A Research Aimed at Determining Employees' Ethical Climate Perceptions in Accommodation Establishments

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ABSTRACT: *Ethical climate, is one of the most important factors influencing behavior and relationships with in the organization which is considered to be common perception in dealing with the ethics problems and what are the ethically right and wrong behaviors of employees. The main objective of this research is to expose the ethical climate perceptions of employees in the accommodation establishments. And also is to determine ethical climate perception of the employees whether is indicating a significant difference with demographic characteristics who participated in the research. For this purpose, it was carried out a survey to 102 employes who work in accommodation establishments in Hatay province. According to research results; employes stated that they most act in the helpfulness behavior. Additionally there is no significant difference between the dimensions of ethical climate and gender, marital status, age variable. However there is significant difference between egotistic dimension of ethical climate and education status variable.*
Keywords: *Accommodation establishments, ethic, ethical climate*

I.   INTRODUCTION

With the competition becoming inevitable recently, organizations that are responsible for both themselves and the environment can take right decisions for ethical problems they encounter and act in an objective manner only if the management has ethical approach [1].The word "Ethic" is derived from the Greek word "ethos" which means "character". "Ethics" concept derived from "ethos" emerges as a result of examination of morals and values by pointing to the ideal and abstract. In this sense, ethic is more private and philosophical than the moral principles which are common in society [2].Today, the concept of ethic can be expressed as the standards defining what's right and what's wrong, what is good and what is bad, what is beneficial, what is harmful and what is acceptable what is unacceptable [1].In addition to this, concept of ethic can be defined as a system of moral principles, values and standards which examines concepts of benefit, good, bad, right and wrong and which determines what is good and what is bad in relationship of group and individual behaviour [3]. According to another definition, ethic is a set of rules and standards which shapes employees' behaviours of an organization or a profession and directs them. In this regard; ethic is an irreplaceable concept which exists in all aspects of life. There are also ethical values belonging to the members of all areas in business life [4].Ethic's point of interest is to investigate the basis of all human actions and behaviours [2]. Whether individuals' behaviours are ethical or not is, to large extent, determined by the culture of the society they live in, the system of values, beliefs and norms they have[5]. There are ethical principles and unethical behaviours which must definitely be obeyed in business management and professional organizations. (Table 1.)

Table 1. Ethical Principles and Unethical Behaviours

ETHICAL BEHAVIOURS	UNETHICAL BEHAVIOURS
To be fair	To discriminate against , nepotism
To treat everyone equally	To give or accept bribe
Honesty and integrity	To apply intimidation-threating policy
Impartiality	Neglect of duty
To own responsibility	To exploit others, to be selfish
To obey the human rights	To torture, to gossip
To be humanist	To ingratiate oneself- to flatter
Belief in the superiority of law	To mix politics in business relations
To possess affinity	To insult and swear, to corrupt
To be tolerant	To abuse sexually and physically
To be respectful	To acquire bad habits
Not to be wasteful	To misconduct
To think positively	To peculate
To pay fee based on efficiency	To make bigotry

Source: Uzunçarşılı, Toprak and Ersun, 2000: 38-39[6].

In a sense, codes defining purpose and process of profession organizations-in a way-determine how managers and other employees should behave and what they should and shouldn't do. However, existence of law codes does not mean they will always be obeyed and if the employees are not sufficiently developed in terms of ethical values, then policies and codes do not ensure employees to demonstrate universally acceptable ethical behaviours. It is useful to clearly define what should be understood from the concepts which should be included in ethical principles such as impartiality, honesty, objectivity, justice and equality or unethical behaviour such as nepotism, bribery, corruption, selfishness, subservience, benefitting because individuals may intend to fill up these concepts as they wish according to their personal perspective [6]. In this context, Organizations' obtaining a sustained success can be actualized if they become aware of their values which differs them from other organizations. To create and maintain these values can be possible by forming an ethical climate which directs employees into ethical behaviours [7].

II. ETHICAL CLIMATE

Ethical climate is defined as the common perception of the organization about how to deal with ethical issues and what is correct ethically [8]. According to another definition, ethical climate is a system of principles and standards which defines and shows how the employees should demonstrate the correct behaviours [9]. Ethical climate helps employees to evaluate the problems and to consider the alternatives. It also guides the employees to decide on acceptable and unacceptable behaviours [10].Ethical climate not only indicates which problems the employees associated with ethic but also specifies which moral criteria employees use in order to understand, evaluate and solve these problems. In this process, organizational values, turn into actions that affect various special outputs on [7]. In addition to this, ethical climate can lead to development of trust among the employees by justifying management's actions [11].

2.1. Ethical Climates Types

Ethical climate is one of the important factors affecting relationship inside the organization, behaviours of the employee and therefore organizational results. Common ethical climate type inside the organization is not only effective on individuals' deciding what is right and what is wrong as well as their type of behaviour. It is also determiner on employees' behaviour and actions [12].In the first cognitive and experimental study done by Victor and Cullen(1988) which was in the area of ethical climate, a model was developed to determine type of ethical climate which was active in an organization and ethical climate problems in the organization. This model isbased on two basic classifications. The first dimension represents the ethical criteria used in organizational decisions, while the second dimension represents the locus of ethical analysis of moral judgment.

2.1.1. Theoretical Ethical Climate Types

The existence of ethical climate type in an organization or a group effects which ethical problems will be handled, what kind of solution process will be for these problems and quality of applied solutions. For example, Kohlberg (1984) thinks that the socio-ethical atmosphere of an organization has an effect on the moral decisions that individual takes [13].Victor and Cullen's (1988), two-dimensional theoretical form that defines the ethical climate theoretically is shown in Table 2.The first dimension shows ethical criterion in organizational decision-making while the second dimension shows the locus of ethical analysis used as reference in ethical decisions. As a result of intersection of these two dimensions nine different sub-dimensions arose.

Table 2. Theoretical ethical climate types

			Locus of Analysis		
			Individual	Local	Cosmopolitan
Ethical Criteria		EGOISM	*Self-interest*	*Company Profit*	*Efficiency*
		BENEVOLENCE	*Friendship*	*Team Interest*	*Social Responsibility*
		PRINCIPLE	*Personal Morality*	*Company Rules and Procedures*	*Law and Professional Codes*

Source: Victor and Cullen, 1988: 104 [13].

Egoism: egoism is based on the individual's maximizing their self-interests to the top level. Individuals usually chase alternatives that maximize their self-interests to the top level ignoring others' needs, desires or interests. Other people's wishes and needs in the same organization, department and even group are the least cared situations. In an egoistic ethical climate, norms encourage people in the direction of personal gain. Thus, the basic expectation is ignoring the interests of others [14].Personal interest, that's to say individual, takes place on the point where egoism criterion and locus of analysis merge. In this case, the person moves only for one benefit. On the other hand, in the organizational dimension of locus of analysis, pursuing benefits of

organization (organization's profit, strategical advantage etc.) is important. It is important to think of benefits of (productivity etc.) social and economic system extensively in the global level [15].

Benevolence: Benevolence is based on attention directed to others. A person's perception of benevolent climate is to satisfy many people at the maximum level when decisions are made. In benevolence ethical climate it can be observed that there is a unity formed among the members of organization and members are more sensitive to each other. They are also eager to help each other. This union is a result of supportive environment which pulls people to itself increasingly. Benevolence climate which generally have the same meaning with caring about employees' welfare can create the feeling of high organizational support among the employees. Employees feeling a high degree of organizational support will most probably feel they must requite this support [16].

Principle: In organizations where principle climate types are seen, rules and codes are embodied in terms of practice. In general, when faced with ethical dilemmas or problems it recommends individuals to make decisions by adhering to the rules and codes determined within the organization [16].In this context, decisions are made based on rules and codes in any ethical problem or dilemma. In decisions made on individual level, person's own rules are benefitted from while in decisions made on organizational level rules and regulations of the organization are taken into consideration. Finally, on global level decisions codes are utilized [13].

2.1.2. Empirical Ethical Climate Types

As a result of researches conducted by Victor and Cullen (1988) table 2 draws theoretical frame for ethical climate. A template which is about empirical ethical climate is revealed in table 3 and ethical climate which is nine dimensions is classified in five dimensions. Sub-dimensions of empirical ethical climate lead decisions taken in the organizations. These dimensions are; Instrumental, caring, independence, rules, law and codes.

Table 3. Empirical ethical climate types

		Locus of Analysis		
		Individual	**Local**	**Cosmopolitan**
Ethical Criteria	**EGOISM**	*Instrumental*		
	BENEVOLENCE	*Caring*		
	PRINCIPLE	*Indepence*	*Rules*	*Law and Codes*

Source: Martin ve Cullen, 2006: 178 [17].

Instrumental: Instrumental basically depends on maximizing personal interests to the top level. Employees believe that the decisions provide personal interests. It means members of the organization are interested in their own interests. Individuals who perceive the instrumental climate see their own organizational units and ethical decision-making as expectations and norms supported by egoistic perspective. Researches indicate that instrumental climate is the least preferred climate. This dimension includes individual and organizational focus level of egoism criterion [18].

Caring: The key feature of caring climate is to consider behaviours displayed in the form of utilitarianism and to care about other individuals within the organization [19]. In the caring climate which consist of dimensions such as friendship, team profit, social responsibility, individuals think of what is best for everyone in the organization. In this type of climate, Employees are characterized to be interested in well-being of each other as much as the customers. The expectation in this climate is to perform what is right for society and customers. This climate which is based on benevolence criterion supports actions that are useful for other individuals' benefit [20].

Independence: Employees who are in the independence ethical climate believes that they should make decisions by looking at their own moral beliefs and ideas when they are supposed to make an ethical decision. Decisions taken in such organizational climate emphasizes personal moral beliefs. Margin or effect of external factors in this climate structure is rather low. People's own principles are the most important basic foundation in decision making [17].

Rules: Rules dimension is associated with accepted rules determined by the organization. Organizational decisions are given according to the set of local rules or standards. Employees are expected to comply fully with the organization's requirements and rules. Rules dimension concentrates on principle ethical criterion and level of organizational focus [18].

Laws and Codes: Employees are required to comply with another authority or their professional codes and instructions. Employees should decide under the auspices of external systems such as adhering to the law. Organizations directed by the law and codes grounds on external standards and principles in making decisions. Laws and codes are associated with principle ethical criterion and level of global focus. As a whole, it is pertinent to the rules of behaviour that are determined and accepted by external environment [18].For a company the important thing is not what the most suitable ethical climate is but its consistency and fluency. Management of organization should determine which values they will support and which decision of

mechanism they will use in order to advocate these values. Employees should not act without knowing what organization want them to do and how they will fulfil these tasks. Determining which ethical climate exists in the organization constitutes the most vital steps which will be marched in order to create effective and coherent climate as far as possible [21].

2.2. Some Studies Related to Ethical Climate
Ethical climate types in Korean tourism industry were researched in a study conducted by Kim and Miller (2008). A questionnaire was applied to 820 people working in 14 different companies in an attempt to reveal the relation between existing ethical climate types and other factors related to ethical climate (Job satisfaction, organizational dependence etc.). ıt is determined that there are 6 kind of ethical climate and they are partially affected by individual and organizational features. Moreover, a correlation was found between most ethical climate types and organizational performance [22].

A questionnaire on 237 workers was conducted by Parboteeah and Kapp (2008) in 5 factories in Midwest. The correlation between behaviours enhancing security in the workplace and ethical climate was researched. As a result of factor analysis and correlation analysis, it was observed that in places where ethical climate was minded, working accident decreased (negative correlation) while security measures increased [23].
The effect of ethical climate on applications of sales management was investigated in the study conducted by Schwepker and Good. (2009). An analysis of multiple regression and correlation was applied in the questionnaire conducted to 240 sales managers. Effect of ethic was tried to be revealed in recruitment, education, management application. Also, Effect of Company's ethical climate was researched in ethical violation. As a result, it is determined that ethical climate was effective on recruitment, education and management applications and ethical violation of sales managers [24].

The effect of organizational ethical climate in on employees' job satisfaction working in hotel facilities was investigated in the study done by Çevirgen and Üngüren (2009). A positive correlation was determined between job satisfaction and ethical climate perception of the employees in the study. In addition, as a result of T-test and anova analysis, it was found that employees' job satisfaction and their attitudes towards ethical climate did not change statistically according to their gender, age, department they work, position they work and duration of experience [25].The relation between ethical climate as well as organizational conflict and organizational dependence was examined in a study done by Shafer (2009). A questionnaire applied to 167 managers working in local and international companies was evaluated according to factor analysis, regression and correlation analysis. Consequently, a strong relation was found between ethical climate, organizational conflict and organizational dependence [26].

The difference of ethical climate between owners of accounting companies and their employees was revealed in the study conducted by Buchan (2009). As a result of factor analysis and correlation analysis of findings obtained from the questionnaires applied to 95 people (officers and office owners) in 5 companies, it was revealed that Companies' owners/partners had a higher ethical climate than the employees. On the other hand, employees were more egoistic, selfish and self-seeker than the owners of the companies [27].
The impact of empowering organizational communication on organizational ethical climate was examined with the help of regression analysis in the study conducted by Parboteeah et al (2010) .As a result, the relation between these two administrative application was determined [28].In a study conducted by Shacklock et al (2011) It was intended to reveal dimensions of ethical climate in human resources management of public sectors. A survey was applied to 255 human resources staff working in public sector. As a result, different kind of ethical climate dimensions (laws and rules, benevolence, independence, instrumentalism, efficiency) were found in different kind of organization types [29].

Eren and Hayatoğlu (2011) examined the effect of ethical climate on salespersons' work attitude and work performance. As a result, it is found that there was a positive effect of ethical climate upon organizational dependence, trust to the manager and work performance [7]. Bute (2011) discovered that ethical climate had a positive effect on organizational trust and individual performance. Furthermore, it was observed that positive effect of ethical climate on organizational trust was more powerful than its effect on individual performance [1]. Front office employees' perception of ethical climate working in accommodation facilities was aimed to be determined in the study conducted by Yılmazer and Bahadir. As a result of the study; it was revealed that levels of ethical perception of the employees working in accommodation facilities were at an acceptable level. It was also found out that employees were affected from orders and views of the managers or bosses. Lastly, it was revealed that employees' personalities were important at the level of ethical perception [30].

Öğüt and Kaplan (2011) analysed the relation between employees' organizational dependence and their ethical climate perception in 4 and 5 star hotel facilities located in Cappadocia region. They also researched effect of employees' ethical climate on organizational dependence. Correlation analysis showed that there is a positive correlation between types of climates that are caring, laws and codes, rules and emotional and normative dependence. However, there was a negative correlation between instrumental climate type and

emotional dependence. According to regression analysis, sub-dimensions of ethical climates that are caring and rules affected emotional dependence positively while instrumental dimension affected emotional dependence negatively [18]. In the study carried out by Sökmen and Ekmekçioğlu(2013) which was conducted in border units of hotel facilities, it was determined that employees' perception of manager's ethical behaviour had a positive effect on employees' job satisfaction and motivation [31].

In another study conducted by Altaş and Kuzuis related to teachers working in preschool education. The study aimed to find out effects of teachers' trust of ethical climate in their school and organization upon their personal work performance In this context, it was discovered that ethical climate have a positive effect on dimensions of trust to the manager and organization as well as personal work performance [32]. In a study carried out by Demir (2014), effects of ethical climate on employees' work performance in hotel management was researched. As a result, it was determined that there was a significant positive correlation between ethical climate and business performance. As a result, it was found that there was a significant positive correlation between ethical climate and work performance [33].Based on these studies conducted, it was determined that perceived ethical climate have effect on recruitment, education, management application, empowering organizational communication, job satisfaction, organizational performance, motivation, working accident, organizational dependence, organizational conflict, trust in manager, work performance.

III.   METHODOLOGY

The research population is the employees working in accommodation facilities which have tourism establishment certificate. They are located in Hatay, province of Turkey. While doing parameter account, taking qualification of the individuals into consideration does not create a big problem if diameter of the population is not big. If the number of the individuals forming the population is too many, then the situation is different and difficult[34]. Not to be able to reach the whole population brings into the question of how to determine the best sample representing the whole population [35]. There was not a source in order to get the number of employees working in accommodation facilities with tourism establishment certificate. For this reason, In order to calculate the number of population, data was utilised from the "Search of labour force in hotel management and tourism" which belongs to Ministry of Tourism. In this data, the number of employees working in active accommodation facilities in Turkey can be found according to the number of beds each facility has[36, 37, 38]. According to these data, the number of staff for per bed is 0, 59 in hotel facilities in Turkey. 27 accommodation facilities with tourism establishment certificate running in Hatay have 2.928 beds in total [39]. Accordingly, number of staff for per bed which is 0, 59 makes 1.727 staff for 2.928 beds.

Furthermore, the selected application area, the demand for alternative tourism types in Hatay in measuring employees' perception of ethical climate and lastly they are being selected by domestic and foreign tourists without considering seasonality feature are also important factors. The main aim of this study which is applied to the employees working in accommodation facilities running in Hatay is to reveal employees' perception of ethical climate working in these facilities. 102 employees working in these accommodation facilities were reached via questionnaires The demographic characteristics; gender, marital status, age, educational level of those who participated in the research were determined as frequency and percentage distribution. In the first part of the questionnaire, questions related to demographic features took place while in the second part questions aimed to measure employees' perception of ethical climate.

In order to measure the employees' perceptions of ethical climate, "ethical climate questionnaire" which is first developed by Victor and Cullen (1988) [13] and then improved by Cullen et al (1993) was used [41]. The scale which consists of 36 items is composed of three subgroups. This are egoistic climate type, benevolence climate type and principle climate type. The scale was organized according to the five-point Likert scale. ; 1: Strongly disagree 2: Disagree 3: Undecided 4: Agree 5: Strongly agree. The reliability of the scale was determined to be 0.75. The data obtained in the study were subjected to statistical analysis. With regard to research data, the quantitative and percental distribution of sample profile, descriptive statistics were determined at first. With the purpose of determining whether ethical climate dimensions perceived by the employees change according to their gender and marital status, T-test was used. In order to determine whether it changes according to age and educational status variable, one-way analysis of variance (ANOVA) was conducted.

IV.   FINDINGS

The research population is composed of accommodation facilities in Hatay. 102 employees working in these accommodation facilities were reached via questionnaires. Sample group of the research consists of %52, 9 male and % 47, 1 female. When their marital status examined, % 44, 1 of the participants are married while % 55, 9 of them are single. Age distribution is between 21-30 years with the highest percentage that's % 39, 2 while the lowest ages are 20 and under with the percentage of %18, 6. The majority of participants that's % 47, 1 of them, were graduate of high school (Table 4).

Table 4. Quantitative and percentage distribution of the sample profile

Gender	N	%
Male	54	52,9
Female	48	47,1
MaritalStatus	**N**	**%**
Married	45	44,1
Single	57	55,9
Age	**N**	**%**
20 years old ve under	19	18,6
21-30 years old	40	39,2
31-40 years old	20	19,6
41-50 years old	23	22,5
Educational Background	**N**	**%**
Primary Education	27	26,5
High School	48	47,1
Associate degree	14	13,7
Undergraduate	13	12,7
TOTAL	**102**	**100**

The data obtained in the study were subjected to statistical analysis. Accordingly, Descriptive statistics relating to determine ethical climate dimensions are shown in table 5 while analysis of ethical climate differentiation in terms of gender variable of the employees were shown in table 6. Analysis of ethical climate differentiation in terms of marital status variable was shown in table 7 and finally analysis of ethical climate differentiation in terms of age variable was shown in table 8.In order to determine dimension of ethical climate perceived by the participants, the arithmetic mean and standard deviation related to the items which are in the scope of 5 likert scales consisting of 36 items were shown in table 5.

Table 5. Descriptive Statistic related to ethical climate dimensions

	MEAN
EGOISM	3,58
BENEVOLENCE	3,77
PRINCIPLE	3,74

When statements relating to determine employees' perceived ethical climate dimensions were examined according to average value, employees stated that they mostly perform benevolent actions. In addition to this, employees stated that they were always expected to do what is right for customer and society. They also indicated that team spirit is important and they have an understanding of strong responsibility towards external environment. Another ethical climate dimension is principle with 3, 74 average value. In this context, employees expressed that successful employees are those who act according to written instructions. They further stated that facilities want employees to obey legal and vocational standards rigidly and their own ethical values guide them. Employees expressed that they perform egoistic behaviours at the least level. (Avg 3, 58)In this sense, Employees don't think about themselves most of the time, they value benefit of organization above everything and they are conscious that their main responsibility is to consider productivity. Additionally, facilities care about moral and ethical value the employees' possess.In the findings of the study by Yeşiltaş (2012) regarding to ethical climate perception in hotel facilities, average value of each statement is designated to be above 3.This case showed that ethical climate perception in hotel facilities is above the average level so, parallel results arose.

Table 6. Differentiations of ethical climate dimensions in terms of gender variable

Variables	Gender	N	Mean	Standard Deviation	F	p
Egoism	Male	54	3,58	0,41	0,048	0,826
	Female	48	3,57	0,42		
Benevolence	Male	54	3,79	0,48	1,008	0,318
	Female	48	3,75	0,48		
Principle	Male	54	3,71	0,51	1,259	0,265
	Female	48	3,77	0,43		

Because the differences between ethical climate dimensions and gender of participants did not supported statistically ($p > 0.05$), a significant difference was not found. Ethical climate dimension does not differ according to gender in this context. (Table 6).

Table 7. Differentiation of ethical climate dimensions in terms of marital status variable

Variables	Marital Status	N	Mean	Standard Deviation	F	p
Egoism	Married	45	3,55	0,37	2,05	0,155
	Single	57	3,59	0,45		
Benevolence	Married	45	3,81	0,47	0,025	0,876
	Single	57	3,74	0,48		
Principle	Married	45	3,77	0,42	1,831	0,179
	Single	57	3,71	0,51		

Because the differences between ethical climate dimensions and marital status of the participants did not supported statistically as in table 7, (p> 0.05), a significant difference was not found. Ethical climate dimension does not differ according to marital status in this context.

Table 8. Differentiation of ethical climate dimensions in terms of age variable

Variables	Age	N	Mean	Standard Deviation	F	p
Egoism	20 years old ve under	19	3,53	0,51	0,895	0,447
	21-30 years old	40	3,66	0,44		
	31-40 years old	20	3,49	0,35		
	41-50 years old	23	3,55	0,32		
Benevolence	20 years old ve under	19	3,84	0,41	1,189	0,318
	21-30 years old	40	3,66	0,46		
	31-40 years old	20	3,87	0,47		
	41-50 years old	23	3,83	0,54		
Principle	20 year sold ve under	19	3,75	0,48	1,089	0,357
	21-30 years old	40	3,83	0,52		
	31-40 years old	20	3,67	0,42		
	41-50 years old	23	3,63	0,42		

Because the differences between ethical climate dimensions and age of the participants did not supported statistically, (p> 0.05), a significant difference was not found. In this context, ethical climate dimension does not differ according to age (Table 8).

Table 9. Differentiation of ethical climate dimensions in terms of educational background.

Variables	Educational Background	N	Mean	Standard Deviation	F	p
Egoism	Primary Education	27	3,46	0,29	3,356	**0,022***
	High School	48	3,68	0,41		
	Associate degree	14	3,64	0,49		
	Undergraduate	13	3,36	0,43		
Benevolence	Primary Education	27	3,79	0,45	1,382	0,253
	High School	48	3,85	0,41		
	Associate degree	14	3,58	0,53		
	Undergraduate	13	3,67	0,64		
Principle	Primary Education	27	3,65	0,49	1,616	0,190
	High School	48	3,78	0,46		
	Associate degree	14	3,91	0,45		
	Undergraduate	13	3,58	0,46		

According to the analysis results in Table 9, because views of the participants about egoistic climate is p<0, 05 according to their educational background, it shows a significant difference. According to the average values, highest egoistic climate belongs to graduate of high schools while the lowest egoistic climate belongs to the participants with bachelor degree. In this context, egoistic climate dimension changes significantly according to educational background and it can be said that the higher educational level is the lower egoistic climate is. Furthermore, because the differences among educational background, benevolence and principle dimensions did not supported statistically, (p> 0.05) a significant difference was not found.

V. CONCLUSION

The most important production factor of accommodation facilities, of which main function is to produce service, is human resource. In accommodation facilities, suitable behaviours of employees towards the ethical principles are the most important factors in maximizing productivity, competitive capacity and continuity. Furthermore, it is impossible to mention an organization which does not have ethical principles

today because behaviour performed by employees working in accommodation facilities or a decision is being made are questioned whether suitable ethically or not in the first place. Therefore, it is important for accommodation facilities to create a climate which is determined by ethical principles.The main purpose of this study was to demonstrate employees' perceptions of ethical climate in accommodation facilities. When employees' statements to determine the ethical climate dimensions conditions are analysed according to the average value; Employees stated that they mostly act in benevolent behaviours. According to these findings, employees stated that they were always expected to do what is right for customers and society. They also indicated that team spirit is important and they have an understanding of strong responsibility towards external environment. Besides, employees expressed that successful employees are those who act according to written instructions. They further stated that facilities want employees to obey legal and vocational standards rigidly and their own ethical values guide them. Employees working according to egoistic climate stated that they do not think about themselves most of the time and they do not value their own benefit above everything. There was no significant difference between gender, marital status, age of the employees and ethical climate dimensions. In this context, the ethical dimensions do not change according to marital status, age and gender. However, views of the participants about egoistic climate shows a significant difference according to their educational background variable. In this context, egoistic dimension changes significantly based on educational background variable. Furthermore, a significant difference was not found among educational background, benevolence and principle dimensions

In accordance with the findings obtained, finding ethical solutions to the problems by taking ethical climate into consideration in accommodation facilities, considering the employees while decisions are made, shaping the success based on the ethical climate will help the facility to easily reach its targets. Therefore, it is necessary for the employees to adopt ethical practices in accommodation facilities.

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