

The Impact Of Business Ethics On Human Resources Recruitment**أثر أخلاقيات الأعمال على توظيف الموارد البشرية****Sebaa Fatima¹, Dahou Khadra², Hacini Ishaq³**

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Received: 04/04/2023**Accepted:** 03/06/2023**Published:** 15/06/2023**Abstract:**

This study aims to measure and analyze the impact of business ethics on the recruitment process of human resources from the point of view of the Education directorates of Mascara and Oran, representing one of the first studies in the field of business ethics and recruitment at the university of Mascara. In order to achieve the objectives of this descriptive study, the questionnaire was developed and distributed to 80 employees from the top management and human resources department's employees. The statistical package for social sciences (SPSS) was utilized to analyze to determine the effect of business ethics on the sourcing, selection and appointment in the education directories of Mascara and Oran.

The results exhibit that business ethics have a positive effect on sourcing, selection and appointment, and that ethical recruitment is based on the principle of competence and merit and eliminates interventions and intermediaries. In addition, there is no discrimination between man and woman in the selection process, and where the promotion process is based on seniority and not competencies, nothing that most of recruitment processes in Algeria are based on competitions.

Keywords: Business Ethics; Recruitment process; Sourcing; selection; Appointment.

JEL Classification Codes: M12.

ملخص:

هدفت هذه الدراسة إلى قياس وتحليل أثر أخلاقيات الأعمال على توظيف الموارد البشرية من وجهة نظر موظفي مديرتي التربية لولاية معسكر ووهران. وتعتبر هذه الدراسة من الدراسات الأولى التي تناولت موضوع الأخلاقيات الإدارية والتوظيف في جامعة معسكر. ولتحقيق أهداف هذه الدراسة الوصفية، تم تطوير استبانة وتوزيعها على موظفي الإدارة العليا وإدارة الموارد البشرية البالغ عددهم 80 موظف، وتم استخدام برنامج الحزم الإحصائية للعلوم الاجتماعية (SPSS) لتحليل الانحدار الخطي لمعرفة أثر أخلاقيات الأعمال على الاستقطاب والاختيار والتعيين في مديرتي التربية لولاية معسكر ووهران.

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توصلت الدراسة إلى أن لأخلاقيات الأعمال تأثير إيجابي على الاستقطاب، الاختيار والتعيين، والتوظيف الأخلاقي قائم على مبدأ الكفاءة والجدارة ويلغي التدخلات والوسطات. بالإضافة لذلك، عملية اختيار الموظف لشغل الوظيفة لا تتم على أساس الجنس، وأن سياسة الترقية تتم على أساس الأقدمية وليس على أساس الكفاءة، مع الإشارة إلى أن أغلب التوظيف في الجزائر يتم على أساس المسابقات.

كلمات مفتاحية: أخلاقيات الأعمال، عملية التوظيف، الاستقطاب، الاختيار، التعيين.

تصنيفات JEL : M12.

INTRODUCTION:

Business ethics is a vital issue faced by business organizations as a result of the increasing ethical scandals and criticism directed at business management and the standards it adopts away from an ethical and transparent framework, It has received great attention in the world and this is evident through the application and practice of business ethics in the various functions and activities of the organization. The concept of ethics has been linked to many topics, human resources and energies, which in turn enhance the good behavior of the individual because it is a self-monitoring of him so that he can distinguish between right and wrong in his behavior during work. When talking about the recruitment of human resources, the organization works to attract individuals with high competencies and ethics who are characterized by loyalty, trust, responsibility and the ability to self-control. The type of recruitment that the organization adopts to fill its vacant positions depends on the vacant position and its requirements.

Considering the ethics the subject of the clock, the organization seeks to enhance its reputation by building an ethical image based on integrity, transparency in recruitment, lack of bias, objectivity and that things do not turn into stones or blatant or lined interventions, that is, the morals are at the heart of the recruitment process.

Study problem:

Business ethics seeks to control the professional and personal behavior that the public employee should have, as it is considered one of the basics of success, as it reflects the organization's confidence in its employees and apparatus, as well as the confidence of the society in which it works. On the other hand, recruitment is a strategic process in that it aims to attract, select and set the competencies that the organization needs, and the success of this process means putting the appropriate employee in the right place and at the right time, which will necessarily be reflected in organizational performance. Hence the following problematic can be raised:

« What is the impact of business ethics on the human resource recruitment process? »

In other words, how do these values and foundations that constitute this moral evidence of employees in organizations affect practices and various stages of the recruitment process?

Study Hypotheses: In order to answer the study problematic, we start from the following hypotheses:

- There is no statistically significant effect of business ethics on human resources sourcing.
- There is a statistically significant effect of business ethics on human resources sourcing.

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- There is no statistically significant effect of business ethics on human resource selection.
- There is a statistically significant effect of business ethics on human resource selection.
- There is no statistically significant effect of business ethics on human resource appointment.
- There is a statistically significant effect of business ethics on human resource appointment.
- business ethics do not affect human resources recruitment.
- business ethics affect human resources recruitment.

The importance of the study

Because of the growing awareness of business ethics, its adoption in the various functions of the organization has become an imperative. Especially in the recruitment process, which is one of the functional strategies that belong to the most important resource of the organization, which is the human element, which has become the main source of competitive advantage. The importance of the study stems from the fact that the adoption of business ethics in the practices of sourcing and selection this human element to fill the vacant position in the organization is accompanied by a successful investment in competencies, gaining and developing them for the better, and then keeping them within the organization. And vice versa. Failure to adopt these business ethics will negatively affect the success of the recruitment process, and result in many problems and risks, as well as wasting resources in the formation process, which burdens the organization instead of investing in it, and thus weakens the organization's performance and competitiveness.

Study Methodology

In order to achieve the objectives of the study, the descriptive approach was relied on as the most appropriate for this study, by conducting a desk survey and reviewing various previous studies and research, in order to develop a theoretical framework and stand on the most important studies in order to frame the problem of the study. As for the field research, we analyzed all the data collected by answering the questionnaire using the appropriate statistical methods (SPSS) to reach results through which the questions raised by the study were answered.

Previous studies:

1. **ZerkiYahya's study (2017):** It aimed to identify the extent to which business ethics contribute to reducing administrative corruption and to verify the extent to which the tax directorate agents of the wilaya of Tlemcen are aware of the concept of administrative ethics. The study found that training positively affects the job behavior of tax inspectorate workers, and that ethics play an important role in improving public relations and the quality of services provided to taxpayers.
2. **Sarah N. Murage, Anne Sang, Susan Ngure Study (2018):** The aim of this study was to determine the impact of ethical issues in recruitment and selection on employee performance at two public universities in Nyeri County, Kenya. The study revealed a positive relationship between ethical issues in recruitment and selection and employee performance, as if employees feel that they have not been subjected to any kind of

discrimination, this may improve their performance. The study concluded that all candidates must be subjected to similar evaluation criteria, announce all job opportunities, adhere to the documented employment policy and code of conduct, as well as require the interviewer to declare any conflict of interest during the recruitment and selection process.

3. **Salvador Villegas & Robert A.Loyd & Addison Tritt & Edward F. Vengrouskie Study: 2019:** The aim of this study was to determine the role and value of recruitment managers, termed moral guards, in recruiting and selecting ethical individuals in an organization in an ethical manner. The study found that hiring managers are affected by the concepts of ethical commitment, diversity, anti-discrimination, integrity and justice at work whenever they start hiring new employees, and managers are also obligated to ethical recruitment as they are ethical gatekeepers of their organization.
4. **Paul Olendo Ombanda& Peter K'Obonyo Study (2019):** The aim of this study was to determine the role that ethics in human resource management can play to improve organizational performance, and this study found that ethics in human resource management is important in improving employee performance and thus All human resource management practices must be fair in their approach and application.

Theoretical Framework of the Study

1- Business Ethics:

1-1 Definition of business ethics and its importance

Ethics is a language: the plural of character, and morality is religion, temperament and character, and its reality is that it is the inner image of man. Ethics is a force rooted in the will, which is inclined to choose what is good or what is evil. In this context, the word “ethics” in the Arabic language includes value judgments related to actions that are described as good and ugly (Al-Zubaidi, Abbas, 2014, p. 114).

And Peter Drucker defines business ethics as: “that science that deals with rational choices on the basis of values and foundations to reach the means that allow achieving goals” (Najm, 2008, p. 17). Therefore, it is a set of moral values and standards upon which the members of society rely in order to distinguish between what is right and what is wrong, what is acceptable and what is not, and to select the moral alternative from among the available alternatives that satisfies all stakeholders (Al-Sakarana, 2014). Ethics can also be broadly defined as the study of business situations, activities and decisions where a distinction is made between issues of right and wrong, and therefore ethics relates to how individuals should act and thus focuses on duty, the limits of right and wrong, and the concept of accountability (Pimenta, 2015). It is as defined by Ashir Kumar as a set of laws that help organizations to run their business in the right way (Kumar, 2020).

Business ethics is also defined as a set of principles, standards and values that govern the behavior of the individual and the group with regard to right and wrong in different situations. Ethical attitudes are clearly embodied when seen through the influence of laws and the free choice of the individual (Ghelay, 2018, p82). So the main issue in business ethics is doing the right thing (Mihailović and others, 2015).

This is in terms of its definition, and its importance lies in the organization facing many lawsuits because of its ignoring the commitment to ethical standards, especially if the organization persists in immoral behavior, and contributes to strengthening the reputation of the organization at the level of the local, regional and international environment, which is reflected positively on it (Hassan, 2001). Ethical decision-making is also a complex and high-risk project, whose misunderstanding can result in the organization being charged with high costs that go beyond financial costs to the cost of human trust (Byrne, 2018). Among the advantages that the organization expects to obtain as a result of its great interest in ethical practices is to achieve economic gains for the organization, which prompted business organizations to increase their interest in directing and influencing the behavior of individuals in order to increase their profits (Koh, Boo, 2004), Giving individuals a perception of how to deal with various situations (Dedjla, 2013), Creating an atmosphere of justice within the organization, which makes individuals feel more important regarding their responsibilities within or outside the organization (Ogwoka and others, 2017). In addition to increasing employees' commitment and satisfaction with work, which reflects positively on their long-term performance (Liao, Teng, 2010). Business ethics also plays an important role in employing and selecting human resources as a major source of the organization's competitive advantage, if it is appointed and managed correctly as it is important to put an ethical consideration to ensure the evaluation of candidates in accordance with the principle of efficiency, justice and equality (Sarah and others, 2018). Hunter argued that unethical behavior may negatively affect the organization as it leads to a deterioration of the relationship between the organization and its human resources, lack of confidence, negative impact on the individual productivity and suffocation of his creativity, and the information flowing throughout the organization becomes ineffective, as the employee loyalty decreases and the absenteeism and the rate of rotation increases (Pinnington and others, 2007).

1-2 Business ethics standards:

There is a set of characteristics that must be included in the moral behavior of individuals, which at the same time represents a set of criteria that increase the effectiveness of business ethics and more than that it is one of the most important things that the administration cannot achieve its goals without it and these criteria are the following:

- **Integrity:** It represents a group of values related to validity, honesty and sincerity.
- **Cooperation and respect:** Cooperation through contact with others is embodied in transferring knowledge and experiences with the need to respect the dignity and privacy of others. When the culture of fraud, favoritism and abuse of colleagues is the dominant, every worker is cautious from his colleague and cooperates with him in a small amount, and therefore he will hide a lot of information about him, and even he may lie in the reports submitted to his president.
- **Discipline and commitment:** The worker must do his work in the official time to work while respecting the procedures and laws imposed on him.
- **Take responsibility:** that is, the individual takes responsibility for the completed works, whatever its result is good or bad, in addition to contributing to achieving the ruler goals (Hakam, Douli, 2014).

2- Human resources recruitment

2-1 recruitment definition

The recruitment process is one of the important and main functions in the organization, as it represents an essential activity in human resources management, and the recruitment process means "it is the process of selecting a candidate among several candidates in order to appoint him for a specific position" (Boukhelif, 2007, p. 22). It is also defined as the process of searching for potential candidates to fill vacancies in the organization in quantity and quality and in a timely manner consistent with the requirements of the vacant job (Al -Qahtani, 2015). Consequently, the recruitment process can be considered as a process that begins to determine the needs of the organization from human resources, searching for competencies and their desire to work in the organization, then select the best candidates and appoint them to positions that are compatible with their qualifications. It should be noted that several specifications and characteristics should be taken into account in the recruitment process, including efficiency, merit, good morals, superiority and distinction in performance in order to achieve the goals of the institution (Mansour, 1975).

There are five rules that allow the owner of the organization to attract Competencies, which are:

- 1- Knowing the various expectations and aspirations of future employees.
- 2- Developing human resource management practices in a way that is compatible with the future goals of employment and in line with the general strategy of the organization.
- 3- Communicate with future employees to learn about their strengths and the organization's human resources capabilities, through professional messages and offers.
- 4- Activating the relations between the various directors of organizations (training centers, universities, high schools) defining their objectives, envisioning the best communication possibilities to develop relations and encourage creativity and internal mobility of employees.
- 5- Building a reference image for the owner of the organization by choosing consistent and stable practices and policies for human resources (Peretti, 2013).

2-2 Importance of recruitment:

The recruitment process plays a major role in any organization, through its efforts to attract and select the best Competencies to achieve its goals. The importance of recruitment is shown through the effective role it plays in the success of the human resources management strategy (Hassouna, 2008, p. 65). Which works to provide the best elements with excellent competencies and qualifications, Reducing the recruitment of the wrong and inappropriate person, which can cost the organization significant costs, including the cost of training, wages, and costs resulting from wrong decisions made by the person appointed to fill the job. The importance of recruitment is shown by placing the right person in the right place. providing human resources with multiple skills, i.e. selecting the best applicants for work, so that the characteristics of those who will be appointed should comply with the requirements of the current job to be appointed in and other jobs that the organization may need in the future (Al-Tayeb, 2012). This process also aims to ensure the best possible match between personal specifications (competencies, ambitions, ability of the individual to develop) and the requirements of the position (Citeau, 2002).

2-3 The relationship between business ethics and human resource recruitment:

Human resources in modern business organizations occupy a high position and play an effective role in an era in which change has become an inevitable and continuous necessity. As human resources are considered a competitive advantage for the organization, the human resource is now seen as renewable capabilities and creative features. The organization's management is supposed to give it all its attention and assume its social and moral responsibilities towards this important resource (Al-Amri, Al-Ghalbi, 2008).

The organization can exercise its social role and embody its moral responsibility through several means that cover the totality of the sub-activities of human resources management, including:

2-3-1 Mobilizing and sourcing human resources: the organization can embody ethical behaviors during this process by committing to the correct search for candidates and securing their rights, reliability in procedures so that they should be characterized by integrity, transparency and justice, fair dealing and equal opportunities in employment (Najm, 2008, p. 265). In addition to not withholding and advertising job opportunities to reach all segments of society (Villegas and others, 2019).

2-3-2 Interview, selection and recruitment: These procedures can be considered an investment in social aspects that will reflect positively on human resources if they are characterized by responsibility, credibility, transparency and justice. So that interviews should be based on objective grounds, free of bias, in addition to not underestimating the capabilities and personalities of the candidates, regardless of their personality or skill level (Najm, 2008). It is also advisable not to ask unwelcome questions regarding the candidate's age, nationality, or previous salary levels. Notably, most organizations do not explicitly ask about age, but many include inquiries about dates of education and year of graduation that can be used to infer a candidate's age (Gusdorf, 2008).

As for the selection and appointment process, it should be on the basis of competence and suitability between the qualifications and capabilities of the candidate and the requirements of the vacant position (Najm, 2008), and on the basis of the results of the tests and their final evaluation, and avoiding bias in the selection process in favor of a particular gender without the other, with the need to give equal opportunities to all candidates to present their competencies and skills (Boufatah, 2016),

The selection and appointment process also requires skilled and appropriate decision-making (Ombanda, K'Obonyo, 2019). The decision to appoint the right person for any vacancy is a measure that should not be taken lightly, so hiring managers should commit to creating an ethical climate for the organization that can in turn strengthen relationships, building a good reputation and thus achieving the ultimate success of the organization (Villegas and others, 2019).

2-3-3 Training and development: The organization is supposed to view training activities as an investment that enhances the capabilities of its members in the long run and contributes to building future leaders, and training is launched to enhance the culture of the organization and emphasize its ethical aspects (Al-Ghalbi, Al-Amri, 2005). Considering that training is one of the important rights of employees, it should be directed to all members of the organization

without excluding some of them for any reason, such as gender, race, color, religion, nationality, and others (Boufatah, 2016).

2-3-4 Employee performance appraisal: The organization can adopt ethical behaviors in the framework of the performance appraisal process, such as moving away from bias in evaluation, objectivity, and moving away from giving an evaluation that is lenient to everyone or strict with everyone (Al-Amri, Al-Ghalbi, 2005). Providing explanations to employees especially regarding their negative outcomes and treating them with dignity and respect (Weaver, Trevin, 2001), in addition to giving rewards and incentives fairly (Ombanda, K'Obonyo, 2019).

2-3-5 The wages and rewards system: wages and rewards are a very problematic issue as they are related to the organization and the laws and legislation issued by the state, and as they directly affect the interests of workers, they should be characterized by justice, transparency and equality (Boufatah, 2016). Therefore, the wages and rewards system should be determined on objective bases through which the relative value of each job is determined in relation to other jobs in the organization. And that the wage or salary is sufficient for the individual to meet all his necessary requirements (Al-Khalil, 2018). Compensation should also be paid to the employee equally on the basis of effort, skills and abilities. Whereas, if employees notice that the organization offers rewards based on production quantity rather than quality, this will lead to their morale declining, which leads to disrupt performance (Ombada, O'Kbonyo, 2019).

3- Ethical recruitment:

3-1 Ethical recruitment definition

Louis Simon Faure defined ethical recruitment as an recruitment based on respect for individuals and equal opportunities, and here we can talk about fair recruitment, which represents a great challenge for candidates for employment. Building an ethical image with applicants enhances the reputation of the organization so that ethics are at the heart of the recruitment process, which is what It gives the organization an additional advantage to attract highly qualified candidates (Faure, 2014).

Ethical recruitment involves three actors, the candidate, the organization and the recruitment consultancy. This triple relationship is based on values such as transparency and respect.

Recruitment Consulting: Committed to:

- The necessity of diversity in the search for candidates for the vacant position and commitment to respecting their basic rights.
- The conditions of recruitment are subject to confidentiality and strictness at every stage of the recruitment process, including the process of searching for candidates, interviewing, evaluation and decision-making.
- Continuously improving the quality of the recruitment process, especially with regard to candidate and customer satisfaction surveys.
- Take advantage of employee suggestions to gain efficiencies.

Candidates: Candidates' ethics is that there should be an honest commitment to the information provided by them.

Organization: The ethics of the organization is the necessity of a commitment to respect the rights of the candidate and to respect the work conditions stipulated in the job contract (Faure, 2014).

3-2 Importance of Ethical Recruitment:

Ethical recruitment contributes to reducing employee turnover and enabling them to perform their jobs effectively. Ethical recruitment practices can also enhance the reputation of the organization, as we find that a good reputation based on fair policies can help in attracting and retaining the largest possible number of suitable candidates for the vacancy. The emergence of ethical recruitment is not just a matter for the Human resources analyst to consider in the context of avoiding criticism, but rather an opportunity to evaluate hiring practices in a comprehensive manner to ensure that the right people are serving in the right roles (Shaffer, and others, 2015). Whereas, if recruitment and selection are based on unethical issues such as nepotism, discrimination and bribery, this will greatly affect individual performance and the performance of the organization as a whole, and on the contrary, the organization's reliance on justice and fairness during the recruitment and selection process will motivate employees, raise their morale, reduce Turnover or absence and get Ethically upright employees (Sarah and others, 2018). Discrimination costs the organization millions of dollars each year. A Texas company, for example, has paid a fine of 180 million dollars for discriminating between individuals on the basis of color (Tamunomiebi, Ehior, 2019). Not to mention the countless hours of wasted work time, In addition to employee stress and bad reputation that may be associated with the issue of discrimination. Therefore, the organization should focus most of its focus while making hiring and appointment decisions on the job skills and qualifications required by the vacancy (Gusdorf, 2008).

3-3 Ethical recruitment Standards :

Ethical recruitment requires staying away from ambiguous practices when hiring or firing employees (Mihailović and others, 2015), And staying away from mediation, bribery and the abuse of influence (Boufatah, 2016). Louis Simon Faure believes that the process of searching for candidates should be objective, by accepting external candidatures for the organization and at the same time searching for diverse competencies, which is an opportunity for candidates to occupy new positions. Vacancies should also be announced in respect of the principle of non-discrimination, i.e. the suppression of discrimination in all its forms, whether on the basis of sex, i.e. without mentioning the candidate's gender or familial status (Faure, 2014). Or on the basis of race, religion, color, or even weight, so that overweight people have great difficulty getting a job because of their weight (Villegas and others, 2019).

In this regard, the French law (Law of 02 May 1984) provides for professional equality between women and men in terms of announcing recruitment and not looking for reasons that prompted the individual to run for this job (Faure, 2014).

The US Civil Rights Act (1964) prohibits any form of discrimination in recruitment practices, whether on the basis of a person's race, or his colour, sex, beliefs or national origin. or refuse to hire a woman on the basis of pregnancy, childbirth, or any related medical condition. The American Special Needs Act (ADA) also prohibits discrimination against qualified individuals with disabilities.

Thus it is essential for the employer or organization to work on generating an image of the equal employment opportunity credibility and that it is not just the words printed at the end of the recruitment advertisement. Where, for example, recruitment advertisements may include images of minority and disabled employees, advertisements may be bilingual, and the organization may also conduct interviews using translators if appropriate (Gusdorf, 2008).

The organization must also provide clear information about the nature of the vacancy and not withhold important information associated with it, such as the risks involved (Santos and others, 2017), as the organization may be exposed to lawsuits as a result of providing false information or promises. to the candidates during the interview before they accepted the job offer (Buckley and others, 1994).

The Open Working Group on Labor Migration and recruitment has also introduced a set of ethical standards in the recruitment process with the aim of protecting the individual from abusive labor and exploitative practices. The employer must provide accurate and written details of the nature, scope and conditions of the work for each individual appointed, and the worker must be provided with a paper copy of the contract in an understandable language with the need to inform him of any changes that may occur to him and thus give him the opportunity to accept or reject these changes (Open Working Group on Labor Migration & Recruitment, 2017). In addition to the need for the organization to abide by the conditions agreed upon in the job contract, so that the employer may not impose requirements that are not stipulated in the job contract, such as renunciation of pregnancy or marriage (Hanić, Jevtić, 2020)

Among the difficulties faced by human resources management is discrimination in the process of selecting candidates, as the employer has a great legal freedom to select his employees, but this freedom must be exercised in compliance with the laws and principles of justice, such as the development of the part-time work system and unemployment insurance (Faure, 2014).

Study Results

1- Data analysis

Table (1): Arithmetic averages and standard deviations of the sample members' attitudes towards business ethics

	Arithmeticaverage	standard deviation
Business ethics	3.71	0.68
Sourcing	3.89	0.76
Selection	3.54	0.43
Appointment	3.67	0.59
Recruitment	3.62	044

Source: Prepared based on the results of the Spss Program.

We note from the above table that all the arithmetic averages are higher than 3.50, which means that there is a high consensus and acceptance that all the terms actually measure the study variables.

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2- Analysis of the correlation between the model variables

Table (2): Correlation coefficients for the relationship between business ethics and recruitment

Variables or dimensions		sourcing	selection	appointment	recruitment
Business ethics	correlation coefficient	0.665	0.403	0.541	0.661
	Significance level	0.00	0.00	0.00	0.00

Source: Prepared based on the results of the Spss Program.

The above table shows that the correlation coefficient that shows the relationship between business ethics and recruitment as a general average has reached (0.661), which is statistically significant at the level of significance 1% less than 5%, which indicates that there is a direct statistically significant relationship between recruitment in general and business ethics among employees education directorates.

Looking at the nature of the relationship between business ethics and the partial dimensions of recruitment, we find that they are also statistically significant, and they are direct relationships. We also note from the table that the sourcing dimension is what draws the strongest correlation with business ethics compared to other dimensions. As for the other dimensions, the values of the correlation coefficients ranged from 54 % for appointment and 40.3% for selection.

As a summary of the above, the results express the existence of a direct correlation between business ethics and human resources recruitment among the employees of the education directorates.

3- Hypotheses testing

3-1 Business Ethics and sourcing

H₀: There is no statistically significant effect of business ethics on human resources sourcing.

H₁: There is a statistically significant effect of business ethics on human resources sourcing.

Table (3): Analysis of the results of a simple regression of the impact of business ethics on the sourcing dimension.

Variables	Inferential value	favoritism value T	correlation coefficient R	The coefficient of determination R²
Sourcing	0.00	7.81	0.663	0.426

Source: Prepared based on the results of the Spss Program.

It is evident from the results of the simple linear regression, that there is a statistically significant effect of business ethics on human resources sourcing, based on the value of favoritism t, which is (7.81), which was found to be greater than its tabular value at the significance level of 5%. Also indicated by the probability value (sig) estimated at (0.00) less than 0.05.

We note from the above table, specifically through the coefficient of determination (R²) of (0.426) that the independent variable represented in the business ethics in this model explains the amount (42.6%) of the variance in the sourcing dependent variable at the 1% significance level, which is an average explanatory power. Relatively speaking, and based on the validity of the model, we can reject the null hypothesis which states that there is no statistically

significant effect of business ethics on human resources sourcing and accept the alternative hypothesis which states that there is a statistically significant effect of business ethics on human resources sourcing.

3-2 Business ethics and selection

H₀: There is no statistically significant effect of business ethics on human resource selection.

H₁: There is a statistically significant effect of business ethics on human resource selection.

Table (4): Analysis of the results of simple regression for the impact of business ethics on the selection dimension.

Variables	Inferential value	favoritism value T	correlation coefficient R	The coefficient of determination R ²
Selection	0.00	3.86	0.401	0.160

Source: Prepared based on the results of the Spss Program.

It is evident from the results of the simple linear regression that there is a statistically significant effect of business ethics on the selection of human resources, based on the t-value of favoritism of (3.86), which was found to be greater than its tabular value at the significance level of 5%. Also indicated by the probability value (sig) estimated at (0.00) is less than 0.005.

We also note from the above table, specifically through the coefficient of determination (R²) whose value is (0.160) that the independent variable represented in business ethics in this model explains the amount (16%) of the variance in the dependent variable selection at the level of significance of 1%, which is an average explanatory power. Relatively speaking, and based on the validity of the model, we can reject the null hypothesis which states that there is no statistically significant effect of business ethics on the human resources selection and accept the alternative hypothesis which states that there is a statistically significant effect of business ethics on human resources selection.

3-3 Business and appointment ethics

H₀: There is no statistically significant effect of business ethics on human resource appointment.

H₁: There is a statistically significant effect of business ethics on human resource appointment.

Table (5): Analysis of the results of a simple regression of the impact of business ethics on the appointment dimension.

Variables	Inferential value	favoritism value T	correlation coefficient R	The coefficient of determination R ²
Appointment	0.00	5.53	0.539	0.290

Source: Prepared based on the results of the Spss Program.

It is evident from the results of the simple linear regression, that there is a statistically significant effect of business ethics on the appointment of human resources, based on the value of favoritism t of (5.53), which was found to be greater than its tabular value at the significance level of 5%. As indicated by the probability value (sig) and estimated as (0.00) less than 0.05.

We also note from the above table, specifically through the coefficient of determination (R²) of (0.290) that the independent variable represented in business ethics in this model

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explains the amount (29%) of the variance occurring in the dependent variable set at the 1% significance level, which is the explanatory power. Relatively average, and based on the validity of the model, we can reject the null hypothesis which states that there is no statistically significant effect of business ethics on human resources appointment and accept the alternative hypothesis which states that there is a statistically significant effect of business ethics on human resources appointment.

3-4 Business ethics and recruitment

H₀: business ethics do not affect human resources recruitment.

H₁: business ethics affect human resources recruitment.

Table (6): Analysis of the results of a simple regression of the impact of business ethics on the recruitment dimension.

Variables	Inferential value	favoritism value T	correlation coefficient R	The coefficient of determination R²
Recruitment	0.00	7.45	0.652	0.426

Source: Prepared based on the results of the Spss Program.

It is clear through the results of the simple linear regression, that there is a statistically significant effect of business ethics on human resources recruitment, based on the value of the favoritism (7.45), which turns out to be greater than its tabular value at the level of significance 5 %. It also indicates the value of the possibility (Sig) and estimated at (0.00) less than 0.05.

We also note from the above table, specifically through the coefficient of determination (R²) of (0.426) that the independent variable represented in business ethics in this model explains the amount (42.6%) of the variance in the dependent variable recruitment at the 1% significance level, which is an explanatory power. Relatively medium, and based on the validity of the model, we can reject the null hypothesis which states business ethics do not affect human resources recruitment, and accept the alternative hypothesis that states that business ethics affect human resources recruitment.

4- Discussion

Finally, we conclude from the previous tables that there is a statistically significant effect of business ethics on the sourcing , selection and appointment of human resources and on the recruitment of human resources in general. This indicates that the Directorate of Education, when carrying out the process of sourcing, selecting and appointing human resources, is keen on providing business ethics in the recruitment process by its current and prospective employees. It can be said that the directorate is transparent and objective during the recruitment process, and this was shown by the results of the linear regression on the effect between ethics and the dimensions of recruitment as a whole.

In addition, the recruitment process, like other jobs, has special conditions that it enjoys, so that the candidates to fill the positions advertised in the organization must meet the following conditions:

- The employee's age should not be less than 18 years and not more than 60 years.

- Provide approved qualifications and requirements for filling the job according to the job description for each job, and document all job requirements with original documents.
- The candidate must be of good conduct and behavior.
- The candidate must pass the personal interview and the necessary tests prepared by the department concerned with recruitment.
- To be medically fit to work, according to a report from the medical authority determined by the organization.
- Obtaining the required visas and work permits issued by the competent authorities for foreigners.
- He must not have been dismissed for disciplinary reasons (Qira, 2007, p. 79).

The Algerian legislator in Decree 66/133 in its article 26 has touched on the various recruitment mechanisms, including: competitions through tests, competitions through certificates, direct recruitment by the political authority for higher positions. It should be noted that most of the jobs are carried out through the competition on the basis of certificates, as they are one of the best methods that devote the principle of equality and equal opportunities, as Article 04 of Executive Decree No. 95-239 provides five criteria for selecting candidates represented in:

- 1- The suitability of the candidate's training qualifications with the requirements of the job or the required rank in the competition.
- 2- Create a higher level of certificate required to participate in the competition.
- 3- Business and studies completed when necessary.
- 4- Professional Experience.
- 5- The results of the interview with the selection committee.

As a result of the foregoing, it can be said that the recruitment process is subject to a set of terms and conditions, but it did not give importance to ethical standards, and this is what we see through the absence of business ethics from oral and written exams (Dhaiman, 2012).

Conclusion:

The cultural and ethical aspect has a fundamental value and position in management, and the source of this culture is the behavior and actions of its employees, which in one way or another affect the nature and functions of the organization, as the philosophy, values and business ethics are reflected on human resources and reach them through their practices and policies (Dhaiman, 2012).

This study focuses on the extent of the impact of business ethics on human resources recruitment, from sourcing, selection and appointment in Algerian organizations. In order to answer the questions raised by the study, the study questionnaire was formulated and distributed to the employees of the senior management and human resources management in the two directorates of education for the state of Mascara and Oran.

It should be noted that this study is one of the first studies that dealt with the issue of business ethics and employment at Mascara University, especially as it touches a very sensitive sector with many problems. The primary stage, 4477 positions in the intermediate stage and 2988 positions in the secondary stage, and given that the employment process

The Impact of Business Ethics on Human Resource Recruitment

directly affects the education of entire generations, therefore, adopting the concept of ethical employment in this sector will have future consequences for Algeria and its people.

From 80 questionnaires, the study reached the following conclusions:

1- business ethics have a positive effect on sourcing, selection, and appointment, and this is shown by the results of the linear regression represented by 66.6%, 40.1%, and 53.9%, respectively.

2- The process of selecting the employee to fill the job is not based on gender, and this is evidence that the Directorate adopts the principle of equality and equal opportunities between the two genders.

3- The promotion policy in the Directorate of Education as a public sector is based on seniority and not competence.

4- The Directorate provides a fair system of reward and punishment, and this is what controls the ethical behavior of the employee.

5- recruitment interviews in the Directorate of Education are conducted in a good and objective manner.

6- The Public recruitment Law is considered as a code of ethics to control the behavior of employees.

7- Recruitment in the Directorate of Education is of two types, internal, which is done in an automated manner through promotion by virtue of a ministerial decree and externally through competitions.

8- Most recruitment in Algeria is based on competitions only, and the latter is considered one of the best ways to enshrine the principle of equality and equal opportunities.

9- Ethical recruitment is based on equality, the principle of equal opportunities, efficiency and eliminates interventions and intermediaries.

Recommendations:

1. All human resource management functions must be performed based on ethical principles such as fairness, equal opportunity and accuracy to enhance performance. Whereas, if employees feel that they have not been subjected to any kind of discrimination during the recruitment and selection process, this will improve their performance level.

2. The organization should create its own code of ethics that promotes ethical behavior which in turn builds relationships of trust between the organization and its various clients.

3. Enhancing business ethics by setting and applying ethical rules and policies and trends that identify, discourage and correct unethical behavior.

4. Moving from the misconception that business ethics is a personal issue that cannot be taught or trained to being an administrative issue related to the culture and values of the organization.

5. Supporting, implementing and encouraging the efficiency system in recruitment to provide an equal opportunity in recruitment, selection and promotion of qualified people.

6. The need to adhere to integrity and transparency in order to ensure neutrality and avoid any side effects that may affect the recruitment process.

7. Providing material and moral incentives to employees who perform their work honestly and faithfully so that employees are not tempted to use illegal methods.

8. Reward and encourage ethical behavior within the organization by providing long-term rewards such as promotions or token rewards such as praise and recognition to indicate the importance of employee integrity and to punish unethical behavior.
9. Ethical issues in recruitment and selection can be addressed by subjecting all candidates to similar evaluation criteria and advertising all employment opportunities, as well as requiring the interviewer to declare any conflict of interest during the recruitment process.
10. The directorate should highlight the need for continuous vigilance on a code of conduct for ethical recruitment as it is difficult for it to maintain these rules without a sound management and infrastructure to support the vision and mission inherent in the efforts of each organization.

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