

Abstract

The study titled, "Workplace Spirituality, Ethical Behavior and Ethical Climate in Nursing Profession" is very relevant to the health care industry in Pakistan. The current research was conducted to explore the relationship of workplace spirituality with ethical climate and ultimately its impact on ethical behavior. The aim of the study was to see that what can improve ethical behavior in nurses. Purposive sample of the study consisted of 200 nurses drawn from public and private hospitals. Workplace spirituality by Petchsawnga and Duchon (2009), Ethical behaviour is by Newstrom and Ruch (1975) and Ethical climate is by Victor and Cullen (1993) were used for measuring these constructs. The findings indicated that a significant that a positive relationship exists between workplace spirituality and ethical climate. However no significant relationship between workplace spirituality and ethical behavior was found. The study also investigated the impact of experience and income on workplace spirituality, ethical climate and ethical behavior and results showed no impact of experience on these three constructs; however only income showed the main effect on workplace spirituality, ethical climate and ethical behavior. The study has wide implications for the health care professionals.