



ISSN: 2733-7146 © 2020 KODISA

JRPE website: <https://acomis.kisti.re.kr/journal/intro.do?page=logo&journalSeq=J000176>

doi: <http://dx.doi.org/10.15722/jrpe.1.1.202003.1>

Analysis and Consideration of Plagiarism Cases to Establish Research Ethics in Korea

Young-Eun KWON¹, Ye-Won JEON², Lee-Seung KWON³

Received: January 15, 2020. Revised: February 10, 2020. Accepted: March 05, 2020..

Abstract

Purpose: The main purpose of this study is to identify the cause and problem of one plagiarism and suggest a solution. **Research design, data and methodology:** Based on the Center for Research Ethics Information, this study analyzed the total of 17 cases from October 3, 2017 to June 16, 2020. **Results:** As seen in the case of this study, the Supreme Court's verdict on plagiarism requires clear sources, whether it is plagiarism or self-plagiarism, and the criterion for plagiarism is the time of writing the work, and the final judgment will be conducted by the court. Evidence-based sources indicate that the researcher or professor provides a lot of anticipation to the academic development and readers who read it. In addition, it is necessary to revise and submit the thesis judge's point of view in the thesis for doctoral dissertation within the proper and reasonable scope. The implications are also very large. Lastly, the reason for dismissal of a doctoral dissertation plagiarized at the time of recruitment is recognized Research ethics should be institutionalized in educational institutions or research institutions. **Conclusions:** Research ethics education should be strengthened in universities and research institutes. Research ethics is a code of ethics that must be ruled by everyone who explores.

Keywords : Center for Research Ethics Information, Research Ethics, Plagiarism, Copy Right, Self- Plagiarism

JEL Classification Code: I29, O30, O39

1. Introduction

Research ethics refers to certain ethical rules that apply a certain ethical principle to a wide range of research activities throughout a research activity. Therefore, research ethics is a concept that is contrary to research misconduct, which lacks substantive truth in researcher interpretation, derivation, and interpretation before and during research. Researchers around the world must follow the rules and principles of research ethics when conducting research. The

research subjects and approaches differ from each other, such as social science, which mainly studies contents related to human behavior, and natural science, which studies natural phenomena and studies natural structures and living things. However, the ethical rules to be equally controlled are social and natural sciences, as well as research ethics that all sciences apply equally. In other words, research ethics is a bible like the temple of research, researchers, and scientific exploration.

It was in the late 1990s that research ethics began to become the first social issue in Korea. At that time, the case of a professor at Kyung Hee University, which published a paper plagiarized in a world-renowned research journal such as Nature, triggered the incident, but the decisive event in which research ethics became a national concern was the so-called "Hwang Woo-Suk embryonic stem cell incident".

Since then, various research ethics problems, large and small, have emerged as social issues in Korea, and researcher's fraud has become a hot topic. Globally, in 2005,

1 Chief Researcher, Reve Corporation, Korea.

2 Professor, Department of Health Care Management, Catholic Kwandong University, Korea.

3 Professor, Department of Health Care Management, Catholic Kwandong University, Korea. Email: leokwon@naver.com

© Copyright: The Author(s)

This is an Open Access article distributed under the terms of the Creative Commons Attribution Non-Commercial License (<http://creativecommons.org/licenses/by-nc/4.0/>) which permits unrestricted noncommercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

several research injustices appeared at once, and retrospectively applied to the research targets, followed by Eric T. Poehlman's research misconduct, in which many research papers were fraudulent.

Indeed, in developed countries such as the United States and Europe have attempted by the government and university to prevent researchers from research misconduct. The United States is a representative country that has made efforts at the governmental level to prevent research misconduct since the 1980s, and in 2000, the United States Federal Government enacted the provision of the "Federal Guidelines for Research Misconduct." A characteristic of the US research system is that research misconduct is explained as three major acts of fabrication, falsification and plagiarism (Han, 2013). Since the 1990s, the European countries such as the United Kingdom and Germany have strengthened research ethics to prevent research misconduct and to introduce and apply many devices to verify the authenticity of research.

South Korea also attempted to establish standards by collecting opinions from various public hearings, including academics and science, after Hwang Woo-Suk's former of Seoul National University professor team's embryonic stem cell research operation. The Ministry of Education established and implemented "Guidelines for Securing Research Ethics" on February 8, 2007. In universities and research institutes across the country, the Research Integrity Committee has established to comply with research ethics and to verify research misconduct.

In addition, there are two types of research ethics: research method ethics and researcher ethical principles. Specifically, ethics in research method refers to human ethics as a tool for research and human beings as the aforementioned research subjects. The researcher's ethical principles include protecting the privacy rights of each research subject, prohibiting manipulation and concealment of research results, prohibiting others from plagiarizing research, prohibiting the intervention of a biased subject during the research, and prohibiting the use of research for unethical purposes. However, what is frequently mentioned in the media recently is the ban on plagiarism by others.

In fact, the purpose of any research by a professor or researcher is to grasp the truths that have identified unidentified actual causality, and ultimately to improve the quality of life that makes human life more convenient and enriching. Therefore, it is most important to study in accordance with the researcher's ethical provisions with a clear purpose and mission. Researchers must know and adhere to, among other things, the high standards that must be followed to ensure authenticity in research and the guidelines or policies presented to promote "responsible research performance (Lee, 2012a).

The recent trend of research ethics is a trend leading away from existing ethical and moral advice or recommendations and leading to legal application by compulsory application of relevant legal provisions such as copyright law and defamation. This tendency tends to become more and more compensatory and enforceable over time.

In general, examples of violations of research ethics that occur mainly in Korea are copyright infringement, plagiarism, duplication, forgery, tampering, non-reproducible research, and unfair thesis authorship (Ministry of Education, Science and Technology, 2011). In this study, we will focus on "plagiarism". Plagiarism is the largest part of research ethics violations (Lee, 2007). Plagiarism, which is beyond the academic honesty required for establishing research ethics, is becoming an issue in connection with ethical issues of high-ranking officials (Park et al., 2011).

The content and sentences of all externally expressed texts should be unique expressions and ideas of the author who wrote them. However, if you simply want to apply someone else's ideas or works without sacrificing your own sacrificial devotion and effort, you must quote them in an appropriate and legitimate way. The important point is that the research progress direction based on the author's own thinking must be the center of the entire text or sentence. However, the works cited from others must be researched from the view of being part of text. The case where a person's thoughts or ideas are illegally used in his or her own expression method without following the research ethical expression method defined as this is called "plagiarism". Plagiarism can be said to mean all the acts of infringement of another person's copyright, and broadly, the act of making others' works appear as their own creations (Lee, 2007).

Based on the Center for Research Ethics Information, this study analyzed the total of 17 cases from October 3, 2017 to June 16, 2020. In particular, this study has studied "Plagiarism that improperly uses others' works or original ideas as if they were owned without proper sources. The main purpose of this study is to identify the cause and problem of one plagiarism and suggest a solution.

2. Plagiarism, Copyright, Citation, Self-plagiarism

2.1. Plagiarism and Copyright

Plagiarism refers to the act of using without citation as if it is your own original research, while imitating some or all of the research, academic papers, or other articles written by others. Plagiarism not only occurs in all academic fields,

but despite the fact that plagiarism, which accounts for the largest portion of research disorders, has frequently occurred in our society and has become a social issue in recent years, academics and universities have found it. It is that they are not so seriously aware (Lee, 2007).

It is similar to plagiarism and copyright infringement, but differs strictly. Plagiarism is related to research and artistic ethics that a person should have in the field of creation, such as academic or artistic activities, but copyright infringement is literally linked to legal issues that infringe the rights of others, that is, property rights. Specifically, it is plagiarism to imitate the copyrighted work of another person whose copyright has been extinguished without proper citation or source, but it is not a copyright infringement because the rights have already been extinguished. Plagiarism is a type of copyright infringement, but it is a characteristic that distinguishes it from general copyright infringement, and it has a higher possibility of ethical criticism because it has added a deliberate act factor of 'presenting someone else's work as if it were his work' (Hwang et al., 2014).

The Korean Society for Public Administration (2013) defines 'plagiarism as the arbitrary use of intellectual property of others without declaring the source clearly even if it is intentionally or unintentionally.'

Of course, plagiarism and copyright are closely related. In countries or societies where the protection of copyright rights is not strongly restricted, the regulation of plagiarism is not strongly restricted. On the other hand, the countries and societies where copyright protection is protected have more stringent national and social regulations on plagiarism. Plagiarism and copyright are closely related.

2.2. Plagiarism and Citation

Citation refers to the use of other people's ideas or works while accurately identifying the source with appropriate quotation marks. Plagiarism includes direct citation in the way of quoting the original text as it is, and indirect citation in the way of summarizing the original text by changing it to one's own thoughts or expressions. In the case of direct citation, quotation marks (quotation marks) are displayed in the text or sentence. If there are too many unnecessary direct citations, the flow of the text may be disturbed. No sign is used, but it should be clearly distinguished from one's own writing or thought. Revealing the source of the work of another person cited not only acknowledges his achievements and shows respect, but also plays an important role in telling the reader exactly what information is needed, and quotation is a legitimate way to honestly acknowledge (debt) the debt owed to the original author (Lee, 2012b).

2.3. Self-plagiarism

Self-plagiarism is also called duplicate publication or duplicate publication. This means that the author's own source is not indicated while almost or equally re-using almost all of his work. Self-plagiarism in this case also has an ethical problem with itself, but legally, if the author's own copyright has been transferred to another person, there may be a big legal dispute.

In general, self-plagiarism becomes a major social issue when professors or researchers claim that the results published outside are new creations. Self-plagiarism is not a big problem in professional and socio-cultural criticisms written in newspapers or magazines, but when it comes to issues such as copyright infringement that cause legal problems, it creates a huge social impact. The boundary between self-plagiarism and the extent to which the previous work is quoted and reused is not clear. This is because there is a difference in perspective and practice on how to understand and use self-plagiarism for each academic field, to what extent it is considered self-plagiarism, and what is the basis for this (Lee, 2009).

Self-plagiarism tends to be permitted within a limited range, ethically or legally, by quoting and using some content from almost any work. Organizations such as expert organizations and computer society have established policies to deal with self-plagiarism, but external regulations on self-plagiarism are often left to the parties themselves.

Meanwhile, some universities and editorial boards have decided not to regulate self-plagiarism at all. The group provides a reason for the logical contradiction of stealing from its work. However, publishing previously written and published works, whether in part or in whole, without justifiable references to the source, is responsible for creating plagiarism, which can cause controversial issues with respect to copyright. In conclusion, self-plagiarism is a concept of self-deprecating and can be pasted in all cases where the previously published work is reused, but there are some legitimate cases. Therefore, self-plagiarism is an issue mainly raised in the academic code of ethics, and copyright infringement related to this is a matter related to the actual laws of each country, citation status, and contents, and needs to be distinguished from each other.

3. View point of plagiarism

3.1. Research and academia

Plagiarism in texts, papers, and reports is generally considered to be a serious research misconduct that steals the thoughts of others, and the subject or research can be

subject to zero sanctions. Suspension or expulsion may be applied by research and academia even when the degree of imitation is severe (eg, professional imitation of a thesis or report). Plagiarism by researchers, teachers, and professors can be a reason for disciplinary action, such as loss of credibility, and even honesty or dismissal in research institutes and schools. Plagiarism charges against researchers, professors. They are notified from the research ethics committee within the organization by discussing the extent and scope.

However, there is a point in that the extent and extent of plagiarism in ethics or law are not clear when researchers, scholars, and professors publish papers in the following cases. For example, they publish research papers in specialized academic journals, some of which are published in non-academic journals or reports. This is the case when they are translating into foreign languages and presenting papers or achievements in foreign countries. They publish research papers in their own textbooks or academic books. This is the case when they publish a student's dissertation as if it were their own research. It is the case that they divide the research paper into each area and publish it separately. To solve this, the academic community should prepare more appropriate and useful anti-plagiarism regulations and sanctions against the violations through mutual comparison and review of plagiarism regulations (Park et al., 2011). Recently, there is a tendency to request a certificate of 10 to 30% of the range of plagiarism using a research plagiarism searcher before presentation. However, the root cause of plagiarism must be founded in the problem of cognition based on student learning ethics, and the plagiarism prevention system is of no use unless plagiarism and university students' research ethical practice is followed (Park et al., 2011).

3.2. Media and broadcasting

In order for the media or broadcasters to have authority, the quality or accuracy, accuracy, promptness, consistency, and professionalism of the information they report requires, and in this case, the public's credibility will increase. If the sources of information distributed by reporters, editors, reporters, announcers, and anchors are not identified, the morality of the newspaper or broadcast is compromised and the credibility is automatically lost. When the media or broadcasters are accused of plagiarism, the press service will be temporarily stopped, and an investigation committee will be formed within the company to determine whether or not, it will be established. Therefore, the information handled by the media and broadcasters is highly popular and ripple, so it is necessary to be cautious about plagiarism or copyrighted works.

3.3. Online plagiarism

Content scraping refers to copying the contents of another person's (other organization's) information, images, pictures, text, figures, numbers, or knowledge from an Internet website or SNS, and emulating and using it as if it were their research. In order to prevent such easy copying on the Internet, each institution or copyright holder has developed various methods for preventing online copying, such as preventing a click of a computer mouse or displaying a warning or warning about plagiarism or copyright. Even in the case of plagiarism, where the copy goes beyond simple plagiarism and is linked to copyright infringement, the legitimate owner of the content may respond to the plagiarist or to the site owner or the domain server administrator on which the site is opened. In other words, it is plagiarism when someone expresses another person's ideas or thoughts as if they were their own creations. In this case, plagiarism, unlike research plagiarism, is a much stronger legal and damages issue than research plagiarism because of its nature and popularity. However, due to the nature of the Internet, it is quite difficult to ask online service users for copyright infringement. Because it is clear that individual online service users who have infringed copyright on the Internet take civil responsibility as direct infringers of copyright, it is often difficult to identify who is the infringer because of anonymity, one of the characteristics of the Internet. And even if you try, individual online service users do not have enough property, so they cannot give full relief to copyright holders (Lee, 2010).

3.4. Legal relationship of plagiarism

Plagiarism is often referred to as the theft of knowledge, but in a judicial sense it tends not to be strictly a criminal matter. Plagiarism is not considered a criminal offense from a legal theory point of view. However, plagiarism is mostly a monetary and damages-related civil case between the original author and the plagiarist. In other words, in relation to plagiarism, cases such as unfair competition such as infringement of moral rights and copyright infringement can be the subject of contention between parties in court. However, while the utilization and effectiveness of intellectual property rights are very high due to the tremendous development of information technology such as IT, IOT, and ICT based on the Internet in recent years, there has been a tendency to argue that plagiarism and copyright infringement should be included as criminal crimes. Accordingly, there is a need to revise the copyright law that accurately defines the correct legal concept of plagiarism by linking it with copyright, or to enact new laws related to the legal use of works in the digital media

era used as a new means of information exchange (Park et al., 2011).

4. The Supreme Court's judgment and summary of the cases of violations described in the Center for Research Ethics Information

4.1. Center for Research Ethics Information and Research ethics violations described in the Center for Research Ethics Information

CRE(Center for Research Ethics Information) is a public institution of research ethics by the Ministry of Education and the Korea Research Foundation. CRE, which was established and started in 2007 for the purpose of providing research ethics information and spreading awareness, provides research ethics education contents and prompt and accurate counseling services for research ethics after the stem cell thesis incident in 2005. In addition, internationally, it is research ethics center that introduces international

trends to domestic researchers and actively provides important research ethics related information by establishing case studies and implications for advanced countries in research ethics while establishing overseas networks.

In this institution, the total of 17 cases were reported from October 2017 to June 2020 as violations of research ethics. Of these, 4 cases of co-authoring of textbooks, 3 cases of thesis plagiarism and degree cancellation, 2 cases of research ethics violation and dismissal of employment, 2 cases of research ethics violation and school cancellation, 2 cases of plagiarism and dismissal of research thesis (actually, 1 case)), 2 secondary copyrights, and 1 violation of research ethics. One of the remaining two cases is one that violates research ethics of a person who provides or uses sperm (egg), and the other one is data manipulation. Seven cases were decided, which was the final judgment of the Supreme Court. In relation to plagiarism, which is the subject of analysis in this study, the Supreme Court ruling emphasized the importance of plagiarism in one case.

Table: A total of 17 cases of research ethics violations described in the CRE

No.	Research ethics violations	Court of judgment
1	Thesis plagiarism and degree cancellation	Seoul Eastern District Court
2	Plagiarism of research paper and dismissal of the Institute of Architecture	Seoul High Court
3	Plagiarism of research paper and dismissal of the Institute of Architecture	Supreme Court
4	Textbook co-writing and copyright	Busan District Court
5	Plagiarism and Master's degree cancellation	Seoul Eastern District Court
6	Violation of research ethics and termination of employment	High Court
7	Second copyright	Seoul High Court
8	The meaning of 'hierarchy', which is a requirement for the establishment of civil service offenses	Supreme Court
9	Withdrawal from dismissal of employment due to violation of research ethics and change of school foundation	Supreme Court
10	Plagiarism of research paper and dismissal of the Institute of Architecture (same as No. 3)	Supreme Court
11	Research ethics of people who provide or use sperm (egg)	Supreme Court
12	Co-authoring	Uijeongbu District Court
13	Co-authoring	Uijeongbu District Court
14	Plagiarism and dropout	Seoul Administrative Court
15	Plagiarism and degree cancellation	Seoul Administrative Court
16	Co-author	Supreme Court
17	Data manipulation	Supreme Court

4.2. Plagiarism case to be analyzed

1) Supreme Court's date of sentence and judgment

The Supreme Court sentenced on October 27, 2016 for the case of “plagiarism and invalidity of employment” posted on the CRE on October 3, 2017.

2) Summary of Plagiarism and invalidity of hiring

The main content of this case is a case where a researcher submitted a doctoral dissertation against the president of the OO Architects during the recruitment process of the OO Architects Office to stop unfair dismissal because it is not a violation of research ethics. However, the president of OO Architect decided that the researcher's Ph.D. dissertation submitted during the recruitment process plagiarized the books of Japan's Sowe 1 and other Japanese authors. In addition, the president of OO Architects was dismissed because he thought that the submitted Ph.D. dissertation was a plagiarism using the researcher's own master's thesis without proper sources, and that there was a critical defect in the recruitment process.

Therefore, this case is a case in which the contents and scope of plagiarism and self-plagiarism of others and the plagiarism relationship with the doctoral dissertation and the acquisition of this dissertation thesis are mixed. The Supreme Court finally ruled on the case. Through this judgment result, this study is considered to be helpful in analyzing comprehensive standards and judgments on violation of research ethics and dismissal, such as the extent and method of plagiarism, the content and scope of self-plagiarism, and whether plagiarism is the reason for dismissal.

3) Major Supreme Court rulings and considerations for research ethics violations and job cancellation

① Research Ethics Violations 1

- Criminal charges

Unfair use of other people's works or original ideas as if they were without proper source

- Supreme Court judgement

The above is typical of research misconduct and corresponds to typical plagiarism. Depending on the nature of the writing or the academic field, there may be differences in the degree of source labeling required, but the source labeling must be done in a way that is deemed reasonable depending on the use of the work (see Article 37 of the Copyright Law)

This is a representative plagiarism, and the researcher should use appropriate quotation marks and strictly distinguish between citation and his subject.

② Research Ethics Violations 2

- Criminal charges

When directly translating foreign literature and quoting it in your own writing

- Supreme Court judgement

Researchers should indicate foreign documents as sources, and when quoting translations of foreign documents, the foreign documents should be indicated as the original source and the translated as secondary sources in a reasonable way.

The researcher should clarify the proper citation mark regardless of whether the foreign literature is foreign or Korean. Similarly, in the case of translating and compiling a foreign application in Korean, the original source must be specified.

③ Research Ethics Violations 3

- Criminal charges

When a researcher writes alone by quoting some of the previous works that are co-authored with others

- Supreme Court judgement

In principle, the researcher bears the obligation to indicate the source, and even if the co-author is an edited work or a combined work, if the researcher's own writing exceeds the author's own part, the author is responsible for the source indication. .

In simple, the researcher should cite the source clearly in the research content, regardless of whether it is his own author or co-author.

④ Research Ethics Violations 4

- Criminal charges

When there is a part in which the author's work is cited without proper citation in the author's work

- Supreme Court judgement

ⓐ It cannot be said that there was always a perception or intention to imitate the writings of others and try to do as the author himself.

ⓑ However, if the author makes a considerable degree of difficulty in distinguishing the author's writing from the author's writing by quoting the author's writing without reference to the source in the body of the writing, it is comprehensive and general in other parts of the text, such as the preface or references. Even if the cited material is marked with, the recognition and willingness to imitate the writings of others and to be like the author's own will be judged unless there is special circumstances.

ⓒ Plagiarism about academic writing hinders the normal verification of the academic world and blocks the

virtuous cycle of original research and academic development, so it appears not only in the authors of the victims whose plagiarism is plagiarized, but also in readers, thesis review institutions, authors' affiliations, and academia. However, plagiarism cannot be denied only if the author agrees that the author's prior writing is used as if it were his own without proper indication of the source.

The Supreme Court's ruling clearly determined that unauthorized use of other people's writings implicitly constitutes plagiarism, as is conventional practice. Even if they allow others to use it without citation, it is a ruling that they should be clearly quoted.

⑤ Research Ethics Violations 5(self-plagiarism)

- Criminal charges

It is natural for the author to use a part of his or her previous research in the process of deepening or developing the study or thought, and it is natural for the author to make a new work using his or her previous work and indicate the existence of the previous work as a source.

- Supreme Court judgement

① Compared to the case of quoting someone else's writing, the required level of source labeling is alleviated, but if the existence of one's preceding works is not revealed at all, academics, readers, etc. are deceived as if they were the result of the research of the following works. As a result, exaggerated evaluation of the research achievements of the later writings is made, and proper verification of the later writings cannot be made.

② If the author's own prior writing is used to make a new writing, and the existence of the previous writing is revealed through a certain source indication, the part newly added to the subsequent writing is not original or is not recognized as a new one, so if there is no contribution to the academic field it would be against the expectations of the readers who recognized the later work as a new work. In all of these cases, so-called 'self plagiarism' can be evaluated as research misconduct in accordance with atypical plagiarism or plagiarism.

Although citing your work tends to be somewhat relaxed than quoting others' work, the Supreme Court's pinpoint must be clearly quoted, even if it is your own work, otherwise it will be referred to as 'self-plagiarism'.

⑥ Research Ethics Violations 6

- Criminal charges

When there is a time gap between when the work of plagiarism is created and when the plagiarism is judged.

- Supreme Court judgement

① Unless otherwise specified, plagiarism should be judged according to research ethics at the time of writing.

② Research ethics refers to universal and normal standards that researchers must follow based on social beliefs or academic perceptions, and is not necessarily limited to the research ethics regulations in the literature.

③ Even if a researcher did such an act before plagiarism's research ethics provision was introduced as a plagiarism, it is not because of this situation that the act cannot be viewed as plagiarism. .

The Supreme Court presented a clear criterion that the temporal criterion for judging plagiarism was not the time to judge plagiarism of the work, but the time at which the work was prepared.

⑦ Research Ethics Violations 7

- Criminal charges

If it is a question whether plagiarism of a specific paper
- Supreme Court judgement

① First of all, it is determined whether the thesis is plagiarized by itself in the academic field.

② If a separate legal relationship is formed due to plagiarism of the paper and a dispute over the legal relationship occurs and is subject to judicial review, the court has the final authority to decide whether the paper has been plagiarized. The court is not bound by the author's affiliation, thesis review institution, academic organization, etc., and should judge the plagiarism in a reasonable way, without reference to the opinions of experts in the field.

This means that the court can refer to the opinions of experts and professors when judging whether a paper is plagiarized, but the court will eventually judge it.

⑧ Research Ethics Violations 8

- Criminal charges

For those who wish to obtain a Ph.D., in the process of screening for a Ph.D. dissertation, it is natural that a revision of the thesis should be prepared and submitted back to the judges in the process of supplementing professor's guidance and judges' errors. However, once the dissertation has been reviewed, the final copy of the dissertation is submitted and the doctoral degree has been awarded.

- Supreme Court judgement

Minor misspelling corrections that do not affect the content of the article or its verification may be allowed. However, it is not permitted to submit a modified version of a doctoral dissertation to a degree-granting institution and replace it with the original doctoral dissertation. This is true even if you want to add a new indication of the missing source to the citation of the previous work among the original doctoral dissertations.

After the doctoral dissertation examination is completed, it is not allowed to submit a doctoral dissertation that has been modified or added to the school without the judge's knowledge at all, and it is not allowed to add new citations that the judges do not know.

⑨ Research Ethics Violations 9

- Criminal charges

Employers are restricted from dismissal because they cannot dismiss them without good reason, so even if the reason for dismissal is recognized, there is a reason for the worker to be so liable that social relations cannot continue the employment relationship.

- Supreme Court judgement

Ⓐ In this case only, the justification for dismissal is recognized.

Ⓑ This is true even when workers are required to have a degree above a certain level as a condition of employment, and if a worker submits a thesis in this regard, they are dismissed because there is a defect in research misconduct such as plagiarism in the thesis.

When a researcher submits a plagiarized doctoral dissertation to the company during hiring, it means that the company is justified to dismiss the researcher for plagiarism.

5. Summary and Conclusion

Research ethics is a code of ethics that should be ruled by everyone who explores. The conventional practice, the plagiarism of others and self-plagiarism has been shown to be relaxed in the academic and scientific fields, but it is natural that the ethical standards must be strictly observed in the knowledge industry according to the new normal.

As seen in the case of this study, the Supreme Court's verdict on plagiarism requires clear sources, whether it is plagiarism or self-plagiarism, and the criterion for plagiarism is the time of writing the work, and the final judgment will be conducted by the court. Evidence-based sources indicate that the researcher or professor provides a

lot of anticipation to the academic development and readers who read it. In addition, it is necessary to revise and submit the thesis judge's point of view in the thesis for doctoral dissertation within the proper and reasonable scope. The implications are also very large. Lastly, the reason for dismissal of a doctoral dissertation plagiarized at the time of recruitment is recognized. The recruitment conditions are all considering the expertise, uniqueness, research situation, environment, etc. obtained by studying the Ph.D. course, rather than the Ph.D. degree itself, so that the Ph.D. disregards the truth and the plagiarism of research ethics that is unjustified (others, self). It should be borne in mind that a degree obtained through such may be a cause of invalidity of employment. It is considered to be a very important ruling to inform the rigorous alertness to the generosity of research ethics or plagiarism that has been prevalent in Korean academic and scientific circles.

Finally, some alternatives to prevent the plagiarism problem are proposed as follows.

1. Research ethics should be institutionalized in educational institutions or research institutions. About 17.1% of research ethics and integrity committees and IRBs (Institutional Review Boards) were simultaneously installed in universities and research institutes (Kim, 2014).

2. Research ethics education should be strengthened in universities and research institutes. Few institutions or colleges do not know about the "Guidelines for Securing Research Ethics" under the delegation of the Academic Promotion Act, or they do not have regular institutions to conduct periodic education.

3. Research is usually conducted at university by submitting a report for undergraduate students, a master's thesis, doctoral dissertation, professor, and research institute. Reports of plagiarized content, reinforcement of penalties for master's and doctoral dissertations, and training of plagiarism, especially recruitment, can be the cause of dismissal.

References

- Ha, Y.T. (2015). The new paradigm of broadcasting copyrights due to the development of broadcasting communication Technology, *Journal of Law and Politics research*, 15(4), 1629-1644.
- Han, S.Y., & Im, E. O. (2013). Comparative Analysis of the Laws and Institutions Related to Academic Research Ethics of Major Countries, *Journal of Asia-Pacific Studies*, 20(3), 195-228.
- Hwang, H. J., Kim, D. H., Youn, M. K., Lee, J. W., & Lee, J. H. (2014). The Standard of Judgement on Plagiarism in Research Ethics and the Guideline of Global Journals for KODISA, *Journal of Distribution Science*, 6(53), 15-20.

- Kim, G. S.(2014). A Study on the Policy Direction foEstablishing Research Ethics, *The Society of Digital Policy and Management*, 12(9), 35-46.
- Lee, J. D. (2010). Copyright Infringement phenomenon on the Internet and the ways of the police handling, *Korean Police Studies Review*, 9(1), 163-184.
- Lee, I. J. (2007). The Understanding of Citation and Plagiarism for Establishment of the Research Ethics, *Ethics Research*, 1(77), 257-280.
- Lee, I.-J. (2009). The Issues of the Self-Plagiarism and the Establishment of Research Ethics, *Ethics Research*, 1(73), 1-19.
- Lee, I. J. (2012a). Series 1. Research Ethics, Why Is It Necessary?, *Asian J Beauty Cosmetol*, 10(2), 195-204.
- Lee, I.-J. (2012b). Series 3. Plagiarism and Proper Citation, *Asian J Beauty Cosmetol*, 10(4), 739-745.
- Park, J. W., Lee, S. H., & Choi, S. B. (2011). Practical Strategies for Preventing Plagiarism and Protecting Copyright with Establishing Research Ethics, *The Journal of Law of Education*, 23(2), 27-50.