

# Impact of Work Place Ethics on Employee and Organization Productivity

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## ABSTRACT

*A business with good ethics is successful. Workers who have a strong work ethic conduct themselves like experts in every manner. The study found that employees' work ethics had an impact on how well they performed. The results of the study indicate that employees' work ethics are deemed high on three dimensions: intrinsic motivation, moral attitude toward work, and attitude toward the task itself. Their task and contextual performance, as well as their work performance, are all good, and their counterproductive behaviour is low. Results showed a substantial link between individual work performance and work ethics. When examining the various aspects of work ethics, however, it becomes clear that only the attitude toward the work itself and intrinsic motivation impact an individual's ability to execute on tasks in a given setting. Furthermore, a moral perspective on the task influences counterproductive actions.*

*One's work ethic is the ideas, values, and beliefs that influence one's behaviour and decisions in both personal and professional spheres. Speaking of it in the workplace context, most workers believe that a strong work ethic is a must for any successful team member. Every level of the organizational hierarchy directly correlates with work ethics and the volume and Caliber (comprehension, correctness, and timely completion) of work completed by employees. This study looks at how etiquette and unethical behaviour affect employee loyalty and productivity in India.*

**Keywords:** *Work ethics, profitability, integrity, self-discipline, teamwork, and task performance*

## INTRODUCTION

Ethics are the rules that specify what constitutes decent, good, and right behaviour. Although they offer a mechanism to weigh and choose between conflicting possibilities, such principles may not necessarily prescribe a single "moral" course of action. Ethics focuses on the proper conduct of a moral person, while values are the internal assessments that dictate an individual's actual behaviour. When values relate to opinions about what is right and wrong, ethics are involved.

The majority of values, however, are unrelated to ethics. Health and wealth, for example, are values, but they are not ethical values. The negative effects of advertising on society and culture cannot be avoided, despite its immense importance. Values are the internal assessments that dictate an individual's real behaviour, while ethics deals with how a moral person ought to behave. When it comes to ideas about what is right and wrong, values are ethical. However, most values are unrelated impact of Work Place Ethics on Employee and Organization Productivity with ethics. For example, having money and being well are values, but they are not moral values. While advertising has a great deal of importance, its negative effects on culture and society cannot be avoided. A commonly recognized set of moral principles is referred to as ethics. Morality characterizes an action's goodness, badness, or rightness or wrongness. Values refer to one's own criteria of what is significant or worthwhile. People's sense of right and wrong is often shaped by their religious beliefs, cultural heritage, family upbringing, personal encounters, legal standards, institutional principles, professional ethics, and political customs. Personal and professional views on ethical principles like citizenship, fairness, respect, responsibility, trustworthiness, and caring differ over time, between cultures, and even within the same society. They have historically caused constant conflict, including wars. Strong moral convictions about right and wrong are perfectly acceptable on both a personal and professional level. Regrettably, some people are "moral imperialists" who try to force their moral beliefs on others. The universal ethical principle of respect for others forbids self-righteousness in matters of justifiable controversy and requires respecting each person's autonomy and dignity.

## Ethical Conduct and Relations with Employees

Ethical conduct and employee relations within any workplace are essential for overall progress, the manufacturing of goods and services for both local and international markets, the generation of national wealth, the achievement of political stability, and the overall advantages of sustainable human development. Companies that uphold ethical principles impact the welfare of all stakeholders, the productivity of the organization, its resulting profitability, and the macroeconomic growth and development of the country.

The idea of efficiency as it relates to employment relationships is a result of effective employee management, which includes upholding ethical standards in the workplace. The majority of men and women's lives are dominated by their jobs, and managing staff members both individually and collectively continues to be a key aspect of organizational life. In its entirety, work is the fundamental determinism that underpins the development of nations, organizations, and human lives. The efficiency, productivity, output level, and performance that are produced by institutional labour or a group of individuals known as workers do improve the fortunes of nations.

## REVIEW OF LITERATURE

The Oxford Advanced Learner's Dictionary defines ethics as "the science which deals with morals" Ethics is the systematic study of the fundamental principle of the moral law; or as normative science of human conduct. This implies that ethics is a normative science, as distinct from the descriptive or empirical sciences. Moral principles that form the subject matter of ethics are about the way people ought to behave in terms of commitment to their work and their team, integrity, and being self-disciplined. It follows that ethics, primarily is the critical investigation of the norms of conduct to which human actions ought to conform.

**According to Justin Kuepper (2013)**, Investing in India may seem foreign to many in the United States, but the country's positive demographics and rapidly growing economy make it a great opportunity for international investors.

**According to Rick Ferri (2013)**, what was not expected or reasonable was how the fund company chose to compare the hypothetical results of the new global index with ETF investment because those comparisons make the hypothetical global index look spectacular.

**According to Eric Dutram (2010)**, Transparency International ranked countries from least corrupt to the most corrupt, taking into account the results of 13 independent corruption surveys. The top of the list consists of countries such as New Zealand, Denmark, and Singapore with countries such as Somalia, Afghanistan, and Myanmar at the very bottom (India ranked 84th)

## Statement of the Problem

Ethical business practices are becoming more and more important in this age of globalization and multinational competition since they help build relationships with a variety of suppliers and customers based on mutual trust. Making moral decisions is therefore crucial in the modern business environment. Remember that there are numerous legal, moral, and ethical considerations when using the Internet and e-commerce. A new set of ethical issues will arise for companies venturing into the e-commerce space. Businesses often get distracted by the technical difficulties of doing business in this manner and fail to consider the ethical ramifications.

The study of ethical issues that affect business performance, which can then have an impact on India's complex society at different levels, is lacking in certain areas. This study aims to compare different ethical issues in the current business environment and highlights the main conclusions for the best business ethical practices: an Indian perspective in the current business environment.

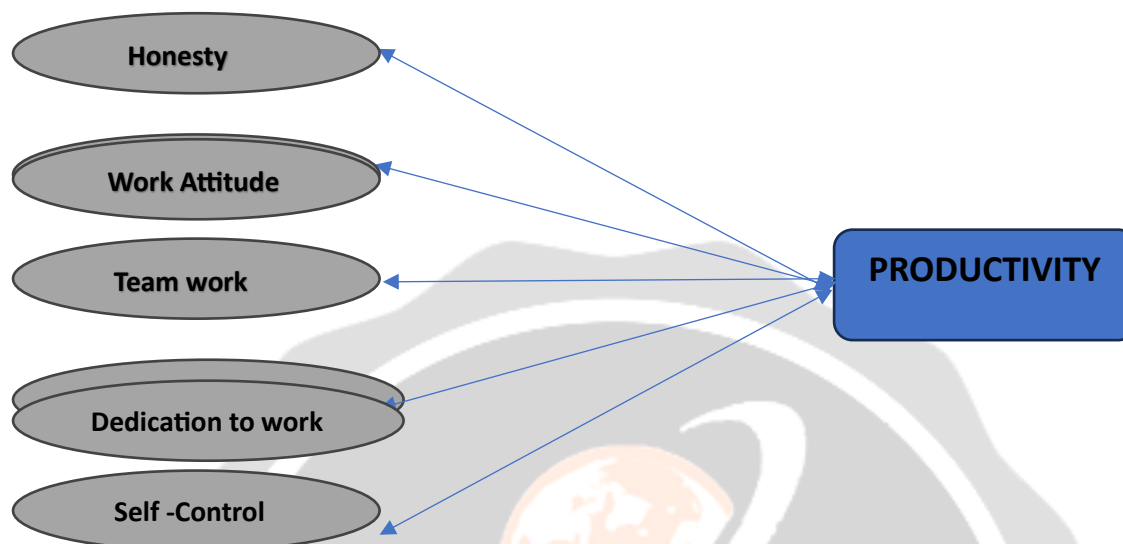
Naturally, etiquette has been impacted by the productive enterprise's panic to meet corporate objectives and workers' demand for equity. integrity, self-control, and consequently the degree of output and performance within the parameters of the working relationship.

## OBJECTIVES OF THE STUDY

To examine the necessity of ethical practices in businesses.

To research how the influencing factors affect workplace ethics in the study, levels of productivity.

## CONCEPTUAL FRAME WORK OF THE STUDY



### Impact of Work Place Ethics on Employee and Organization Productivity

**Honesty-** There are numerous manifestations of honesty within the workplace. Forms can take on different shapes, but most importantly, they involve having. Honourable qualities and ethical standards in one's work consist of good judgment and integrity reliability, and faithfulness. Demonstrating a strong sense of honesty and trustworthiness in the workplace implies that:

You can be counted on and trusted You engage in and promote open and transparent communication, sincere communication. Your actions are your responsibility.

It is essential to uphold honesty in the workplace for employees across all levels, with a particular focus on you to keep progressing up the ladder. The act of possessing integrity plays a key role in promoting a transparent and optimistic environment the work atmosphere and a moral perspective towards. The process of making decisions. Having integrity in the workplace is not just advantageous, it is also beneficial. Companies, but it is also advantageous for the industry person. By demonstrating your honesty, if you are a reliable individual, your colleagues and superiors will have trust and admiration for you.

### Ways to show sincerity in the actions.

**work environment show respect and adhere to the guidelines set by the company:** Workplace policies are established to provide you with guidance. optimal methods for all aspects, from behaviour to attire guidelines. Abiding by the guidelines of your company. allows you to make educated choices depending on the principles and goals of the company.

**Be prepared to put in the effort -:** Many of us are familiar with individuals. Who are ready to assign tasks but reluctant to participate getting their hands filthy. Employees who have honesty and ethical values, at on the contrary, are ready to surpass and exceed. Assist others while focusing on one's own tasks. Determine if it is necessary based on the circumstances.

**Set a good example through your work ethic and behaviour:** Having a positive outlook toward others is key to establishing a firm foundation. The basis for what you, treasure most is other people specifically individuals who are under your supervision. Employed upholding a superior level of quality and preserving exemplary behaviour serves as a positive influence on others to do the same.

**Honor the viewpoints of others, even if you disagree:** I concur with their opinions - Regardless of how wonderful your no matter what the working conditions are, it is likely there will be occasions when you just won't concur with another person's point of view. These conditions. In some instances, it remains crucial to show respect pay attention, and consider the perspective of others. The individual is expressing their thoughts.

**Own up to your mistakes -:** Everyone occasionally makes errors. Taking responsibility for and being answerable for your actions and admitting mistakes shows your honesty and sincerity and willingness to receive and benefit from helpful criticism – both characteristics shared among individuals with a strong level of correlated characteristics about maintaining honesty and ethics in the workplace.

The **Work Attitude** is beneficial for employers and helps managers grasp how individuals will "mesh" with corporate roles, values, and attitudes giving a glimpse of a person's innate traits working methodology, and standard configurations. The findings offer perspectives that result in enhancements in beneficial results like retention, boost efficiency and involvement while reducing in adverse results like employee turnover, challenges in management, and inadequate fitting in with the organization's culture. The WVA has the ability to be utilized. Identifying and fostering top-tier talent across all tiers of the company Identifying and cultivating exceptional talent on a global level across all tiers of the company. Identifying and cultivating exceptional talent on a global level across all tiers of the company.

In order to handle changes in roles, promotions, and advancements change within an organization. To minimize management difficulties and improve employee job satisfaction and a lack of positive morale in the workplace To boost retention rates, productivity must be enhanced involvement of employees. To minimize absenteeism, turnover, lost wages skills, depleted educational tools, and customer displeasure.

Dedication is important because it cultivates "shared vision," as systems scientist and MIT lecturer Peter Senge put it. Senge states in *The Fifth Discipline*, his groundbreaking book:

A common vision within a company transforms the way that people interact with it. It becomes "our company" instead of "their company." A common goal inspires team members' aspirations. It gives work a more meaningful purpose. It evokes passion, excitement, and a sense of immersion.

## CONCLUSION AND RECOMMENDATIONS

The desire to achieve and uphold a high level of efficiency is essential for setting up enterprises and business. Morally correct thinking in labour control partnership is an accompanying factor in - or - Alliance is a simultaneous occurrence with development within an organization. Highly significant the significance is considerable efficiency it is crucial for every - stakeholders to adhere to ethical behaviours in their action interactions with each other. This has to be shown publicly through optimistic outlooks; dedicated collaboration, strong ethics, and personal accountability. the factors stated above act as signals of organizational progress. This means that attempts need to be made to guarantee and follow proper behaviour ethical behaviour in workplaces with anticipated objectives of the intricate entity to be achieved. Lack of manners in the workplace Relationships have formed among the employees in various locations. A negative mindset can impede the efficiency the section of Indian laborers for moral reasons resulting in proper observance. it is necessary to match wage expectations with improvement in productivity and performance consistent trend of increasing efficiency shall naturally enhance and maintain salaries and wages positive work environment connection in India.

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