

جامعة ميدأوشن

كلية الإدارة

قسم / تخصص ماجستير إدارة الأعمال



أثر الدوافع المالية والقيادية على الكفاءة التشغيلية في بيئة إنتاج التشكيل بالحقن

إعداد الطالب/ تامر سعيد حجاج

إشراف/
د. فايز جراد

العام الدراسي:

2026

1. Introduction

Research ethics are an important part of scientific research. They provide guidelines that help researchers conduct their studies in a responsible and professional manner. Research ethics also help protect participants, improve the quality of research, and increase the credibility of research findings (Resnik, 2020).

The importance of research ethics has increased as more studies involve individuals, organizations, and confidential information. Researchers are expected to collect and use data fairly, respect participants' rights, and report results honestly. Following ethical principles helps ensure that research findings are reliable and can be trusted (Creswell & Creswell, 2018).

In business and management studies, ethical considerations are particularly important because research often involves employees and organizational data. Therefore, researchers must maintain confidentiality, avoid bias, and ensure that participation is voluntary.

The purpose of this report is to discuss the main principles of research ethics and their importance in academic research. The report also examines how these ethical principles can be applied in a practical manner to the study entitled "The Impact of Financial and Leadership-Driven Motivation on Operational Efficiency in an Injection Molding Production Environment."

2. Importance of Research Ethics

Research ethics are important because they help researchers conduct studies in a responsible, honest, and professional manner. Ethical principles guide researchers throughout the research process, including data collection, analysis, and reporting of results. Following these principles helps ensure that research findings are accurate and trustworthy (Resnik, 2020).

Research ethics also contribute to the quality and credibility of research. When researchers follow ethical standards, the data collected are more reliable and the conclusions drawn

from the study are more meaningful. Ethical practices help reduce bias, prevent data manipulation, and support transparency in research activities (Creswell & Creswell, 2018).

In addition, research ethics play an important role in protecting participants and society. Participants have the right to be treated fairly, to understand the purpose of the study, and to know how their information will be used. Respecting these rights encourages honest participation and improves the overall quality of the research.

Ethical research practices not only improve the quality of research findings but also support better managerial and organizational decision-making based on reliable information. For these reasons, research ethics are considered an essential element of scientific research.

3. Basic Principles of Research Ethics

The basic principles of research ethics provide guidance for researchers throughout the research process. These principles help ensure that research is conducted responsibly, professionally, and in a manner that protects participants while supporting the credibility and reliability of research findings (Resnik, 2020; Creswell & Creswell, 2018).

3.1 Honesty

Definition

Honesty means presenting research information, data, and results accurately without fabrication, falsification, or misleading interpretation.

Example

In a manufacturing facility, a researcher may find that employee motivation has less impact on production performance than expected. In this case, the findings should be reported accurately without changing or excluding any data to support a preferred conclusion.

3.2 Integrity

Definition

Integrity refers to maintaining ethical and professional standards throughout the research process. Researchers should conduct their work consistently and responsibly.

Example

When collecting production-related data such as downtime, scrap rate, or employee survey responses, the researcher should follow the approved research procedures and should not modify the methodology during the study to obtain different results.

3.3 Objectivity

Definition

Objectivity means conducting research without personal bias or influence. Researchers should evaluate information based on evidence rather than personal opinions.

Example

When analyzing employee survey responses, the researcher should report both positive and negative findings even when the results do not support the researcher's expectations.

3.4 Confidentiality

Definition

Confidentiality refers to protecting participants' information and ensuring that collected data are not disclosed to unauthorized individuals.

Example

When conducting a survey in a manufacturing facility, employee information such as job position or employee ID may be collected when required for research analysis. However, this information should be treated confidentially and used only for academic purposes. Responses should be analyzed and reported in a way that prevents the identification of individual participants.

3.5 Informed Consent

Definition

Informed consent means that participants are informed about the purpose of the study, how their information will be used, and their right to participate voluntarily before taking part in the research.

Example

Before distributing the questionnaire, employees should be informed that the study is being conducted for academic purposes, that participation is voluntary, and that their responses will remain confidential and will not affect their employment status.

4. Ethical Issues in Research

Researchers may face a number of ethical issues during the research process. If these issues are not properly managed, they can affect the quality, credibility, and trustworthiness of the study. Common ethical issues include plagiarism, data fabrication, research bias, privacy violations, and conflicts of interest (Resnik, 2020; Saunders et al., 2019).

4.1 Plagiarism

Explanation

Plagiarism occurs when a researcher uses another person's ideas, words, or work without proper acknowledgment.

Example

A researcher copies parts of a published study on employee motivation and includes them in a research report without citing the original source.

4.2 Data Fabrication

Explanation

Data fabrication occurs when a researcher creates false data or modifies existing data to support a desired conclusion.

Example

A researcher records survey responses that were never collected in order to increase the sample size or improve the statistical results of the study.

4.3 Research Bias

Explanation

Research bias occurs when personal opinions, expectations, or preferences influence the collection, analysis, or interpretation of data.

Example

A researcher expects leadership motivation to have a stronger impact than financial motivation and therefore gives greater attention to responses that support this expectation while ignoring conflicting results.

4.4 Privacy Violations

Explanation

Privacy violations occur when personal or confidential information is disclosed without permission or used for purposes other than those approved by participants.

Example

A researcher shares individual employee responses with supervisors or management, allowing specific employees to be identified through their survey answers.

4.5 Conflict of Interest

Explanation

A conflict of interest exists when personal, professional, or financial interests may influence the research process or affect the objectivity of the researcher.

Example

A conflict of interest may arise when a researcher conducts a study within the same organization in which he works, creating a risk that organizational interests may unintentionally influence the interpretation of results.

5. Rules and Regulations Governing Research Ethics

Research ethics are supported by a number of rules and guidelines that help researchers conduct studies responsibly and professionally. These rules are designed to protect research participants, ensure the credibility of research findings, and promote ethical behavior throughout the research process. (American Psychological Association, 2020; Creswell & Creswell, 2018).

One of the most important bodies responsible for research ethics is the Institutional Review Board. The role of the IRB is to review research proposals and ensure that participants are protected from unnecessary risks. The committee also evaluates whether researchers have taken appropriate measures to maintain confidentiality, obtain informed consent, and handle data responsibly.

In addition, researchers are expected to follow recognized academic standards when preparing and reporting their studies. One of the most widely used standards is the American Psychological Association (APA) style. APA provides guidelines for citing sources, preparing references, and presenting academic work in a consistent and professional manner.

These rules and guidelines help improve the quality of research and ensure that studies are conducted in a fair and transparent way.

6. Practical Application to the Research Topic

This study investigates the impact of financial and leadership-driven motivation on operational efficiency in an injection molding production environment. Since the research involves collecting information directly from employees and analyzing operational performance indicators, ethical considerations are essential throughout the research process. The objective is not only to produce reliable findings but also to ensure that participants are treated fairly and that the collected information is handled responsibly.

Data for this study will be collected through a structured questionnaire and operational performance records. The questionnaire will gather information related to employee motivation, including financial and leadership-related factors. In addition, limited demographic and employment-related information will be collected, such as employee ID, job position, and other relevant background information required for research analysis. These data are necessary to allow comparisons between different employee groups and to support a more meaningful interpretation of the findings.

Participants will be informed about the purpose of the study before completing the questionnaire. They will be clearly informed that the information collected will be used solely for academic research purposes and that participation is voluntary. Employees will have the right to decline participation if they choose, and their decision will not affect their employment status, performance evaluation, compensation, promotion opportunities, or relationship with management.

Confidentiality is one of the most important ethical considerations in this study. Although employee identification information will be collected for analytical purposes, all responses will be treated as confidential. Individual responses will not be disclosed to supervisors, managers, or other employees. The collected data will be stored securely and used only by the researcher for academic purposes. When presenting the results, findings will be reported in an aggregated form to ensure that individual participants cannot be identified.

The study will also utilize operational performance indicators such as scrap rate, Overall Equipment Effectiveness (OEE), and downtime. These indicators are necessary to evaluate operational efficiency and support the objectives of the research. However, since these data represent organizational information, they will be handled responsibly and used only within

the scope of the study. The research will focus on identifying patterns and relationships rather than evaluating specific employees, departments, or production teams.

An additional ethical consideration relates to the position of the researcher within the manufacturing environment. Because the researcher is familiar with the workplace being studied, there is a possibility that personal expectations or previous experience could influence the interpretation of results. To minimize this risk, all data will be analyzed objectively and findings will be reported honestly, regardless of whether they support the expected outcomes of the study.

Another challenge is ensuring that participants provide genuine responses. In workplace studies, employees may sometimes provide answers that they believe are expected rather than expressing their actual opinions. To reduce this risk, participants will be assured that their responses are confidential and used only for academic purposes. Establishing trust and transparency throughout the research process is essential for obtaining accurate and meaningful information.

The successful application of research ethics is essential to the credibility of this study. By ensuring voluntary participation, protecting confidential information, handling organizational data responsibly, and maintaining objectivity throughout the research process, the study can achieve its objectives while respecting the rights of participants and meeting accepted ethical standards in academic research.

7. Conclusion

Research ethics play a vital role in ensuring that scientific studies are conducted responsibly and professionally. This report discussed the importance of research ethics, the main ethical principles that guide researchers, common ethical issues that may arise during research, and the rules and standards that support ethical research practices.

The report also examined the practical application of research ethics to the study entitled "The Impact of Financial and Leadership-Driven Motivation on Operational Efficiency in an Injection Molding Production Environment." Particular attention was given to issues such as confidentiality, voluntary participation, responsible use of operational data, and the need to maintain objectivity throughout the research process.

Adherence to ethical principles helps improve the credibility of research findings, protects the rights of participants, and supports the development of reliable knowledge. Therefore, future studies should continue to apply ethical principles throughout all stages of the research process to ensure the production of trustworthy and meaningful research outcomes.

8. References

1. American Psychological Association. (2020). *Publication Manual of the American Psychological Association* (7th ed.). American Psychological Association.
2. Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (5th ed.). Sage Publications.
3. Resnik, D. B. (2020). *The Ethics of Research with Human Subjects: Protecting People, Advancing Science, Promoting Trust*. Springer.
4. Saunders, M., Lewis, P., & Thornhill, A. (2019). *Research Methods for Business Students* (8th ed.). Pearson Education.