of administrative organization, there will be a risk for ethical climate to neglect social moral norms and lead to ingroup moral ignoring public interests. Hence, the key is to balance two sides of interaction in administrative organizational ethical climate.

4. References

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