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## **MEASURING QUANTITATIVELY FACTORS INFLUENCING ETHICAL BEHAVIOUR AT WORK**

### **Abstract:**

Considering the potential tangible and intangible costs of ethical failures to organisations' reputation, share price, and revenues; understanding ethics in the professional environment has become one of the important challenges management teams face nowadays. Given the limited availability of scientific instruments to study the matter, this paper reports on the validation process of study scales designed to measure the influence of different internal and external factors on anomie in the banking industry using exploratory and confirmatory factor analysis. The reliability of the scales was confirmed using Cronbach's alpha and maximum likelihood method was applied in the factor analysis. Convergent and discriminant analysis was performed to confirm construct validity. The factor model resulting from this process showed strong fit. This paper adds to the already existing methods applied to study ethics in a professional environment. The measurements presented in this paper can be of use to managers for application in their firm and to academics for future research.

### **Keywords:**

Ethics, anomie, quantitative methods, exploratory factor analysis, confirmatory factor analysis