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## Submission Details

<b>Sub ID:</b>	462945
<b>Editorial Team Contact:</b>	<a href="#">Ms Boon Lee</a>
<b>Manuscript Title:</b>	Assessing Ethical Climate: Adaptation and Psychometric Properties in the Indonesian Context
<b>Journal:</b>	Psychology Research and Behavior Management  - <a href="#">Aims and Scope</a>
<b>Contact Person:</b>	Mrs Arumi
<b>Submitted On:</b>	4 Feb 2024
<b>Status:</b>	7EY - XML CONVERSION PUBMED
<b>Article type:</b>	Original Research
<b>Number of Authors:</b>	4

## My Dovepress

Logged in as Mrs Arumi

## Manuscript Status (2)

## Author Resources

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- [Supplementary data](#)
- [Clinical trials registration](#)
- [Research ethics and consent](#)
- [Authorship](#)
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## Social Media

## Submission history

- Submission**

  - 4 February 2024 **Submission created**
  - 12 March 2024 **Revised submission received**
  - 12 March 2024 **Editorial checks completed moved to Compliance checks**
- Peer Review**

  - 13 March 2024 **Peer review selection**
  - 13 March 2024 **Peer review invitations sent**
  - 14 March 2024 **First peer reviewer allocated**
  - 14 March 2024 **Two or more peer reviewers allocated**
  - 16 March 2024 **First report returned**
  - 18 March 2024 **Second or more peer reviewer reports returned**

Need help?

**3** Editorial decision - revisions 

- 8 April 2024 **Report sent to the Editor-in-Chief**
- 17 April 2024 **Report: revise with changes**
- 19 April 2024 **Resubmission pending**
- 23 April 2024 **Resubmitted manuscript received**
- 3 May 2024 **Sent to Editor-in-Chief for acceptance or rejection**

**4** Invoicing 

- 10 May 2024 **Invoice to follow for article processing charge subject to final decision**
- 14 May 2024 **Accepted for publication, invoice sent**

**5** Production 

- 30 May 2024 **Manuscript sent to typesetter for pre-edit. No action required from the author**
- 31 May 2024 **Manuscript with the typesetter for first proof creation or updates to the proof. No action required from the author**
- 31 May 2024 **Typeset page proofs sent to the author(s) for correction or approval. Please login using the link provided to submit the proof back to Editorial team**
- 2 June 2024 **Author has returned corrections**
- 5 June 2024 **Page proofs approved by the author. At this point the manuscript is ready for publication**
- 6 June 2024 **Page proofs approved by the author. Paper is on hold awaiting further information**
- 6 June 2024 **Manuscript is sent for page numbering at Typesetter**
- 6 June 2024 **Manuscript been returned from Typesetter with page numbers**
- 6 June 2024 **Online final version is published**

**Uploaded Files****Email History**

Sent date	Subject	
2024-02-04 23:33:07	Open Access funding for your manuscript [462945]	<a href="#">View</a>
2024-02-06 10:06:06	Manuscript submitted to Dove Medical Press	<a href="#">View</a>



2024-03-13 21:44:16	Submission to Psychology Research and Behavior Management ID: 462945	<a href="#">View</a>
2024-03-14 02:02:55	Form for Disclosure of Potential Conflicts of Interest [ID 462945] Completed	<a href="#">View</a>
2024-03-14 03:04:32	Manuscript Update Psychology Research and Behavior Management [Sub ID 462945]	<a href="#">View</a>
2024-03-16 04:35:05	Manuscript Update Psychology Research and Behavior Management [Sub ID 462945]	<a href="#">View</a>
2024-04-08 14:20:44	Your manuscript has been sent to the Editor-in-Chief [ID 462945]	<a href="#">View</a>
2024-04-18 21:03:22	Manuscript submitted to Dove Medical Press - Response Required	<a href="#">View</a>
2024-04-19 02:47:51	Dove Medical Press – Confirmation of Revision Period	<a href="#">View</a>
2024-04-22 02:35:03	Dove Medical Press: Billing address details [ID: 462945]	<a href="#">View</a>
2024-04-23 01:35:43	Your revised files have been successfully submitted [462945]	<a href="#">View</a>
2024-05-03 18:31:47	Your manuscript has been sent to the Editor-in-Chief	<a href="#">View</a>
2024-05-14 09:41:54	Dove Medical Press: Submission accepted for publication	<a href="#">View</a>
2024-05-15 12:10:07	Submission to Psychology Research and Behavior Management [ID 462945]	<a href="#">View</a>
2024-05-30 13:06:58	Psychology Research and Behavior Management - Your publication schedule [ID 462945]	<a href="#">View</a>
2024-05-31 20:01:00	ACTION REQUIRED Psychology Research and Behavior Management - Your author proofs [ID 462945]	<a href="#">View</a>
2024-06-02 05:56:50	Psychology Research and Behavior Management - Corrections received [ID 462945]	<a href="#">View</a>
2024-06-05 16:40:49	ACTION REQUIRED Psychology Research and Behavior Management - Your revised author proofs [ID 462945]	<a href="#">View</a>
2024-06-06 06:35:51	Psychology Research and Behavior Management Author approval [ID: 462945]	<a href="#">View</a>
2024-06-06 13:45:06	Your manuscript is published	<a href="#">View</a>
2024-06-12 12:48:39	Dove Medical Press: Your paper is now on PubMed	<a href="#">View</a>
2024-06-20 23:20:05	Thank you for publishing with us	<a href="#">View</a>
2024-09-06 03:00:20	Dove Medical Press update on your published paper	<a href="#">View</a>

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## Conflict of Interest Forms

Please note the Conflict of Interest form link will only be sent to all authors once the initial editorial and compliance checks have been completed, and the submission forwarded for peer reviewer selection.

Mrs Mira Arumi	Complete
Dr Marina Sulastiana	Complete
Dr Anissa Kadiyono	Complete
Dr Retno Ninin	Complete

Contact the [Editorial team](#)

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**Manuscript ID number:**

462945

**Title of paper:**

Assessing Ethical Climate: Adaptation and Psychometric Properties in the Indonesian Context

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**Editorial Corrections:**

- Table spelling/typo: Table 3- please correct typo "profesional" to "professional". Table 4- please correct typo "responsobility" to "responsibility".
  - Tables: Please move all tables, their legends and table footnotes to the end of the manuscript following the reference list or to a separate word document.
- 

**Response Letter:**

A Response to Reviewers letter is required upon resubmission.

We require every comment by the reviewers to be addressed by the authors. Please note, if you feel that some of the reviewer comments will not add value to your manuscript, you do not have to make those particular changes. You may instead respond to the comment in your letter, explaining why you do not agree with or have not made the suggested changes.

Please indicate where in your revised manuscript the changes (as applicable) can be seen. The response letter is used by the Editor to make a decision on whether to accept the manuscript, and so it is vital that every comment is responded to.

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Please ensure copies of all figures/tables/supplementary material are provided with the revised manuscript, even if these are not altered during the revisions so we can ensure we have the most up to date file for each.

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## **Reviewer Comments:**

### **Reviewer 1**

#### **Title & Abstract**

**1. In your view, how effectively does the title and abstract capture the content and focus of the manuscript? Please provide any suggestions for improvement, if needed.**

1.The abstract requires improvement in its structure and clarity. It should commence with a succinct statement of the primary aim of the study, highlighting the novelty it brings to the field. This should be followed by a concise description of the research methodology employed, including the analysis techniques utilized and details regarding the sample collection process. Finally, it should conclude with a brief summary of the key findings and the implications derived from them. It is essential to emphasize the unique contributions of this study. Only highlight the most significant findings and implications to maintain focus.

**2. Do you find the background and information provided adequate for understanding the research? Are there any additional aspects you would suggest incorporating?**

2.The introduction effectively outlines the background of ethical climate. However, the rationale for having a new, adapt and validate the ECQ in the Indonesian context is lacks sufficient justification. Authors need to bolster their argument for the necessity of their paper and articulate how it contributes to the ongoing academic discourse. Strengthen your position by leveraging current literature to identify the existing gap that your study aims to address. Be more persuasive in demonstrating the relevance and significance of your research.

3.Translating the instrument to Indonesian language is not a new insight or it can be used to determine a paper novelty. In fact, this is a normal requirement for a researcher to conduct a survey study in one particular country. Thus, rational on the novelty of the study is required to be explained in the introduction section.

4.The current version of introduction is too lengthy which could post challenges for reader to understand the main aim of this study. Consider revising the introduction to follow a structured flow that addresses the following questions: (1) Provide a brief overview of the current issue and illustrate its significance. (2) Explain the importance of addressing the identified research gaps. (3) Establish the connection between the research gap and the current issue. (4) Justify the significance of exploring the underexplored aspects addressed in your study. (5) Review any similar studies conducted previously. (6) Highlight the unique aspects of your study compared to past empirical research. (7) Clearly state the research objectives. (8) Outline the contributions of your study to the field. This structured approach will enhance the clarity and coherence of your introduction, effectively setting the stage for the rest of your paper.

5.Should have a standalone section for underpinning theory. I recommend the authors thoroughly explain how any theory support the current study. A strong argument is required. By elaborating on the theory's key concepts and demonstrating its relevance to the research topic, the authors can establish a stronger connection between the theoretical foundation and the study's objectives. Additionally, by illustrating how the theory informs the research design and the interpretation of results, the authors can enhance the overall credibility of their study.

6.A literature review is still required to discuss ethical climate in detail.

#### **Material and Methods**

**3. Based on your expertise, how would you assess the clarity of the methods used in the study?**

7. The current version of research method is not sufficiently written and not clear. Should combine and only have two sub-sections: (1) research procedure and samples and (2) research instrument.
8. Define your respondents clearly. Why only focused on the respondents age range from 18-45 years old? Justification is required.
9. The authors should discuss the generalizability and representativeness of their sample in relation to the target population. Authors need to clearly explain how the chosen sample is intended to be representative of and reflective of the larger population. Any strategies employed to ensure a diverse and inclusive sample should also be highlighted. This will increase the credibility of the research findings and help readers understand the extent to which the results can be generalized to the broader population.
10. It is essential to provide a clear explanation of sampling technique used in the study, along with the rationale for its selection. Are you using two sampling techniques: convenience sampling technique and quota sampling technique? Why this technique? The authors should describe how they utilized this sampling technique to select respondents for the survey, ensuring generalizability and representativeness towards the targeted population. By doing so, readers can better understand the methodological approach and the potential limitations associated with the sample selection.
11. The procedure of data collection needs to be elaborated further. The authors should explain in more detail how they collected the data, how they approached the respondents, and how they identified participants for the survey study. This explanation should be reasonable and logical, avoiding exaggerations and providing a clear account of the steps taken in the data collection process.
12. Any pretest and pilot test conducted before the full study's data collection? If no, why?
13. For translation of the questionnaire, which translation method was used to do this translation? Why?

## Results

4. If applicable, please share your perspective on the novelty of the results.

14. Should conduct full collinearity test to examine the common method bias.
15. benevolence or benevolence?

## Discussion

5. Do the findings described by the author correlate with the results? From your perspective, are the findings relevant to the study's objectives and the broader context of the research?

16. A standalone section for theoretical implication is required. This section should discuss the implications of the study's findings and how they contribute to the existing theoretical knowledge. Summarize the key findings and their relevance to the existing theoretical frameworks or models. Analyze how the findings align with or challenge current theoretical perspectives and concepts related to all the key concepts of this study. Discuss any theoretical insights or advancements that the study provides and highlight how the findings contribute to a deeper understanding of the research area.

## Conclusion

6. In your view, how well do the conclusions align with the findings obtained in the study?

It is acceptable.

## Figures & Tables

7. If the author has provided figures and tables are the figures and tables clear and legible? Are the figures free from unnecessary modification?

All figures and tables are legible.

8. In your view, has the paper raised any ethical concerns, are the statistical analysis appropriate to the research and the references relevant to the study?

This paper does not raised any ethical concerns.

9. Do you have concerns regarding similarities to other articles published by the same authors or any other concerns?

No

### Competing interest

10. Do any of the authors' competing interests raise concerns about the validity of the study i.e. have the authors' competing interests created a bias in the reporting of the results and conclusions?

No competing interest.

### Recommendations to the Editor

Additional comments

As stated above.

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## Reviewer 2

### Title & Abstract

1. In your view, how effectively does the title and abstract capture the content and focus of the manuscript? Please provide any suggestions for improvement, if needed.

The title and abstract are comprehensively representing the content of the manuscript.

2. Do you find the background and information provided adequate for understanding the research? Are there any additional aspects you would suggest incorporating?

The manuscript is interesting. There is room for improvement in the introduction section. The introduction should start with a hook, clearly addressing the gaps and the rationale of the research. The "so what" question should be addressed.

### Material and Methods

3. Based on your expertise, how would you assess the clarity of the methods used in the study?

The methods are well explained and the statistical analyses are conducted competently.

### Results

4. If applicable, please share your perspective on the novelty of the results.

The author(s) should explain the novelty of their results. Why are these findings important? How do the findings contribute to the advancement of the theory and existing body of knowledge?

### Discussion

5. Do the findings described by the author correlate with the results? From your perspective, are the findings relevant to the study's objectives and the broader context of the research?

The findings correlate with the results.

### Conclusion

6. In your view, how well do the conclusions align with the findings obtained in the study?

The conclusions support the findings.

### Figures & Tables

7. If the author has provided figures and tables are the figures and tables clear and legible? Are the figures free from unnecessary modification?

The tables are legible.

8. In your view, has the paper raised any ethical concerns, are the statistical analysis appropriate to the research and the references relevant to the study?

No concerns.

9. Do you have concerns regarding similarities to other articles published by the same authors or any other concerns?

NA

### Competing interest

10. Do any of the authors' competing interests raise concerns about the validity of the study i.e. have the authors' competing interests created a bias in the reporting of the results and conclusions?

No

## Recommendations to the Editor

### Additional comments

Although the study is interesting, it does not answer the "so what" question. The novelty of the findings should be elaborated.

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April 22th, 2024

Revision Letter Manuscript number: 462945

Title: Assessing Ethical Climate: Adaptation and Psychometric Properties in the Indonesian Context

By: Mira Sekar ARUMI, Marina SULASTIANA, Anissa Lestari KADIYONO, Retno Hanggarani NININ,

Dear Editor and Reviewer,

Thank you very much for reviewing and giving valuable suggestions to improve our manuscript. We have carefully read the comments and addressed the reviewers' comments point by point. We are sending the authors' response to reviewers and some corresponding corrections in document below.

We do hope that the revised manuscript is now favorably considerable for a possible publication in your esteemed journal Psychology Research and Behavioral Management.

Sincerely yours,

Mira Sekar Arumi

Universitas Padjadjaran;

mira20002@mail.unpad.ac.id

### **Remarks from Authors for Editor and Reviewer**

- We thank everyone involve in the process of handling and reviewing this manuscript, especially the editor and reviewers. We appreciate everyone's effort and energy on doing this.
- We agree wholeheartedly with the reviews.
- Where appropriate, we made changes according to the given comments. Every comment has been addressed and responded to accordingly
- All new major additions into the manuscript are highlighted in bright green colour.

<b>Editorial Corrections</b>	<b>Revision Statement</b>
Table spelling/typo: Table 3- please correct typo "profesional" to "professional". Table 4- please correct typo "responsobility" to "responsibility".	Revised at Table 3 and Table 4 accordingly
Tables: Please move all tables, their legends and table footnotes to the end of the manuscript following the reference list or to a separate word document.	Moved accordingly

### Reviewer 1

<b>Reviewer Comments</b>	<b>Revision Statement</b>
<b>Abstract</b>	
The abstract requires improvement in its structure and clarity. It should commence with a succinct statement of the primary aim of the study, highlighting the novelty it brings to the field. This should be followed by a concise description of the research methodology employed, including the analysis techniques utilized and details regarding the sample collection process. Finally, it should conclude with a brief summary of the key findings and the implications derived from them. It is essential to emphasize the unique contributions of this study. Only highlight the most significant findings and implications to maintain focus.	Revised, please see abstract on article section.
<b>Introductions</b>	
The introduction effectively outlines the background of ethical climate. However, the rationale for having a new, adapt and validate the ECQ in the Indonesian context is lacks sufficient justification. Authors need to bolster their argument for the	New argument added for the necessitiy of the paper and its contribution to the ongoing academic discourse at paragraph 3, 5, 6 and 7

Reviewer Comments	Revision Statement
<p>necessity of their paper and articulate how it contributes to the ongoing academic discourse. Strengthen your position by leveraging current literature to identify the existing gap that your study aims to address. Be more persuasive in demonstrating the relevance and significance of your research.</p>	
<p>Translating the instrument to Indonesian language is not a new insight or it can be used to determine a paper novelty. In fact, this is a normal requirement for a researcher to conduct a survey study in one particular country. Thus, rational on the novelty of the study is required to be explained in the introduction section.</p>	<p>Novelty added in Introduction paragraph 6 and 7</p>
<p>The current version of introduction is too lengthy which could post challenges for reader to understand the main aim of this study. Consider revising the introduction to follow a structured flow that addresses the following questions: (1) Provide a brief overview of the current issue and illustrate its significance. (2) Explain the importance of addressing the identified research gaps. (3) Establish the connection between the research gap and the current issue. (4) Justify the significance of exploring the underexplored aspects addressed in your study. (5) Review any similar studies conducted previously. (6) Highlight the unique aspects of your study compared to past empirical research. (7) Clearly state the research objectives. (8) Outline the contributions of your study to the field. This structured approach will enhance the clarity and coherence of your introduction, effectively setting the stage for the rest of your paper.</p>	<p>Introduction has been shortened and rewrite according recommended structure flow.</p>

Reviewer Comments	Revision Statement
<b>Literature Review</b>	
<p>Should have a standalone section for underpinning theory. I recommend the authors thoroughly explain how any theory support the current study. A strong argument is required. By elaborating on the theory's key concepts and demonstrating its relevance to the research topic, the authors can establish a stronger connection between the theoretical foundation and the study's objectives. Additionally, by illustrating how the theory informs the research design and the interpretation of results, the authors can enhance the overall credibility of their study.</p>	<p>Ethical climate theory is explained in the literature review section. Nevertheless, since this study aims to adapt and validate the ECQ, the theories used to underlie the research design are related to adaptation and psychometric properties analysis, as included in the materials and methods section.</p>
<p>A literature review is still required to discuss ethical climate in detail</p>	<p>Standalone literature review section added</p>
<b>Material and Methods</b>	
<p>The current version of research method is not sufficiently written and not clear. Should combine and only have two subsections: (1) research procedure and samples and (2) research instrument.</p>	<p>Revised into two subsection: research procedure and samples and research instrument. (see Material and Methods section)</p>
<p>Define your respondents clearly. Why only focused on the respondents age range from 18-45 years old? Justification is required.</p>	<p>Respondent explained, and justification for respondent age range from 18-45 added at paragraph 7 at Research Procedures and samples section</p>
<p>The authors should discuss the generalizability and representativeness of their sample in relation to the target population. Authors need to clearly explain how the chosen sample is intended to be representative of and reflective of the larger population. Any strategies employed to ensure a diverse and inclusive sample should also be highlighted. This will increase the credibility of the research findings and help readers understand the extent to which the results can be generalized to the</p>	<p>Added at paragraph 4 (Research Procedures and samples section)</p>

<b>Reviewer Comments</b>	<b>Revision Statement</b>
broader population	
It is essential to provide a clear explanation of sampling technique used in the study, along with the rationale for its selection. Are you using two sampling techniques: convenience sampling technique and quota sampling technique? Why this technique? The authors should describe how they utilized this sampling technique to select respondents for the survey, ensuring generalizability and representativeness towards the targeted population. By doing so, readers can better understand the methodological approach and the potential limitations associated with the sample selection.	Explained at paragraph 4 (Research Procedures and samples section)
The procedure of data collection needs to be elaborated further. The authors should explain in more detail how they collected the data, how they approached the respondents, and how they identified participants for the survey study. This explanation should be reasonable and logical, avoiding exaggerations and providing a clear account of the steps taken in the data collection process.	Added and explained at paragraph 5 (Research Procedures and samples section)
Any pretest and pilot test conducted before the full study's data collection? If no, why?	Yes. explained at paragraph 3 (Research Procedures and samples section)
For translation of the questionnaire, which translation method was used to do this translation? Why?	Added at paragraph 2 (Research Procedures and samples section)
Should conduct full collinearity test to examine the common method bias	Added in paragraph 2 at convergent validity section
benevolence or benevolence?	Benevolence (revised all accordingly)
<b>Theoretical Implications</b>	
A standalone section for theoretical implication is required. This section should discuss the implications of the study's	Theoretical Implication section added and explained (above conclusions)



Reviewer Comments	Revision Statement
<p>findings and how they contribute to the existing theoretical knowledge. Summarize the key findings and their relevance to the existing theoretical frameworks or models. Analyze how the findings align with or challenge current theoretical perspectives and concepts related to all the key concepts of this study. Discuss any theoretical insights or advancements that the study provides and highlight how the findings contribute to a deeper understanding of the research area.</p>	

## Reviewer 2

Introduction	
<p>The manuscript is interesting. There is room for improvement in the introduction section. The introduction should start with a hook, clearly addressing the gaps and the rationale of the research. The "so what" question should be addressed.</p>	<p>Introduction section revised and restructured</p>
Results	
<p>The author(s) should explain the novelty of their results. Why are these findings important? How do the findings contribute to the advancement of the theory and existing body of knowledge?</p>	<p>Added and explained in theoretical implication</p>
<p>Recommendations to the editor: Although the study is interesting, it does not answer the "so what" question. The novelty of the findings should be elaborated</p>	<p>Added and explained in theoretical implication</p>

1 ORIGINAL RESEARCH

2 Arumi., et al

### 3 **Assessing Ethical Climate: Adaptation and**

### 4 **Psychometric Properties in the Indonesian Context**

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22

23 **Abstract**

24 **Background:** Despite the importance of understanding ethical climates in Indonesian

25 organizations, a standardized scale for measuring this is lacking. Therefore, this study aims to

26 adapt, validate, and ensure the consistency of the Ethical Climate Questionnaire (ECQ) within  
27 Indonesia's cultural context.

28 **Methods:** Data were collected from 565 Indonesian individuals aged 18 or older, using an online  
29 survey and convenience sampling. To ensure accurate measurements, Beaton's guidelines were  
30 followed. Reliability was assessed using Cronbach's alpha and McDonald's omega, while validity  
31 was examined through various analyses including content validity index and confirmatory factor  
32 analysis.

33 **Results:** The Indonesian version of the ECQ measures egoist, benevolent, and principled ethical  
34 climates reliably (Cronbach's alpha: egoism=0.809, principle=0.920, benevolence=0.910). Validity  
35 analyses confirm the questionnaire's validity. Demographic analysis shows age impacts the  
36 principle dimension, while organizational type affects all dimensions.

37 **Conclusion:** The Indonesian version of the ECQ demonstrates strong psychometric properties  
38 and cross-cultural adaptability, making it a valuable tool for assessing ethical climates among  
39 Indonesian individuals aged 18 or older.

40 **Keywords:** , ethical climate, Indonesian context, test validation, test adaptation

## 41 Introduction

42 Extensive scholarly research has emphasized the significance of organizational ethics in meeting  
43 stakeholder expectations and promoting sustainable business practices. However, despite this  
44 body of research, unethical conduct remains prevalent and continues to have detrimental effects  
45 on organizations and stakeholders. These effects encompass potential legal liabilities and  
46 revenue losses,<sup>1</sup> as well as the erosion of public goodwill. In order to gain a deeper  
47 comprehension of the factors contributing to unethical behavior, researchers have investigated  
48 various facets of the organizational context. This includes the role played by the ethical climate<sup>2,3</sup>

49

50 Research has consistently demonstrated that organizational climate plays a crucial role in  
51 influencing employee behavior.<sup>4</sup> Meta analysis by Kish-Gephart<sup>5</sup> revealed an organizations'  
52 ethical climate as a particularly relevant organizational factor explaining a wide range of unethical

53 decisions of employees. Conceptually, ethical climate is categorized within the broader domain of  
54 organizational work climates, which has garnered significant attention in fields such as  
55 organizational behavior, sociology, and applied psychology. Ethical climate, as a subtype of work  
56 climate, can be best understood as a set of prescriptive climates that mirror the organizational  
57 procedures, policies, and practices with moral implications. These climates emerge when  
58 members believe that specific forms of ethical reasoning or behavior represent the expected  
59 standards or norms for decision-making within the organization.<sup>6</sup>

60

61 According to a meta-analysis conducted by Martin and Cullen,<sup>3</sup> the findings suggest that the  
62 exploration of contextual or external effects has been somewhat limited, despite the potential  
63 significance of such factors. Cross-cultural research has already indicated variations in  
64 managerial ethical decision-making across different national contexts due to cultural and  
65 institutional influences.<sup>7</sup> Cullen et al. <sup>7</sup> prompts a need to investigate what social and cultural  
66 drivers might be linked to the prevalence of various ethical climates in organizations within  
67 diverse countries and contexts. As ethical climate research using ethical climate theory expands  
68 globally, new challenges may arise. One such challenge is the limited adoption and usage of valid  
69 and reliable ethical climate questionnaires across different countries, including Indonesia.

70

71 Indonesia, being a prominent developing country in Southeast Asia, grapples with corruption as a  
72 significant challenge, reflected in its 115th ranking among the world's most corrupt countries.<sup>8</sup>

73 Therefore, assessing the ethical climate is vital for understanding workplace ethics in Indonesia  
74 and fostering efforts to implement strong ethics at both individual and organizational levels. It is  
75 not surprising that research in Indonesia addressing the topic of ethical climate has experienced  
76 significant growth, exploring key variables such as whistleblowing intention,<sup>9</sup> counterproductive  
77 behavior,<sup>10</sup> and anticorruption intentions.<sup>11</sup> Despite this growth, there has been a notable  
78 absence of a suitable adaptation process for the ethical climate measurement tools for use in the  
79 Indonesian context.

80

81 Newman et al.<sup>12</sup> highlight that quantitative studies conducted on ethical climate in the last decade  
82 have shown a lack of consistency in how ethical climates are measured. Their review also  
83 suggests that researchers should continue to use instruments that have been widely validated, so  
84 it can provide a basis for comparing findings between studies.<sup>13</sup> The Ethical Climate  
85 Questionnaire (ECQ), developed by Victor and Cullen<sup>2</sup> has been widely used to measure ethical  
86 climate. It is considered to be the most fully developed and accepted instrument for identifying the  
87 dominant ethical climate type to date.<sup>14</sup> Many researchers utilize ECQ and adhere to this original  
88 theoretical perspective. On their review, Newman<sup>12</sup> showed that 54 out of 91 studies have  
89 adopted the original or the modified version of the ECQ to measure ethical climate.

90  
91 Previous studies have explored ethical climates and their implications across various contexts,  
92 but a standardized measurement tool tailored specifically to the Indonesian cultural context has  
93 been lacking. Therefore, the adaptation of the ECQ to the Indonesian context represents a  
94 distinctive endeavor in the field of organizational research. This research undertakes the  
95 translation, validation, and examination of the ECQ within the Indonesian organizational  
96 landscape. To the best of our knowledge, this study represents the first attempt to adapt and  
97 validate Ethical Climate scale, especially the ECQ in the Indonesian context.

98  
99 This study not only addresses the imperative for a culturally relevant measurement instrument,  
100 but also bridges a critical gap in comprehending ethical climates within Indonesian organizations.  
101 This approach enables researchers and practitioners to obtain deeper insights into the ethical  
102 dynamics within Indonesian workplaces, consequently leading to more targeted interventions and  
103 an enhanced comprehension of organizational ethics in the local context.

## 104 **Literature Review**

105 Ethical climate is categorized within the broader domain of organizational work climates, which  
106 has garnered significant attention in fields such as organizational behavior, sociology, and applied  
107 psychology. Work climates are expansively defined as the collective perceptions of organizational

108 norms and conventions that individuals within the organization perceive to exist in its structure  
109 and procedures. More specifically, these climates encompass shared views on both formal and  
110 informal procedures, policies, and practices within the organization<sup>15</sup>. Ethical climate, as a  
111 subtype of work climate, can be best understood as a set of prescriptive climates that mirror the  
112 organizational procedures, policies, and practices with moral implications. These climates emerge  
113 when members believe that specific forms of ethical reasoning or behavior represent the  
114 expected standards or norms for decision-making within the organization<sup>6</sup>.

115

116 The ethical climate functions as a shared perception of morally right behavior within an  
117 organization, serving as a psychological mechanism to navigate and address ethical issues. It  
118 plays a pivotal role in influencing decision-making and subsequent behaviors when faced with  
119 ethical dilemmas. Notably, the ethical climate not only shapes the ethical issues considered  
120 relevant by organizational members but also establishes the moral criteria they employ to  
121 understand, assess, and resolve these issues<sup>16</sup>. This intricate process translates organizational  
122 values into actions, ultimately impacting various work outcomes. In summary, the ethical climate  
123 is a crucial factor determining how organizational ethics are perceived, applied, and integrated  
124 into daily practices, significantly influencing the overall ethical landscape of the organization.

125

126 The literature on ethical climate has evolved from robust theoretical foundations, leading to the  
127 establishment of consistent theory and measurement methodologies<sup>3</sup>. Among these frameworks,  
128 Ethical Climate Theory (ECT) stands out as one of the most influential conceptual foundations in  
129 the field of business ethics. The inception of the ethical climate framework by Victor and Cullen<sup>17</sup>  
130 has sparked a proliferation of research in the business and ethics literature.

131

132 Victor and Cullen's<sup>2,17</sup> initial formulation suggested that ethical climate could be understood both  
133 at the individual (psychological) and organizational (group) levels. Their theoretical framework  
134 introduces three dimensions—egoism, benevolence (utilitarianism), and principle (deontology)—  
135 which serve as implicit guidelines framing ethical decisions. Notably, research indicates that a

136 dominant criterion often emerges within an organization, ultimately defining its ethical climate.

137 This theoretical underpinning has significantly contributed to the advancement of ethical climate

138 research, providing a solid foundation for understanding the psychological and organizational

139 dynamics that shape ethical decision-making within the business context.

140

141 From the ECT conceptual framework, Victor and Cullen<sup>2,17</sup> developed the Ethical Climate

142 Questionnaire to measure types of ethical climates within organizations. Responses to the

143 questionnaire have indicated the multidimensional nature of ethical climates and substantiated

144 the existence of a number of hypothesized ethical climates.

## 145 **Material and methods**

### 146 ***Research Procedures and Samples***

147 In the process of adapting the ECQ into its Indonesian version, adherence to cross-cultural  
148 adaptation guidance, as proposed by Beaton<sup>18</sup>. Initial efforts involved establishing communication  
149 through email with Victor Bart from Vanderbilt University, as one of the original developers of the  
150 ECQ<sup>19</sup>. The permission granted by email at February 2nd, 2023. The subsequent phase centered  
151 on consisting initial translation, synthesis of translation, back translation, expert committee, test of  
152 prefinal version, and documentation or appraisal.

153

154 The initial translation into Indonesian was executed by sworn translators within the language  
155 technical implementation unit of Universitas Negeri Jakarta (*UPT Bahasa UNJ*) and a psychology  
156 lecturer with an IELTS score of 6.5. **Synthesis of translation was conducted in order to achieve**  
157 **semantic equivalence to ensure semantic translation method fulfilled.** This translation method is  
158 chosen because the semantic approach tends to preserve the author's language expression by  
159 giving utmost importance to its peculiar content and meaning. Therefore, the author, along with  
160 Translator 1 and Translator 2, performed a comparative analysis of the translations produced by  
161 each translator individually. This step was taken to identify and resolve any inconsistencies in

162 vocabulary and cultural concepts related to ethical climate items. Subsequently, a back-  
163 translation was carried out by different sworn translators from the same unit and another  
164 psychology lecturer with a TOEFL score exceeding 550. To ensure content validity, we sought  
165 expert reviews, employing Qualitative Content Analysis (QCA)<sup>20</sup> and the content validity index  
166 (CVI)<sup>21</sup>. The expert team comprised two Psychology Professors and a Ph.D. holder in  
167 Psychology. Furthermore, a Professor of Language Education from Universitas Negeri Jakarta  
168 scrutinized the language aspects of the instrument. The conclusions and results of these expert  
169 reviews laid the foundation for the items used in subsequent trial studies.

170

171 Trial studies, incorporating cognitive interviews to delve into how participants perceived and  
172 processed each item before selecting their responses, were conducted with 30 participants –  
173 Indonesian individuals aged 18 and above – using verbal retrospective probing. Participants were  
174 instructed to answer the survey questions using the recommended technique. The interviewer then  
175 asked additional questions to gain a deeper understanding of the participants' thoughts and  
176 opinions before they made their final choice. The study's findings indicate that all participants  
177 understood the objectives of each item and did not encounter any difficulties during the test.  
178 Furthermore, to conduct a documentation or appraisal stage, a psychometric analysis of the  
179 psychological scale adaptation was performed according to Gronier<sup>22</sup>. This analysis  
180 encompassed internal consistency, factor analysis, convergent validation, time consistency, and  
181 socio-demographic analysis.

182

183 Participants are selected using convenience sampling, where the researcher announces the  
184 search for research respondents with the characteristics of being 18 years old and above, and  
185 being a part of an organization. Researchers in the field of business ethics have largely relied on  
186 convenience sampling to select individuals for inclusion in research, and generalization of  
187 convenience samples to larger populations is quite common in this field of research.<sup>23</sup>

188



189 Individuals who are willing to become respondents and meet the specified characteristics are  
190 invited to participate in the study. Prior to their participation, all individuals were provided with  
191 information about the researcher, the study's purpose, and the anticipated duration of form  
192 completion. They were assured that their data would be confidential and anonymized, and they  
193 were given the option to withdraw from the research at any time. Participants were informed that  
194 there were no direct benefits to their participation and that there would be no harmful effects  
195 resulting from their involvement. After obtaining consent, participants could proceed to fill out all  
196 the questionnaires. This approach ensured transparency, ethical considerations, and the  
197 protection of participants' rights throughout the research process.

198  
199 The participants in this adaptation research comprised 565 individuals aged between 18 and 45  
200 years ( $M = 23$ ,  $SD = 4.28$ ), with 56.8% identifying as female and 43.2% as male. Even though the  
201 working age according to OECD Data is 15 to 64,<sup>24</sup> the age range of 18-45 has optimum  
202 productivity based on the productivity index by Skirbekk.<sup>25</sup> The number of participants refers to  
203 the basis of Exploratory Factor Analysis (EFA), where a sample size of more than 500 is  
204 considered very good.<sup>26</sup>

205

206 Data for the trial study were collected from individuals in Indonesia aged 18 years or older,  
207 utilizing an online form from March 9th to December 12th, 2023. It was important to have  
208 representation from each type of organization to improve the generalizability and  
209 representativeness of the sample in relation to various organizations in Indonesia.

210 Therefore, the respondents represented diverse backgrounds, including those from formal  
211 companies (32.6%), academic institutions (27.3%), intra-campus organizations (23.9%), and  
212 informal organizations (16.3%).

## 213 **Research Instruments**

214 The development of the ECQ aimed to capture individuals' perceptions of an organization's  
215 decision-making processes concerning various situations requiring ethical considerations<sup>2</sup>. To

216 assess different forms of ethical reasoning, the questionnaire was tailored to identify  
217 organizational decision-making norms directly associated with supporting distinct ethical  
218 reasoning approaches. While an organizational norm might be perceived as the content of ethical  
219 reasoning, each question in the questionnaire explicitly relates to one of the ethical reasoning  
220 criteria. The criteria in use, such as considering the best for each person, adherence to rules, and  
221 the organization's interests, are observable outcomes of the organizational ethical reasoning  
222 process. The initial ECQ utilized in Victor and Cullen's 1987 and 1988 studies comprised 26  
223 items. The latest version of ECQ scale comprised 36 items, each rated on a 6-point scale (0 =  
224 Completely False, 1 = Mostly False, 2 = Somewhat False, 3 = Somewhat True, 4 = Mostly True, 5  
225 = Completely True), encompasses 36 items, featuring four items for each theoretical climate type  
226 (see **Table 1**).

227

228 **-Insert Table 1 here-**

229

230 In this research, self-developed ethical climate scales employed in recent ethical climate research  
231 in Indonesia were utilized to address convergent and discriminant validation. Among these  
232 scales, one was formulated by Asbari et al.<sup>27</sup> specifically for assessing ethical climate in an  
233 academic context, drawing inspiration from the work of Schwepker<sup>28</sup>. A total of 117 school  
234 teachers participated as respondents, providing their perceptions of the ethical climate within their  
235 respective organizations by utilizing a five-point Likert scale ranging from 1 (not suitable at all) to  
236 5 (very suitable). The scale yielded a coefficient alpha of 0.847.

237

238 Two additional scales gauging the ethical climate of civil servants were also employed. One  
239 scale, constructed by Cucuani<sup>29</sup> based on Arnaud<sup>30</sup> ethical climate concept, consist 18-item. The  
240 scale was tested on 404 civil servants, with five-point interval scale, ranging from 1 (this  
241 statement does not describe my work unit at all) to 5 (really describes my work unit), yielding a  
242 coefficient alpha of 0.861. Last ethical climate scale, constructed by Fathiyah<sup>11</sup> drawing concept  
243 from Simha and Cullen<sup>31</sup>, with a total of 18 items on a scale of four-point interval scale ranging

244 from 1 (strongly disagree) to 4 (strongly agree) was tested and revealed a coefficient alpha of  
245 0.853.

## 246 ***Data Analysis***

247 In evaluating internal consistency, both Cronbach's alpha and McDonald's omega were  
248 employed. While Cronbach's alpha is more widely recognized, Gronier<sup>22</sup> recommended the  
249 inclusion of McDonald's omega, particularly in cross-cultural adaptations of scales in Psychology.  
250 Confirmatory Factor Analysis (CFA) was chosen for factor analysis due to its suitability and  
251 statistical rigor in testing construct validity through a confirmatory approach rather than an  
252 exploratory one<sup>32</sup>. Each ethical climate dimension was analyzed separately to avoid  
253 multicollinearity among dimensions. Following Gronier's guidance, various fit indices were  
254 computed to establish the model's acceptability, including normed  $\chi^2$ , Goodness Fit Index (GFI),  
255 Comparative Fit Index (CFI), Tucker-Lewis Index (TLI), Root Mean Square Error of Approximation  
256 (RMSEA), Standardized Roots Mean Square Residual (RMSR), Akaike Information Criterion  
257 (AIC), and Normed Fit Index (NNFI).

258

259 The convergent validity was conducted by calculating average variance extracted (AVE) of  
260 Indonesian version of ECQ, and by correlating it with other scales measuring similar constructs.<sup>26</sup>  
261 Specifically, we examined the correlation between Indonesian version of ECQ and self-developed  
262 ethical climate scales utilized in recent ethical climate research in Indonesia, employing  
263 Pearson's correlation coefficient. Time consistency analysis utilized the test-retest technique.  
264 Finally, for socio-demographic analysis, ANOVA was applied to compare different modalities  
265 within the same variables.

266

## 267 **Results**

### 268 ***Content Validity***

269 The evaluation conducted by expert reviewers utilized the content validity index method, as  
270 outlined by Polit and Beck<sup>33</sup>. Ratings of 1 or 2 assigned by the reviewers were recorded as 0.00,  
271 while ratings of 3 or 4 were recorded as 1.00. In this research, every item achieved a score of  
272 1.00 for both Item-Content Validity Index (I-CVI) and Scale-Content Validity Index (S-CVI).  
273 Consequently, all items and scales demonstrated validity evidence rooted in test content.

### 274 ***Internal consistency***

275 The reliability assessment of the Indonesian version of ECQ test involved the use of Cronbach's  
276 Alpha, which produced alpha coefficients of  $\alpha = 0.809$  for the egoism dimension,  $\alpha = 0.920$  for the  
277 principle dimension, and  $\alpha = 0.910$  for the benevolence dimension. Simultaneously, the internal  
278 consistency calculation employing McDonald's Omega yielded omega coefficients of  $\omega = 0.835$   
279 for the egoism dimension,  $\omega = 0.929$  for the principle dimension, and  $\omega = 0.915$  for the  
280 benevolence dimension.

### 281 ***Factor Analysis***

#### 282 **Egoism dimension**

283 The results of the CFA for egoism indicated significant statistics with  $\chi^2 (51, N = 565) = 230.868$ ,  
284  $p < 0.01$ , GFI = 0.972, CFI = 0.936, TLI = 0.917, RMSEA = 0.079, SMSR = 0.079, AIC =  
285 20252.637, and NNFI = 0.917. Following recommendations from modification indices,  
286 adjustments were made by incorporating pairs of residual correlations between item 33 with item  
287 4, item 1 and item 6, item 10 and item 4. into the modification model. After implementing these  
288 modifications, the adjusted model demonstrated improved indices, with  $\chi^2 (48, N = 565) =$   
289 128.824,  $p < 0.01$ , GFI = 0.985, CFI = 0.971, TLI = 0.961, RMSEA = 0.055, SRMR = 0.067, AIC =  
290 20156.593, and NNFI = 0.961

291

292 **-Insert Tabel 2 here-**

293

294 Factor loadings analysis was performed through a confirmatory factor analysis examination,  
295 adjustments are made following after recommendations from modification indices. The outcomes  
296 revealed that each item exhibited factor loadings within the spectrum of 0.55 to 0.95, as illustrated  
297 in **Table 2**. Specifically, five items registered at or above 0.50, and seven items reached or  
298 exceeded 0.70.

299

### 300 **Principle dimension**

301 The outcomes of the CFA for the principle dimension indicated  $\chi^2 (51, N = 565) = 194.805$ ,  
302  $p < 0.01$ , GFI = 0.983, CFI = 0.961, TLI = 0.949, RMSEA = 0.071, SRMR = 0.041, AIC =  
303 18901.694, and NNFI = 0.949. In response to the modification indices' suggestions, the  
304 modification model incorporated residual correlation pairs between item 18 and item 23, and item  
305 11 and item 20. After implementing the modifications, the revised model exhibited enhanced  
306 indices values, with  $\chi^2 (49, N = 565) = 133.234$ ,  $p < 0.01$ , GFI = 0.988, CFI = 0.977, TLI = 0.969,  
307 RMSEA = 0.055, SRMR = 0.037, AIC = 18844.123, and NNFI = 0.969.

308

309 **-Insert Table 3 here-**

310

311 The outcome of the factor loadings analysis, performed through a confirmatory factor analysis  
312 test, revealed that each item exhibited factor loadings within the range of 0.65 – 0.85, as depicted  
313 in **Table 3**. No items were identified with factor loadings in the range of  $\pm 0.30$  –  $\pm 0.40$ , one item  
314 reached or exceeded 0.50, and eleven items achieved factor loadings equal to or above 0.70

315

### 316 **Benevolence dimension**

317 The findings from CFA conducted on the benevolence construct yielded noteworthy results, as  
318 evidenced by statistically significant values:  $\chi^2 (51, N = 565) = 134.497$ ,  $p < 0.01$ . The model fit

319 was robust, as indicated by the GFI at 0.989, CFI at 0.974, TLI at 0.966, RMSEA at 0.054, SRMR  
320 at 0.029, AIC at 19159.437, and NNFI at 0.966. With all criteria for a well-fitting model met, no  
321 further adjustments were deemed necessary.

322

323 **-Insert Table 4 here-**

324

325 The factor loadings analysis results, derived from a confirmatory factor analysis test, revealed  
326 that each item displayed factor loadings within the range of 0.40 – 0.80, as illustrated in **Table 4**.  
327 Among these, one item had factor loadings in the range of  $\pm 0.30$  –  $\pm 0.40$ , two item equaled or  
328 exceeded 0.50, and nine items reached factor loadings equal to or above 0.70.

### 329 ***Convergent Validity***

330 Convergent validity analysis in our study entails a comprehensive examination of the internal and  
331 intercorrelations among the dimensions of the Indonesian version of ECQ and an established  
332 ethical climate scale previously developed by Indonesian researchers, as delineated in **Table 5**.  
333 Specifically, both the principle and benevolence dimensions of Indonesian version of ECQ  
334 exhibited positive correlations. In contrast, the egoism dimension demonstrated negative  
335 correlations with all of the existing ethical climate scales crafted by prior Indonesian researchers.  
336 To better understand the dynamics among different ethical climate dimensions within the  
337 organizational context, we further investigated correlations within each Indonesian version of  
338 ECQ quadrant. Notably, the egoism dimension negatively correlated with the principle and  
339 benevolence dimensions.

340

341 **-Insert Tabel 5 here-**

342

343 To ensure convergent validity, we also performed calculations for AVE. The outcomes indicated  
344 that for the Egoism dimension the AVE was 0.501, for the Principle dimension the AVE was  
345 0.558, while for the Benevolence dimension, the AVE was 0.510. **As Table 5 predictably shows,**

346 all dimensions in our dataset are strongly correlated, a result that may give rise to multicollinearity  
347 issues in our analysis. To test for multicollinearity, we inspected the variance each dimension of  
348 ethical climate. As the highest variance inflation factor is 3.11, multicollinearity is unlikely to  
349 unduly influence our results

### 350 ***Time Consistency***

351 The time constancy is measured using the so called test-retest technique. We have already  
352 administering Indonesian version of ECQ to the same subject ( $N = 30$ ) at two-time intervals.  
353 Following the first measurement at September 3rd, 2023, we conduct the second measurement in  
354 September 18th, 2023, or approximately 2 weeks after the first measurement. The results show a  
355 high positive correlation between Indonesian version of ECQ scores of the first and the second  
356 time data collection. For egoism  $r = 0.890$ , principle  $r = 0.820$ , and benevolence  $r = 0.896$ ,  
357 ( $p < 0.01$ , two tailed).

### 358 ***Socio-demographic analysis***

359 Through rigorous data analysis employing t-tests and ANOVA, it is evident that demographic  
360 variables exhibit noteworthy implications for the dimensions of the Indonesian version of ECQ.  
361 Notably, no discernible difference emerged concerning the influence of gender on the egoism,  
362 principle, or benevolence dimensions. Conversely, age demonstrated a significant effect solely on  
363 the principle dimension, with no statistically significant impact on the egoism or benevolence  
364 dimensions. Moreover, organizational type emerged as a significant factor influencing all  
365 Indonesian version of ECQ dimensions. Detailed results of the t-tests and ANOVA are presented  
366 comprehensively in **Table 6**, providing a comprehensive insight into the nuanced relationships  
367 between demographic variables and our study's dimensions of the Indonesian version of ECQ.

368

369 **-Insert Tabel 6 here-**

## 370 Discussion

371 For a test to be deemed highly reliable, a reliability coefficient above 0.8 is desirable.<sup>34</sup> The  
372 Cronbach's Alpha method revealed that each dimension of the Indonesian version of ECQ  
373 exhibited adequate internal consistency. Nevertheless, since alpha values may underestimate  
374 internal consistency, we also presents McDonald's omega value, which considered to better in  
375 assessing reliability by providing the reliability of the total scale.<sup>35</sup> All Indonesian version of ECQ  
376 dimensions has McDonald's omega value slightly better compared to the alpha value, indicating  
377 excellent internal reliability.

378

379 The validity evidence of the internal structure was examined through Confirmatory Factor Analysis  
380 (CFA). However, with the exception of the benevolence dimension, the first model did not satisfy  
381 all the criteria for the internal structure evidence of Indonesian version of ECQ dimensions. These  
382 criteria encompass a GFI higher than 0.9, a CFI ranging between 0.95-1.00, a TLI higher than 0.95,  
383 an RMSEA less than 0.08, RMSR lower than 0.8, a low AIC value, and an NNFI higher than 0.95.<sup>22</sup>

384 This result contradicts the validation test result by Cullen et al.<sup>19</sup> It showed that the climates of  
385 benevolence, friendship, and team interest have not appeared as distinct climates, while in this  
386 study benevolence climate have fulfilled good fit indices and adequate factor loadings. Meanwhile,  
387 egoism and principle met all the thresholds for model acceptance, exceptions were noted for CFI,  
388 TLI, and NNFI. Consequently, we addressed these discrepancies by implementing modifications  
389 suggested by modification indices to achieve acceptable fit index values.

390

391 In the first model of egoism dimensions, the recommendation included introducing correlations  
392 between the residuals of item 33 with 4, item 1 with 6, and item 10 with 4. Items 33 ("People in this  
393 company are very concerned about what is best for themselves") and 4 ("People are expected to  
394 do anything to further the company's interests") share similar nuances, implying that actions  
395 furthering the company's interests are also deemed best for individuals. Similarly, item 1 ("In this  
396 company, people are mostly out for themselves") is related to item 6 ("There is no room for one's



397 own personal morals or ethics in this company"), both indicating a negative perception that  
398 individuals solely focused on themselves are considered immoral and unethical. Lastly, item 10 ("In  
399 this company, people protect their own interest above other considerations") is related to item 4  
400 ("People are expected to do anything to further the company's interests"), implying that company  
401 interests are perceived as aligning with individual interests.

402

403 Moreover, in the initial model of principle dimensions, the modification indices suggested by the  
404 results of the confirmatory factor analysis test also propose correlating the residuals of item 18  
405 with 23 and item 11 with 20. Specifically, item 18 ("Successful people in this company go by the  
406 book") is linked with item 23 ("Successful people in this company strictly obey the company  
407 policies") in a manner indicating a shared significance, suggesting that adherence to company  
408 policies has a substantial impact on individuals' success. Simultaneously, item 11 ("The most  
409 important consideration in this company is each person's sense of right and wrong") is associated  
410 with item 20 ("In this company, people are expected to strictly follow legal or professional  
411 standards"), unveiling an Indonesian perspective wherein individuals with a sense of right or  
412 wrong are presumed to automatically adhere to legal or professional standards.

413

414 After implementing the suggested modifications from the modification indices, the modified model  
415 for egoism and principle dimensions demonstrated improved fit, meeting the criteria for a well-  
416 fitted model across all indicators of fit indices. Conversely, unfulfilled model fit criteria by the  
417 significant chi-square value ( $p < 0.05$ ) may be attributed to the sensitivity of the chi-square index to  
418 sample size, with larger samples more likely to yield significant results even when the model is a  
419 good fit<sup>36</sup>. Moreover, all items displayed factor loadings exceeding 0.30, surpassing the minimum  
420 threshold for structural interpretation. This adheres to the proposition by Hair et al.<sup>37</sup>, asserting  
421 that items with factor loadings in the range of  $\pm 0.3$  to  $\pm 0.4$  are deemed minimally satisfactory for  
422 structural interpretation, while loadings of  $\pm 0.5$  are practically necessary, and loadings of  $\pm 0.7$   
423 indicate a well-defined structure as expected in factor analysis.

424

425 Convergent validity was examined by conducting Pearson Product-Moment Correlation of  
426 Indonesian version of ECQ scores with an ethical climate scale previously developed by an  
427 Indonesian researcher. The results revealed a negative correlation between egoism and positive  
428 correlations between the principle and benevolence dimensions with all ethical climate scales.  
429 This outcome substantiates the validity evidence based on the relationships with related  
430 constructs. This correlation aligns with the inherent nature of the egoism dimension, which  
431 centers on behavior driven by self-interest and factors aimed at maximizing personal gain.<sup>3</sup> In  
432 contrast, the principle dimension assesses decisions guided by rules, laws, codes, and  
433 procedures for the benefit of others, while the benevolence dimension evaluates decisions aimed  
434 at achieving the greatest good outcome for a larger population.<sup>2</sup>

435

436 To further corroborate the validity, we employed AVE measures. The AVE values for the egoism,  
437 principle, and benevolence dimensions were 0.501, 0.558, and 0.510, surpassing the acceptable  
438 threshold of 0.5, indicating satisfactory convergent validity<sup>38</sup>. This finding aligns with Fornell and  
439 Larcker's<sup>39</sup> assertion that the AVE should not fall below 0.5, affirming that the latent construct  
440 explains no less than 50% of the indicator variance.

441

442 The Pearson Product-Moment Correlation test was conducted to determine the relationship  
443 between scores from the first and second data collection on the same subject with a time span of  
444 14 days, resulted in all dimension of Indonesian version of ECQ has correlation coefficients ( $r$ )  
445 higher than 0.8. A correlation with  $0.3 < r < 0.5$  is considered as low,  $0.5 < r < 0.7$  is moderate  
446 and  $r > 0.7$  is strong.<sup>40</sup> This result indicating the scale is stable over time and therefore reliable.

447

448 The sensitivity of cross-cultural adjustment is assessed by comparing various modalities of the  
449 same variable<sup>22</sup>. Socio-demographic analysis indicates that, while gender shows no significant  
450 differences and only the principle dimension is affected by age, there are significant differences in  
451 the ethical climate across all dimensions of Indonesian version of ECQ influenced by  
452 organizational type (including informal organizations, higher education organizations, in-campus

453 organizations, and formal companies). This aligns with the meta-analysis findings of Martin and  
454 Cullen,<sup>3</sup> indicating that the organizational type is a demographic variable proven to impact ethical  
455 climate. Consequently, Indonesian version of ECQ is considered to be moderately sensitive  
456 across cultures.

457

458 This study represents the first published research that adapts the Ethical Climate scale designed  
459 by Cullen et al. Therefore, this research can provide evidence that the Ethical Climate  
460 Questionnaire (ECQ) can be utilized and generalized to the Asian continent, particularly in  
461 Indonesia. Additionally, it is anticipated that the Indonesian version of the ECQ scale will assist  
462 organizations in Indonesia in mapping the types of ethical climates they possess, facilitating the  
463 development of a more ethical work environment. Lastly, this study can encourage further  
464 research on adapting ethical climate scales in other countries that do not primarily use English as  
465 their primary language.

## 466 **Theoretical Implication**

467 The present study suggests that the Indonesian version of the ethical climate questionnaire  
468 measures various perceptions of ethical climates based on egoist, benevolent, and principled  
469 reasoning.<sup>2,19</sup> By using this Indonesian version, we can capture the three main types of ethical  
470 climates as determined by theory. Another important implication of this study is that it contributes  
471 to the development of ethical climate concept, particularly in the Indonesian context. A culturally  
472 sensitive adaptation of measurement instruments ensures the mitigation of biases, thereby  
473 facilitating comparability of findings across studies conducted in diverse countries. This  
474 adaptation is rooted in a comprehensive process that transcends mere translation of questions  
475 from the original questionnaire. Rather, it aims to contextualize them by acknowledging the  
476 semantic intricacies of the language and culture of the target sample.<sup>41</sup> Therefore, Indonesian  
477 version of ECQ as adapted version provide excellent usability indicators for future studies that  
478 aim to measure the construct of their models. This is particularly important considering that much  
479 of the literature in this field has been developed in English-speaking countries.<sup>42</sup> Therefore, the

480 evidence obtained in this study can provide basis for the comparisons finding between studies.  
481 Lastly, these results from measuring ethical climate can be incorporated into the goals of future  
482 ethical climate studies, allowing for comparisons between studies. This scope of activities is not  
483 limited to the context of this study in Indonesia but rather has universal applicability.

## 484 **Conclusion**

485 This study aims to adapt the Ethical Climate Questionnaire into the Indonesian Version, ensuring  
486 that the translation and cultural adaptation processes strictly adhere to relevant guidelines. The  
487 findings indicate that the Indonesian version ECQ is both reliable and valid for assessing the  
488 perceived ethical work climate among Indonesian individuals aged 18 years or older. The study,  
489 supported by a comprehensive review process involving expert reviewers to ensure content  
490 validity, reveals that robust psychometric analysis positions the Indonesian version ECQ as a  
491 valuable tool, contributing to the advancement of ethical climate research.

## 492 **Study Limitations**

493 This study marks the pioneering attempt to adapt the Ethical Climate Questionnaire Scale into the  
494 Indonesian Version and scrutinize its psychometric properties. Nevertheless, the study  
495 acknowledges limitations, particularly the relatively small sample size, impeding the construction  
496 of norms. Subsequent research endeavors could address this limitation by exploring the  
497 psychometric properties of Indonesian version of ECQ in a larger sample and establishing norms.  
498 Further investigations could enhance the validity evidence by examining relationships with related  
499 constructs beyond the ethical climate concept. Researchers interested in utilizing the full version  
500 Indonesian version of ECQ are encouraged to contact the corresponding author of this study.

## 501 **Ethical Approval**

502 The ethical consideration for this study is reinforced by the Research Ethics Committee License  
503 number 1206/UN6.KEP/EC/2023 from Universitas Padjadjaran, along with obtained informed

504 consents. Each participant provided explicit informed consent before engaging in the study,  
505 encompassing the publication of anonymized responses. The study adhered to ethical standards  
506 established in the 1964 Declaration of Helsinki and subsequent amendments or comparable  
507 ethical standards. All procedures were conducted in accordance with ethical standards and  
508 received approval from the ethics committee at Universitas Padjadjaran, Bandung, Indonesia.

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627

628 **Table 1** ECQ Blueprint

No	Dimension	Locus of Analysis	Item number	Total item
1	Egoism	Self-interest	1, 6, 10, 33	4
		Company profit	4, 8, 17, 29	4
		Efficiency	2, 19, 25, 36	4
2	Benevolence	Friendship	5, 16, 27, 32	4
		Team interest	12, 21, 31, 35	4
		Social responsibility	26, 28, 30, 34	4

No	Dimension	Locus of Analysis	Item number	Total item
4	Principle	Personal morality	3, 9, 11, 22	4
		Rules, standard, operating procedures	7, 15, 18, 23	4
		Laws, professional codes	13, 14, 20, 24	4

629

630 **Table 2** Factor Loading Egoism Dimension

Locus of Analysis	Item No	Factor Loading
Self Interest	1	0.729
	6	0.646
	10	0.927
	33	0.592
Company Profit	4	0.554
	8	0.616
	17	0.697
	29	0.714
Efficiency	2	0.731
	19	0.730
	25	0.747
	36	0.741

631

632 **Table 3** Factor loading principle dimension

Locus of Analysis	Item No	Factor Loading
Personal Morality	3	0.715
	9	0.717
	11	0.747
	22	0.732

<b>Locus of Analysis</b>	<b>Item No</b>	<b>Factor Loading</b>
Rules, standard, operating procedures	7	0.712
	15	0.758
	18	0.655
	23	0.716
Laws, professional codes	13	0.754
	14	0.814
	20	0.810
	24	0.807

633

634 **Table 4** Factor loading benevolence dimension

<b>Locus of Analysis</b>	<b>Item No</b>	<b>Factor Loading</b>
Friendship	5	0.782
	16	0.729
	27	0.680
	32	0.669
Team Interest	12	0.787
	21	0.738
	31	0.724
	35	0.417
Social responsibility	26	0.720
	28	0.754
	30	0.779
	34	0.717

635

636 **Table 5** Intercorrelation of Indonesian version of ECQ with existing ethical climate scale

637 constructed by Indonesian Researcher

<b>Ethical Climate Scale</b>	<b>N</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
ECQ-IV - Egoism	12	1					
ECQ-IV - Principle	12	-0.609**	1				
ECQ-IV - Benevolence	12	-0.682**	0.819**	1			
Ethical Climate Scale <sup>27</sup>	5	-0.563**	0.673**	0.680**	1		
Ethical Climate Scale <sup>29</sup>	18	-0.620**	0.605**	0.595**	0.563**	1	
Ethical Climate Scale <sup>11</sup>	18	-0.500**	0.417**	0.411**	0.338**	0.338**	1

638 Note: \*\*p<0.01

639 **Abbreviations:** ECQ-IV, Ethical Climate Questionnaire Indonesian Version

640

641 **Table 6** Demographic Characteristics of the Study Participants

<b>Variables</b>	<b>N</b>	<b>Egoism</b>			<b>Principle</b>			<b>Benevolence</b>		
		<b>M</b>	<b>SD</b>	<b>Sig.</b>	<b>M</b>	<b>SD</b>	<b>Sig.</b>	<b>M</b>	<b>SD</b>	<b>Sig.</b>
<b>Total</b>	565									
<b>Gender</b>				0.50			0.309			0.085
Male	244	22.85	8.29		42.84	10.64		42.95	10.39	
Female	321	22.84	9.49		41.88	11.35		41.39	10.81	
<b>Age</b>				0.088			0.000**			0.068
18-23	347	21.91	9.83		40.84	11.6		41.26	11.18	
24-29	181	23.72	7.42		44.83	9.84		43.19	9.56	
> 30	37	22.96	7.18		43.51	8.86		44.1	10.07	
<b>Organization Type</b>				0.044*			0.043*			0.046*
Informal Organization	49	22.39	9.29		39.63	10.97		40.94	11.44	
Higher education organizations	83	24.24	12.25		37.82	14.26		37.45	13.67	

Variables	N	Egoism			Principle			Benevolence		
		M	SD	Sig.	M	SD	Sig.	M	SD	Sig.
In-campus Organization	63	20.85	9.83		41.68	11.10		40.34	12.18	
Formal Company	86	20.46	8.12		42.66	9.52		42.58	9.91	

642 **Note:** \*\*p<0.01, \*p<0.05

643