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## Guidelines for ethical development of lawyer professional in Thailand

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### Abstract

Lawyer professional play a role in justice providing for society and refuge for people who have legal cases and do not have legal knowledge. Therefore, a lawyer's ethics are important in justice creating for society. The research objectives were to: 1) study the level of governance, ethical organizational culture, ethical organizational climate, personal characteristic and ethics of professional lawyer in Thailand, 2) study the influence of governance, ethical organizational culture, ethical organizational condition, and personal characteristic that affect ethics of professional lawyer in Thailand, and 3) propose guidelines for ethical development of professional lawyer in Thailand. The research methodology employed a mixed methods approach, incorporating both quantitative and qualitative methodologies. In the quantitative research, the samples consisted of 340 lawyer professional which they were selected by multistage sampling. The research tool was a questionnaire. Data were analyzed by using a structural equation model. In qualitative research, in- depth interviews were used with 15 key informants, including (1) five executives or committee members of the lawyers council, (2) five chairman of provincial lawyer's council, and (3) five lawyer professional.

The results of the research were shown that: 1) governance, ethical organizational culture, ethical organizational condition, personal characteristic and ethics of professional lawyer in Thailand were at a high level and ethical organizational culture was at the highest average while personal characteristic was at the lowest average, 2) governance, ethical organizational culture, ethical organizational condition, and personal characteristic that affect ethics of professional lawyer in Thailand significantly at the  $p < 0.01$  with total influence values equivalent to 0.84, 0.33, 0.32 and 0.13 respectively, and 3) guidelines for ethical development of professional lawyers in Thailand were comprised of the followings: (1) Establish the ethical framework for lawyer professional in Thailand, (2) Create ethical training course for lawyer professional to attend training at least once a year, (3) Promote, praise, and reward lawyer professionals who are accepted by society as being ethical and courteous lawyers, (4) Supervise and look after lawyer professionals behavior and conduct to be under the ethics and etiquette of a lawyer, (5) Stipulate penalties for lawyer professionals who behave unethically and lawyer manners, and (6) Create cooperation with external organizations in examining and evaluating the ethics of lawyer professionals. Therefore, relevant agencies should promote and pay attention to the lawyer professionals in order to maintain justice in society forever.

**Keyword:** Ethical/ Lawyer Professional / Governance/ Ethical Organizational Culture / Ethical Organizational Condition

## Background and Rationale

Thailand has a democratic government using the law as rules and regulations to control the behavior of people in society. The law is the rule of thumb. It is in the nature of orders and prohibitions that everyone must comply with. If they violate it, they will be punished or forced to do so. Law is therefore the principle in creating justice. or justice for the people equally It is an important principle for creating continued stability and peace for the country. (Marut Bunnag, 2022) The person whose duty is to use the law is to represent the legal person. is a lawyer who must act within the framework of honesty and integrity, whether he is a plaintiff's lawyer Defense lawyer or another position under the supervision of the professional organization, the "Layers Council", which is responsible for ensuring that legal practitioners stay within the framework of the lawyer's code of ethics. There are penalties for those who commit legal misconduct. which determines the duties of lawyers in working with investigators, prosecutors, and the courts in upholding the fairness of the justice process. Let the justice process proceed within the framework of authority and duties under the constitution and law. Carrying out the entire justice process Regardless of the investigation or judicial work of every sector Both investigators, prosecutors, courts, and lawyers must proceed with accuracy, speed, and fairness. according to the framework of the Constitution of the Kingdom of Thailand 2017 (Lawyers Council under Royal Patronage, 2021)

The legal profession is a profession that requires knowledge. Special abilities in matters of law Persons who enter the profession of lawyer Must have a degree in law. Entry to become a lawyer is therefore limited, causing some lawyers to behave Acting inconsistently with professional etiquette. For example, about demanding excessive wages. Working in a profession that does not adhere to the principles of justice or truly helping clients, etc. The Lawyers Act B.E. 2 5 2 8 stipulates that the Lawyers Council is the agency that controls lawyers so that they do not act contrary to lawyer etiquette. By specifying three penalties for violating lawyer etiquette: probation, a ban from working as a lawyer for no more than 3 years, or having your name removed from the lawyer register. (Office of the Council of State, 1985)

There are clearly defined penalties for misconduct in the ethics of a lawyer, but there is no clear punishment for unethical behavior by a lawyer. Morality and ethics of the legal profession One important thing that is indispensable is honesty. If a lawyer lacks honesty and integrity, It cannot be fair or justice for litigants, the public, or those involved. Honesty can be achieved by the practitioner being truthful in body, speech, and mind, adhering to doing only what one likes. Do not wish for things that are not attainable which will lead to corruption (Nivat Kaewluan, 2011) Ethical problems of lawyers can be found in many issues. Mahakun (2017) studied that there are problems related to the ethics of lawyers. It is a result of a lack of knowledge and understanding about professional ethics. The rise of globalization that places importance on material things, money, and power more than maintaining professional ethics. There is disobedience, corruption, and self-interest. Parker, Eans, Haller, Mire & Mortensen (2008) It states that legal work is important to the society and economy of the organization. The work of lawyers is team-based. This means that ethical behavior is a team matter. Personal ethical decision-making and behavior It affects both the organizational and team levels. that will support or undermine the ethical behavior of lawyers in addition (Chakraborty, 2020) Specifies that the determination of operating principles for legal practitioners to create justice and peace for the people. But still found Some lawyers do not adhere to the established code of ethics. Have professional relationships with clients or deciding to conduct an unethical legal transaction for a customer.

## Objective

- 1 . To study the level of supervision. Ethical organizational culture Ethical organizational atmosphere, personal characteristics and ethics of legal professionals in Thailand.
2. To study the influence of supervision Ethical organizational culture Ethical organizational climate and personal characteristics that affect the ethics of legal professionals in Thailand.
3. To propose guidelines for developing the ethics of legal professionals in Thailand.

## Hypothesis

1. The ethics of legal professionals in Thailand are directly influenced by the supervision and supervision of ethical organizational culture. Ethical organizational atmosphere and personal characteristics.
2. Personal characteristics are directly influenced by supervision. Ethical organizational culture and ethical organizational atmosphere.

3. The ethical organizational climate is directly influenced by governance. and ethical organizational culture.

4. Ethical organizational culture is directly influenced by governance.

## **Review of Related Literature**

### **Ethics of the legal profession**

The legal profession is an honorable profession. Because he is a person who dedicates himself to the study and research of law and uses it in performing duties as part of the justice process, it can be considered that It is a profession that supports and upholds justice (Marut Bunnag, 2022) lawyers should therefore have appropriate behavior while performing their duties in court. They should conduct themselves appropriately for a profession that is trusted by the public. It should be within the framework of ethics both personally and towards outsiders. National Reform Steering Assembly (2020) specify the ethics of lawyers, consisting of (1) the ethics of lawyers in performing their duties in court. Behavior speaking in court Contacting the judge and lawyers must have ideas and sense of duty in upholding justice in the country. (2 ) Lawyers' ethics in performing their duties outside of court. Lawyers should not instigate litigation in order to gain the benefit of mutual benefit. (3) Ethics of lawyers in their conduct. Lawyers should conduct themselves in a way that is both personal and personal. Do not behave in violation of good morals. Have honesty and integrity in the profession Do not seek benefits to the point of oppressing others. Be independent, courageous, not under the influence of anyone. and facilitate justice to happen with valor and bravery which will be called an ethical lawyer and Hoffman (1979) dividing ethics into 3 components: (1) Moral thought is a process of belief, knowledge, and understanding about ethical behavior and is the part used to judge the correctness and appropriateness of ethical behavior (2 ) Moral feeling is the process of ethical attitude that expresses the righteousness or displeasure of the ethical behavior that has been experienced or performed, and (3) ethical behavior (moral behavior)

### **Supervision**

Ethics of legal professionals is important to citizens, organizations, and the nation. Supervision is therefore a guideline. Or one method that can be used to control, assist, and supervise legal professionals to act according to the code of conduct and ethics because the organization has established laws, regulations, and work procedures. and clear punishment Odendaal (2003) specifies that supervision is the implementation of the legal system, administrative rules, and the performance of personnel dealing with citizens. Stakeholders and various organizations. In addition, Ngatikoh, Kumorotomo & Retnandari (2019) It states that a key element of governance is transparency. Especially the supervision of government organizations must be transparent with effective information communication. Information that is accurate, clear, and to the point is It is essential to building trust. and create cooperation from the public for Kholmi (2020) states that effective supervision It is necessary to demonstrate transparency in management. Therefore, transparency is an important element of governance that business operators or corporate executives must also give importance to this. Bianchi, Nasib & Rivenbark (2021) It states that supervision is important in the activities of management. especially promoting Encourage cooperation among personnel and stakeholders. Including communication that must be clear. Because cooperation is a complex interaction. between the interdependence of individuals, It won't happen easily. It is necessary to have a process for creating cooperation. Effective communication is another process that will help create cooperation. To support successful governance and Amaral (2024) Stated that the economy, society, and environment are the driving forces for modern business operations. Law firms face challenges and are expected to provide advice and counsel to clients. Some law firms reduce the intensity of ethics in order for their clients to succeed in their business operations.

### **Ethical organizational culture**

Ethical organizational culture refers to the values, norms, and beliefs that an organization provides to its members. It is an ethical environment in which to work. mix of experiences Member expectations that the organization can prevent unethical behavior and promote an ethical organizational culture (Kangas et al., 2016) Moreover, Chadegani & Jari (2016) concluded that ethical organizational culture consists of the ethical values of executives and personnel in the organization. and the organization's ethics policy the intensity of an ethical organizational culture lies with leadership and the role of executives. When leaders accept ethical standards and norms Leads to awareness and sharing among organizational members. and will help improve the organization to be successful. Moreover, Riivari & Heikkinen (2 0 2 2 ) stated that ethical organizational culture is

important as a component of maintaining ethical behavior of executives and personnel within the organization. Huhtala, Kangas, Kaptein & Feldt (2018) Specify ethical organizational culture It is a tool for measuring the ethical norms of an organization. based on sharing and create shared values that can manage the organization strongly Heavy emphasis on management behavior control Ideologies that are potentially dangerous are not desirable. or ethically questionable, and Zaal, Jeurissen & Groenland (2019) The study found that ethical organizational culture was significantly related to the frequency of perceived unethical behavior by wholesale business personnel towards customers. and acceptance of unethical behavior

### **Ethical organizational atmosphere**

Ethical organizational atmosphere is the behavior of working in organizations and society with understanding and awareness of policies and procedures. The work climate guides organizational activities (Martin & Cullen, 2006), sharing perceptions of ethical behavior. and expect moral behavior in solving problems, which can be confirmed by organizational members considering ethical reasoning (Chouaib & Zaddem, 2013) A shared perception of what constitutes ethical behavior and how to handle ethical issues in an organization (Serta, Elcib, Usluc & Senerd, 2014). Individual perceptions of an organization that influence attitudes and behavior and use it as a reference to personnel behavior. A shared perception of what is correct behavior and how to handle ethical situations in organizations (Newman, Round, Bhattacharya & Roy, 2017) A shared recognition of formal and informal procedures and policies that set expectations for ethical behavior within the organization. Ethical organizational climate is the principle of moral and behavioral norms established in an organization (Barattucci et al., 2021) Shared perceptions by personnel about relationship behavior. The exercise of power and ethical standards within an organization without a written declaration of it. This so-called perception can influence attitudes. personnel decisions Promoting socially ethical behavior is strongly related to job performance. Positive attitude and behavior of personnel in the organization (Teresi et al., 2019)

### **Personal characteristics**

Lawyers are concerned with the suffering of the people. Including various benefits, it is expected to be a person with ethics and morality. Therefore, ethics is an important characteristic of the lawyer profession, no different from other professions (Kemparaj & Kadalur, 2018) The study found that medical personnel professionals Should have ethics, consisting of (1) having compassion for patients or people with health problems, (2) being responsible for one's own role, and (3) being fair. Do not judge those who receive services. In addition, Hemberg & Hemberg (2020) studied and found that medical personnel It has an important ethical role: (1) protecting and protecting the vulnerable (2) building relationships based on respect for others (3) being fair and inclusive (4) using a deliberative process in decision-making. (5) confidentiality and (6) honesty. For Ewuoso, Hall & Dierickx (2021), the study found that medical personnel have professional ethics consisting of (1) honesty. namely confidentiality, (2) professional responsibility, (3) decision making, and (4) communication. (Ahmad, 2017) There is a review of ethical concepts. Characteristics of an ethical person include (1) trust, (2) justice, (3) empowerment, (4) honesty, and (5) responsibility. (responsibility) For Hegarty & Moccia (2018), the elements of ethical people include (1) trust (2) humility (3) justice (justice) (4) mercy (mercy) (5) responsibility (responsibility) and (6) honesty and flexibility (Integrity and Resilience) and Prasercharoensuk, Tang & Klinthaisong (2017) study found that ethical characteristics include (1) trust (2) respect (respect) (3) responsibility. (responsibility), (4) justice (Justice), (5) generosity (caring), and (6) citizenship. (citizenship) Additionally, a study by Cohen, Helzer & Creo (2022) found that highly ethical lawyers are more honest in negotiations. And it takes less time to negotiate than a less ethical lawyer.

### **Research methodology**

#### **Sample group**

The sample group is legal professionals. who are registered with the Lawyers Council in 2022, working in Region 1 in provinces where provincial courts have been established, consisting of Nonthaburi, Samut Prakan, Lopburi, and Pathum Thani provinces, who have agreed to participate in the research. The sample size is based on the research method used in the study, which is structural equation modeling analysis (SEM) Grace (2008) Specify the number of samples suitable for using statistics. Multivariate analysis was 20 times the study variables. This study has 17 observed variables. The sample size is 340 people, obtained from random sampling according to a multi-stage system.

#### **Research tools**

The research instrument was a questionnaire consisting of 2 parts: 1) a sample personal data questionnaire with 5 questions and 2) a governance factor questionnaire. Ethical organizational culture Ethical organizational atmosphere Personal characteristics and ethics of the legal profession in Thailand, a total of 68 items questionnaire for estimating characteristics at 5 levels: least-highest.

Inspection of the quality of the instrument consists of (1) determining content validity by means of determining the consistency of the questions with the research objectives (Index of Item - Objective Congruence: IOC). get the IOC value for each item between 0.60-1.00 and (2) find the precision value (reliability) using the method of finding Cronbach's Alpha Coefficiency (Cronbach's Alpha Coefficiency), the entire reliability value was equal to 865.

#### Data Collection

1. The researcher and team met with the presidents of the Lawyers Council of all 4 provinces to request assistance in collecting research data with lawyers in each province.

2. Upon receiving consent to request a list of lawyers and contact information After that, the researcher contacted Each lawyer Met with a lawyer and asked for cooperation as a research volunteer.

3. Send one questionnaire to each volunteer and give the volunteer time to complete the questionnaire. When the volunteers completed the questionnaire, The researcher collected and checked the completeness of every questionnaire. Completed questionnaires were used for further data analysis.

#### Data Analysis

Data analysis as follows: (1) Descriptive statistics: to explain the data. Individuals of the 340 samples studied and the score levels of all 17 observed variables are described with frequency values (f), percentage values (%), average values ( $\bar{X}$ ) Standard deviation (S.D.) of the data and (2) statistics of structural equation model analysis (Structural Equation Model: SEM) to create a structural equation model to test the relationship between latent variables and the observed. and the influence between the studied latent variables

#### Research Results

Presentation of research results to answer all 3 objectives as follows:

1. Level of regulatory factors Ethical organizational culture Ethical organizational atmosphere personal characteristics and ethics of legal professionals in Thailand, it was found that ethical organizational culture It has the highest average score of 1, followed by ethical organizational atmosphere, supervision, ethics of legal professionals, and personal characteristics, respectively, as shown in Table 1.

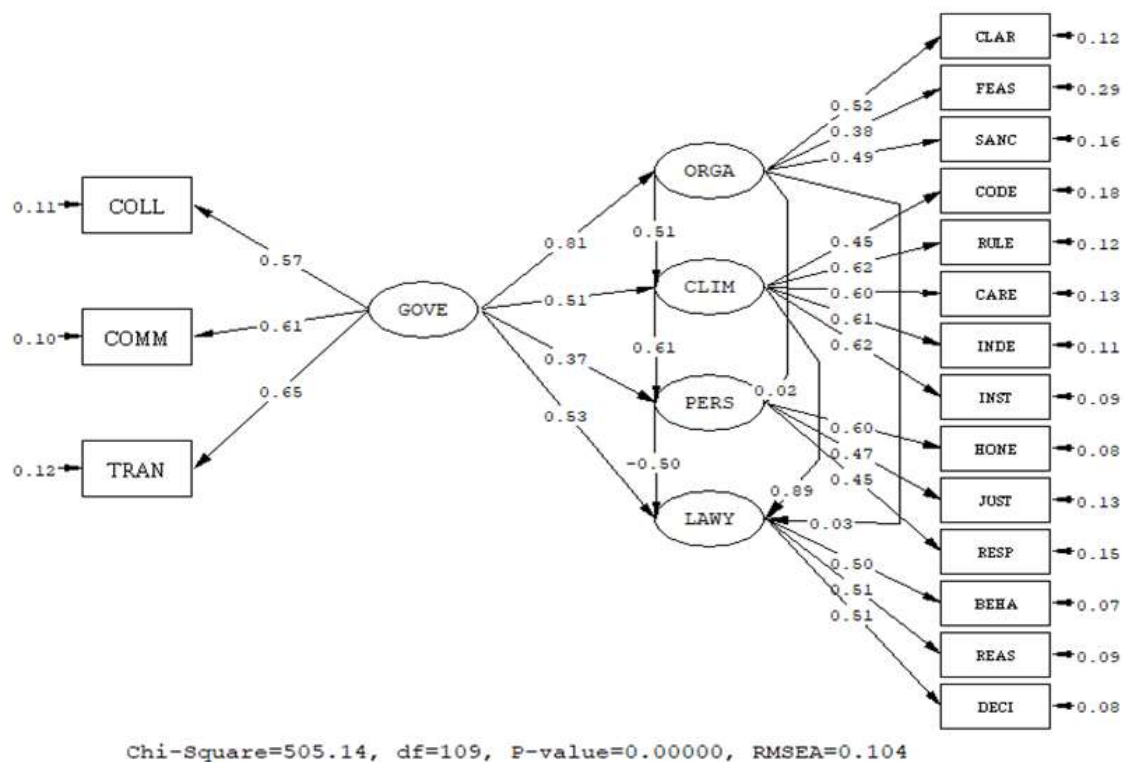
Table 1: Mean, standard deviation, results interpretation, and order of the studied factors.

Factors Studied	$\bar{X}$	S.D.	Interpret Results	Number
Supervision	4.11	0.55	A lot	3
Ethical organizational culture	4.17	0.44	A lot	1
Ethical organizational atmosphere	4.16	0.39	A lot	2
Personal characteristics	3.58	0.63	A lot	5
Ethics of the legal profession	4.08	0.64	A lot	4

2. Influence of regulatory factors Ethical organizational culture Ethical organizational atmosphere and personal characteristics that affect the ethics of legal professionals in Thailand by analyzing structural equations The researcher presents them in order. as follows: (1) Analysis results Relationship structure model that is a model based on assumptions (2) Model analysis results relationship structure that is an alternative model (3) results of comparing models based on assumptions and alternative models and (4) hypothesis testing results in order as follows:

**(1) Results of analysis of the relationship structure model that is a hypothesized model.**

**Figure 1 Hypothetical simulation model**

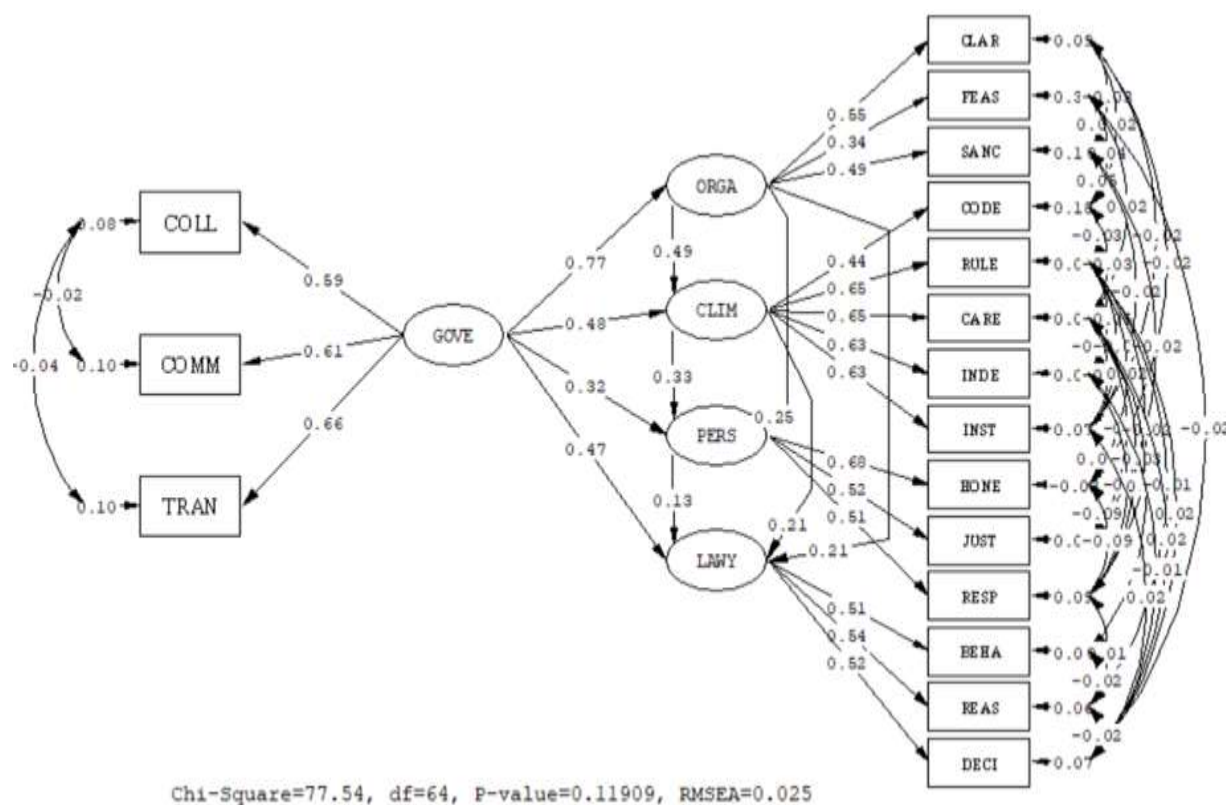


From Figure 1, when considering the hypothetical model that the researcher has developed from related concepts and theories, it is not yet consistent with the empirical data. Considering the calculated statistics values: Chi-square = 505.14,  $df = 109$ ,  $p\text{-value} = 0.00000$ ,  $GFI = 0.85$ ,  $AGFI = 0.79$ ,  $RMR = 0.016$ ,  $RMSEA = 0.104$ ,  $CFI = 0.98$  and  $CN = 102.15$ , which Some important statistics do not pass the required criteria.

The researcher therefore proceeded with Model Modification by considering the recommendations for adjusting parameters in the model with the Model Modification Indices (MI) and then adjusted the parameters by agreeing to relax the initial agreement to the tolerance values. Can be related until the harmony index value is consistent with the empirical data Therefore, an alternative model was obtained. The calculated statistical values are Chi-square = 72.94,  $df = 61$ ,  $p\text{-value} = 0.141$ ,  $GFI = 0.97$ ,  $AGFI = 0.94$ ,  $RMR = 0.016$ ,  $RMSEA = 0.025$ ,  $CFI = 1.00$  and  $CN = 388.00$ , therefore Therefore it can be concluded that the structural equation modeling model was appropriate. Harmonize with empirical data Alternative model as shown in Figure 2

**(2) Results of analysis of the relationship structure model That is an alternative model.**

Figure 2. Alternative relationship structure model.



**(3) Results of comparing the model based on the research hypotheses with alternative models.**

Presentation of results of comparison of the hypothesized model and alternative models. to show that alternative models are more appropriate and more usable; By checking the correctness structurally by checking the harmony between the hypothesized model and the empirical data and The model is an alternative model to empirical data. By considering statistics to measure the level of harmony and Index for measuring conformity and harmony, Table 2

Table 2. Results of comparing the model based on the research hypotheses with alternative models.

list	Statistics	Hypothetical model	Alternative models	Value translation
1. Chi-square ( $\chi^2$ )	* Low near 0	505.14	77.54	
	* Equal to df	109	64	
Relative Chi-square	Quotient ( $\chi^2/df$ )< 2.00	4.63	1.21	appropriate
2. GFI	> 0.90	0.85	0.97	appropriate
3. AGFI	> 0.90	0.79	0.94	appropriate
4. RMR	Approach 0.00	0.016	0.008	appropriate
5. RMSEA	< 0.05	0.104	0.025	appropriate
6. CFI	*0.00-1.00	0.98	1.00	appropriate
7. CN	> 200	102.15	397.90	appropriate

**(4) Hypothesis testing results**

From the research hypothesis, there are 4 hypotheses:

Ethics of the legal profession in Thailand has been influenced by direct from supervision Ethical organizational culture Ethical organizational climate and personal characteristics From the hypothesis test results, it was found that

Supervision directly affects the ethics of legal professionals with an influence value of 0.47. The t statistics value is 6.52, supporting the hypothesis with statistical significance at the 0.01 level.

Ethical organizational culture It directly affects the ethics of the legal profession. With an influence value of 0.21, a t statistics value of 2.25 supports the hypothesis with statistical significance at the 0.05 level.

Ethical organizational atmosphere It directly affects the ethics of the legal profession. With an influence value of 0.21, a t statistics value of 2.21 supports the hypothesis. Statistically significant at the 0.05 level.

Personal characteristics It directly affects the ethics of the legal profession. With an influence value of 0.13, a t statistics value of 2.61 supports the hypothesis. Statistically significant at the 0.01 level.

3. Guidelines for developing the ethics of legal professionals in Thailand are as follows:

3.1 Establishing the ethical framework for legal professionals in Thailand

3.2 Create an ethics training course for legal professionals. and requires legal practitioners to attend training at least once a year.

3.3 Promote, praise, praise, and reward legal professionals who are accepted by society as being ethical and courteous lawyers.

3.4 Supervise and supervise the behavior and conduct of legal practitioners. To be under the ethics and etiquette of a lawyer.

3.5 Stipulate penalties for legal professionals who behave unethically and lawyer manners. 3.6 Create cooperation with external organizations in examining and evaluating the ethics of legal professionals.

### **Discussion of research results**

The results of the hypothesis testing found that the ethics of legal professionals in Thailand are directly influenced by supervision. Ethical organizational culture Ethical organizational atmosphere and personal characteristics are as follows:

The ethics of legal professionals in Thailand are influenced by supervision. It can be discussed that Performing any work or action according to the role of a lawyer It is under the professional organization, the Lawyers Council, which is responsible for regulating lawyer etiquette. Promote unity and uphold the honor of members. Therefore, the organization must have effective supervision. To enable legal practitioners to have professional ethics and ethics. Academics study governance. As follows: Nafi & Kamaluddin (2019) study good governance and honesty. Perspective of educational institutions found that good supervision educational institutions have a strong relationship with the ethical practices of administrators and personnel. in Malaysian educational institutions. Moreover, Tarkington (2019) states that government lawyers and the private sector has a role to play in monitoring government abuses and abuses. State attorneys play a role in Maintaining ethics according to the rule of law and being the protector of various processes to create preferences Dhamma according to law Under the supervision of a professional organization that encourages lawyers to demonstrate ethical behavior. For Lameira & Bertrand (2008), data were collected on 25 emerging countries around the world. It was found that the occurrence of corruption problems increased. from the decline of ethics in the population When there is systematic government supervision Promoting public ethics reduces the rate of corruption and Othman, Rahman & Shamsudin (2012) Qualitative study found that key informants had similar opinions that Governance plays an important role in promoting ethics at three levels: overseeing the organization's ethical principles; Ethical supervision of joint ventures and ethics in organizational networks and personnel Governance must focus from structure to morality. and more ethics.

Ethics of the legal profession in Thailand is influenced by Ethical organizational culture It can be discussed that Organizational culture involves the operation of personnel within the organization in the same direction. How to manage and operate to achieve the set goals It is an important feature of organizational culture. Organizational culture is thus a tool for determining the behavior of personnel in the organization. When the organization has an ethical culture Operation Troubleshooting with Fairness Executives are honest. And responsibility for work will encourage personnel in the organization to have more morale in their work. A "strong" ethical culture together with ethical values,

they are important and evident in the actions of personnel. When employees have a more positive perception of the ethical culture in the workplace, it leads to more ethical behavior (Ethics Resource Center, 2011) According to Riivari & Heikkinen (2022), ethical organizational culture is important as a component of maintaining ethical behavior within the organization among executives and personnel. Additionally, Huhtala, Kangas, Kaptein & Feldt (2018) Specify ethical organizational culture It is like a tool to measure the ethical standards of the organization. based on sharing and create shared values that can manage the organization strongly, emphasizing emphasis on management and behavioral control Ideologies that may be dangerous, undesirable, or ethically questionable For Zaal, Jeurissen & Groenland (2019), a study found that ethical organizational culture was significantly related to the frequency of perceived unethical behavior by wholesale business personnel towards customers. and acceptance of unethical behavior and Brown & Trevino (2006) It is suggested that a strong ethical organizational culture promotes ethical behavior. Support progress and maintaining ethical leadership in the organization. In addition, it was found that ethical organizational culture has an impact on organizational commitment. and results in greater dedication of personnel towards the organization.

Ethics of the legal profession in Thailand is influenced by Ethical organizational atmosphere It can be discussed that the organizational atmosphere is a good working atmosphere. Sharing awareness of ethical behavior and expect moral behavior in solving problems It affects the ethics of personnel in the organization (Chouaib & Zaddem, 2013) Ethical organizational atmosphere Helps personnel in the organization to collectively recognize what constitutes ethical behavior. How to deal with ethical problems in organizations and ethical behavior accepted in the organization (Serta, Elcib, Usluc & Senerd, 2014) Individual perceptions of an organization influence attitudes. and behavior and use it as a reference to personnel behavior There is a shared perception of what is correct behavior and how to handle ethical situations in organizations (Newman, Round, Bhattacharya & Roy, 2017). Additionally, Teresi et al. (2019) It states that an ethical organizational climate promotes social ethical behavior of personnel in the organization. and is highly related to work performance, positive attitude and behavior of personnel in the organization, and Tang, Holmes & Foley (2020) study found that perception of an ethical organizational climate Affects mental health Work satisfaction and ethical behavior of legal managers.

Ethics of the legal profession in Thailand is influenced by Personal characteristics It can be discussed that Personal characteristics are the behaviors expressed by each person that show thoughts, feelings, emotions, values, and independent thinking and judgment. Have an obligation and commitment to voluntarily perform one's duties as specified. Personal characteristics are therefore important for expressive behavior. and operations Personal characteristics also affect a person's ethics. For Aghighi (2019), studying the impact of personal characteristics dimensions on leaders' ethics, it was found that personal characteristics dimensions Honesty and responsibility Affects the ethics of leaders. In addition, Zakirai, Osman & Noranee (2023) Studying the influence of personal characteristics on police ethical behavior, it was found that personal characteristics and environmental factors are Influence on ethical behavior of the police is transmitted through the intervening variable of ethical leadership. In addition, Setiany, Zamzami, Hidayah & Azhar (2022) Study the impact of personal characteristics Work experience Participation in ethics training courses and awareness of ethical decision making of accounting students, it was found that personal characteristics And work experience greatly impacts ethical decision-making under a particular environment. There is no participation in the ethics training course. The impact is evident on ethical decision making for Khalid, Omar, Agil & Khalid (2013) Study the impact of personal characteristics with the ethical decision-making of small and medium-sized enterprise entrepreneurs. It was found that personal characteristics affect the ethical decision-making of small and medium-sized enterprise entrepreneurs and Mithulan & Opatha (2023) studied that personal characteristics Personnel and human resource management ethics are related to the ethics of Sri Lankan commercial bank managers.

### **Suggestions**

Lawyers are the ones who should have professional ethics and responsibility. which is part of complying with the law Whether in private practice or in various organizations, because a lawyer is a profession that must use the law in a correct and fair way, even though it is based on the same basis. But the practice is different. In situations of various changes That affects the lifestyles, ideas, and behaviors of people in general and of legal professionals as well. It is a serious challenge for legal practitioners to be able to maintain ethics. Honesty responsibility and how much justice can be sustained by oneself. Because the legal profession is expected to be a refuge for people who have legal cases and do not have legal knowledge. Lawyers' ethics are therefore important in creating justice for society.

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