



Midocean University

College of Administration

**Impact of Business Management Practices on Organizational Commitment in
the Healthcare Sector of Saudi Arabia: Mediation of Organizational Culture
and Transformational Leadership**

**Department / Major: College of Administration/ Master of Business
Administration**

Research Ethics Report

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1. Introduction

Research ethics refers to the moral principles and professional standards that guide researchers in conducting studies responsibly, honestly, and respectfully. Ethics are integral to academic research as they help to keep the participants safe and secure, help to build trust in the research, and ultimately ensure that knowledge is generated without damaging, manipulating, or biasing the people concerned. In the context of this study 'Impact of Human Resource Management Practices on Organizational Commitment in the Healthcare Sector of Saudi Arabia: Mediation of Organizational Culture and Transformational Leadership', this report focuses on research ethics. Because this thesis compiles the information from the questionnaires answered by health care providers, the ethical concerns of informed consent, confidentiality, voluntary participation, privacy, and accurate reporting of data are particularly significant (Fleming & Zegwaard, 2018). The goal of this research report is to introductory research ethics and to critically analyses the proposed thesis in terms of its research ethics with the aim of ensuring that the research is academically valid, socially responsible and ethically accepted.

2. Importance of Research Ethics

Research ethics is a critical issue as it assures honest, fair and respectful academic studies of participants. Ethical behavior is an important issue in this thesis which is focused on the effects of HRM Practices on Organizational Commitment in Saudi Healthcare industry as the study relies on feedback from the different healthcare professional. The topics of these participants' responses might include confidential views on management, leadership, culture, and engagement. So, ethical research not only safeguards the research participants but also enhances the credibility and value of the results.

2.1 Ensuring Reliability and Trustworthiness

Ethical research adds credibility to any scientific findings, since the data collected, analyzed and reported is valid. However, if answers to the questionnaire are adulterer, selectively reported or interpreted with a certain degree of bias, the empirical findings of this study will not show a true relationship between HRM practices, organizational culture, transformational leadership, and

organizational commitment. Therefore, the honest handling of data ensures the trust in the conclusions of the study by readers, supervisors and healthcare administrators alike.

2.2 Protecting Participants

Ethics of research ensures that the subject will not be harmed, manipulated or pressured, or that information obtained from the subject is misused. In this study, it is imperative that employees in the context of healthcare are not threatened by others responding to the questions, and that their answers will not impact on their job or professional relationships (Joseph et al., 2022). Therefore, the confidentiality of information, anonymity and voluntary involvement is required.

2.3 Supporting Practical Decision-Making

Research is done ethically, which results in information that can help in good decision-making. When carried out ethically, the findings and suggestions of the study can be useful for healthcare organizations to change HRM policies, their leadership, and organizational culture. But the recommendations that can result from unethical research – something that might actually be bad for workers, organizations, and quality of patient care.

3. Core Principles of Research Ethics

The principles of research ethics are fundamental concepts that provide an ethical foundation for researchers conducting research responsibly. These principles are necessary in this thesis as the study gathers the questionnaire answers from healthcare professionals concerning HRM Practices, Organizational Culture, Transformational Leadership and Organizational commitment.

3.1 Scientific Honesty

Scientific honesty involves the presentation of the information of research without fabrication, manipulation or misleading interpretation. This study requires the researcher to reveal the reality of the questionnaire results even when the result of HRM practices is weak or insignificant to the organizational commitment.

3.2 Integrity

Integrity is the skill to do the research with fairness, responsibility and consistency throughout the research process. For instance, the researcher ought to employ the same questionnaire treatment for all individuals and ought not to eliminate responses since they don't uphold the planned speculations.

3.3 Objectivity

Objectivity is the process of not creating a bias when collecting, analyzing and interpreting the data. For this thesis, it is not a prerequisite that transformational leadership or organizational culture automatically leads to an improvement of commitment. Conclusions however must be drawn only from SPSS to show the results and evidence from the data gathered.

3.4 Confidentiality

Confidentiality implies to ensure the confidentiality of participant data and responses, i.e., that they cannot be accessed without proper authorization (Palazoğlu & Koç, 2017). The names of healthcare workers or their job numbers should not be released, nor should the names of the hospital itself or identifiable details, such as where the worker is employed, be disclosed as healthcare workers might have sensitive views regarding their work.

3.5 Informed Consent

If a person agrees to participate in a study, they must clearly understand the Study and its requirements, this is known as informed consent. Before beginning the questionnaire, they should know the purpose of the study, participation is voluntary, that everyone would be kept in confidence, how the data would be used and that it was okay to say no.

4. Ethical Issues in Scientific Research

Any ethical problems within a scientific study can not only deny credibility to the study, but can have a negative impact on the individuals, organizations and society involved. Since the subjects involved in the study are healthcare professionals, it is important to closely monitor any ethical

concerns that arise throughout this thesis as they might provide views on HRM practice, healthcare organization culture, leadership and organizational commitment that might be sensitive.

4.1 Plagiarism

Plagiarism is defined as using someone else's ideas, words or findings without giving credit to them. For instance, if someone copies a definition of organizational commitment, transformational leadership and Social Exchange Theory without using any APA citations, this is not ethical and is detrimental to academic honesty and integrity.

4.2 Data Falsification

Data falsification involves altering, omitting or otherwise manipulating research findings to get the desired result. As part of this study, altering the answers in the questionnaires or over aggregating SPSS to determine the strong impact of HRM practices on organizational commitment would be unethical.

4.3 Research Bias

Bias is the distortion in facts and ideas introduced by personal judgments and the choice of selective facts. For instance, only choosing employees who are content with their organization is likely to yield positive results that might not reflect the actual state of health care organizations.

4.4 Privacy Violations

When the information about the participants is accessed without their consent, whether it is personal or related to their work, it is considered a violation of privacy (Stang, 2015). The identities, roles and hospital names should not be revealed in such a way that the employee can be identified in the health care sector because the employee may criticize the accusation made on the leadership or HRM policies.

4.5 Conflict of Interest

Conflict of interest is where there are personal, professional or organizational connections that could be seen to influence the research. If the researcher has contacts with a healthcare organization, it is important to mention this in order to ensure transparency and trust.

5. Rules and Regulations in Research Ethics

Rules and regulations pertaining to research ethics set up a formal system of protection for participants and responsible conduct of research. These regulations are relevant in this thesis because the topic of the study is to gather data from healthcare professionals in Saudi Arabia as they may be willing to give sensitive views on HRM practices within their companies, organizational culture, leadership and commitment in the work place.

5.1 Role of Institutional Review Boards

Before data collection, research is reviewed by Institutional Review Boards or by its respective university's ethics committee. It is their responsibility to make sure the study doesn't pose unnecessary risks, pressure, or privacy risks to the studied individual(s). To survey doctors, nurses, administrative staff or allied health workers, ethical approval for this thesis must be sought. The committee would have the opportunity to discuss the consent process, questionnaire content, confidentiality procedures, and data protection plan.

5.2 APA Ethical Guidelines

The APA ethical guidelines thus helpful in promoting responsible academic conduct are based on: Honesty, Informed consent, Confidentiality, Avoidance of harm, and Correct reporting. Properly citing your sources, avoiding plagiarism, reporting the results of SPSS truthfully, and keeping your data anonymous are all issues that are relevant to this study.

5.3 Importance of Ethical Regulations

Ethical guidelines enhance the credibility and acceptability of the study. They make sure there are no pressure to participate, that all data is kept safe, and that all results are displayed in a fair way. In the specific Saudi healthcare context such rules can have particular significance as workers may be afraid of any negative debate about HRM or leadership that might influence their working status (Zyphur & Pierides, 2017). Thus, the ethics monitoring safeguards those involved as well as the integrity of the research meaning.

6. Practical Application to the Research Topic

The suggested thesis adopts the effect of HRM Practices on Organizational Commitment in Medical healthcare industry in Saudi Arabia; the Intermediates are Organization Culture and Transformational Leadership. As reliant on the questionnaire responses of healthcare professionals, ethical concerns should be covered throughout the entire study process.

Prior to data collection ethical approval must be sought from the ethics committee in the university. A properly written statement informing participants about the goals of the study, the voluntary nature of participation, the amount of time expected and the right to withdraw should be provided prior to administering the questionnaire. This is crucial due to the fact that healthcare workers may feel compelled to complete it if the survey is sent via doctors or managers.

Confidentiality and anonymity are a must too. The questionnaire should not, if at all possible, include the names, employee ID, phone numbers or any identifiable information about the hospital (Zyphur & Pierides, 2017). Responses should be summarized rather than individual opinions (e.g., given in terms of percentages, mean scores, correlations and regression results, etc.). This safeguards the participants who have possibly voiced adverse thoughts regarding HRM policies, organizational culture, or leaderships behavior.

Data should be kept in a secure place under the security of password protected files; only the researcher and their supervisor should have access to their own data files. In the SPSS analysis, the researcher will present and report findings accurately, which will include weak, insignificant or unexpected findings. Good ethical reporting is particularly critical as flawed results may result in flawed HR and leadership recommendations for healthcare organizations. Thus, the application of the rules of research ethics safeguards the participants, provide reliable research outcomes and delicate academic involvement.

7. Conclusion

Research ethics is needed to be present as part of the research process to achieve an honest, responsible and respectful research attitude toward the research participants. This report has touched on ethical issues like scientific honesty, integrity, objectivity, confidentiality and informed

consent. The relevance of these principles to the proposed thesis is in the collection of questionnaire data from the healthcare professionals in Saudi Arabia in order to measure HRM practices, organizational culture, transformational leadership, and organizational commitment. The ethical management of participants will safeguard against pressure, confidentiality and misuse of the answers. It will also enhance the reliability, credibility and academic value of the research findings. Ethical Approval, Voluntary participation, Anonymity and being truthful about the results obtained from SPSS allows the researcher to gain data that is reliable and useful. Therefore, adherence to research ethics is necessary for producing responsible research and supporting future improvements in healthcare management.

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