

**WORK PLACE ETHICS AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY****Samuel Paul Isaac\* & Geetha Nagpal\*\***

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**Abstract:**

Good ethics is a good company. Even the finest companies may be wrecked by bad ethics. A continual questioning of the complex difficulties arising from the disparity in productivity and commitment of workers is necessary for the employment relationship framework. This research explores the impacts on employee dedication and productivity in India of etiquette and ethical behavior. For the study, 100 questionnaires were employed for employees in different industries in India, utilizing a descriptive survey investigation approach. The data gathering was based on secondary sources and verified proof. The process of sampling was performed randomly. Structural equation modelling and descriptive statistics helped the data collection. The data was analyzed. Each item was based on a scale of 5 points. In testing hypotheses, AMOS 22 was adopted. The data were provided using SPSS while using Structural Equation Modeling (SEM). The results demonstrate that the ethics and administrative output in India are closely related.

**Key Words:** Self-Discipline, Teamwork, Work Attitudes, Profitability, Work Ethics, Integrity

**Introduction:**

Ethically speaking, behavior is defined as good, correct and right. These values do not necessarily impose a sole 'moral' route, but give a mechanism to evaluate and decide between several possibilities.

**Ethics Morals and Values:**

Ethics deals with the behavior of an honest person whereas principles are the internal decisions that define how an individual truly complies. Ethics are values when it comes to views about what is good and what is wrong. However, most values are unrelated to ethics. For example, health and money desires are values, but not ethical values. There is a considerable significance of publicizing, but on the other hand its detrimental effects on the public and ethos cannot be avoided.

- A commonly agreed set of moral standards is described in ethics
- Morals are descriptive of virtue or evil or good or wrong.
- Values explain what is worthwhile or essential to individual or personal standards.

Most individuals are convinced that religions, cultural foundations, familial backgrounds, personal experience, laws, organizational ideals, professional standards, and political customs are right and wrong.

Over time, moral values such as confidence, reverence, accountability, justice, compassion and nationality alter amongst cultures and individuals of the same company. They are an ongoing cause of historical discord, even war. Nothing is wrong with solid individual or professional ethical beliefs of good and evil, but sadly some are "moral imperialists," who attempt to make their own moral opinions imposed upon others. Respect for others' universal ethical worth requires respect for the self-respect and independence of each individual and warns against sanctimoniousness in areas of reasonable dispute.

**Employee Relations and Ethical Behavior:**

For overall growth, the manufacture of merchandises or facilities, equally for national consumption and global trade or exchange, creation of national riches and the achievement of governmental strength, and the integrated benefits of sustained human progress, moral conduct and work associations in all work establishments are highly essential. The wellbeing of all parties concerned, productivity of the business and consequent success as well as the nation's macroeconomic development and growth is determined by organizations that adhere to ethical norms.

The idea of effective working relationships as applicable depends on good management of people at work, including compliance with the ethical norms of the labor force. Work dominating the lives of most men and women remains fundamental to organizational life both individually and collectively. The overall core of social work is that human lives are ordered, organizations enhanced and countries created as the major goal. In effect, organizations, as created through institutional activity and a group of individuals known as workers, are increasing the wealth of countries via proficiency, output, manufacture and performance.

**Literature Review:**

The dictionary of Oxford Advanced Learner describes ethics as "the science that addresses morality" It is an ethical study of the underlying principle or normative science of human behavior, that is, the underlying basis of moral law. This means that morals is essentially a normal science which differs from vivid or pragmatic science. Ethics are the moral standards of people's conduct with regard to their job and their team, their honesty and self-discipline. The ethical principles the ethics is thus, above all, a critical study of the standards of behavior, to which human activities should adhere [1].

Investing in India may appear strange to many in America, according to Justin Kuepper (2013), but the nation's favorable demographics and the quickly rising economy offer it a wonderful chance for overseas financiers [2]. According to Rick Ferri (2013), the hypothetical findings of the new worldwide index have not been expected or accepted because these comparisons make the global hypothetical index appear fantastic [3].

According to Eric Dutram (2010), the results of 13 independent bribery surveys have been taken into consideration by Transparency International from least corrupt to most corrupt. The top of the ranking includes nations like New Zealand, Denmark and Singapore, with the bottom nations like Somalia, Afghanistan and Myanmar (India ranked 84th) [1, 4-8].

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### Statement of the Problem:

Ethical practices in the business sector are important at this period of globalization and transnational competitiveness, since ties with diverse providers and consumers are formed by ethical standards and mutual trust. Ethical decision-making therefore takes on importance in the business world of today. It is crucial to have in mind that various legal, moral and ethical concerns need to be addressed when utilizing Internet and e-commerce. E-commerce enterprises will face a new set of ethical problems. Companies can easily be side-tracked in this way in the technological obstacles of working and have little attention paid to ethical consequences.

In the study of ethical concerns, there is a research gap that influences the performance of the industry, which can affect the composite culture in India at numerous levels. This learning considers that the present business landscape requires comparison of different ethnic problems and highlights the essential points of taking for optimum business ethics practices: an Indian perspective in the present business situation.

Protocol, honesty, restraint, and in addition the performance and productivity level in the context of the service affiliation have inevitably been impacted by the anxiety of the industrious company to reach commercial objectives and employee wishes for fairness.

### Objectives of the Study:

- To explore the demand in companies for business ethics.
- To research the effects on productivity levels of determining variables of workplace ethics.

### Research Methodology:

Survey technique was the research design. As a tool to acquire relevant and credible research data from 100 interviewees from public and private enterprises the structured questionnaire was employed.

### Questionnaire:

- The questionnaire was separated in two parts; one half comprised the demographic summary of the surveyed data, such as age, sex, marital status, etc., whereas the subsequent part comprised 20 items focusing on witnessed literature-based characteristics, each point based on a 5-like rule. In testing hypotheses, AMOS 22 was accepted.
- Because of the generality and flexibility of the SPSS data were used for the assessment of regression validity and the relationship between the observed variables, the data were used as structural equation models (SEM).

Table 1: Demographic data, frequency and percentage

Demographic Values		Frequency	Percentage %
Sex	Feminine	42	42 %
	Masculine	58	58 %
	Total	100	100 %
Age	< 21 yrs	10	10 %
	21 to 30 yrs	17	17 %
	31 to 40 yrs	29	29 %
	41 to 50 yrs	24	24 %
	> 50 yrs	20	20 %
	Total	100	100 %
Marital Status	Single	33	33 %
	Married	67	67 %
	Total	100	100 %
Scholastic Credentials	Undergraduate	57	57 %
	Post graduate	35	35 %
	PhD	8	8 %
	Total	100	100 %
Designation	Senior staff	36	36 %
	Middle staff	47	47 %
	Junior staff	17	17 %
	Total	100	100 %
Experience	< 5 yrs	34	34 %
	5 to 10 yrs	44	44 %
	> 10 yrs	22	22 %
	Total	100	100 %

### Data Interpretation:

The valid study sample reveals 58 masculine and 42 feminine, respectively, representing 58 percent and 42 percent. There were significant (67%) married and 33% unmarried among the respondents. About 34% worked for less than five years and 44% for 5 to 10 years, and 22% for more than 10 years.

Chi-square value in structural modelling should not be important and the suitable model fit with that measure, the value ranges from 2 to 5, should be regarded to be the difference in standards. From the study it might be concluded that the chi-fit (CMIN/DF=4.234) value is satisfactory. The resulting NFI and CFI values are 872 and 873 and .9 and above are acceptable or good match.

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A significant predictor of organizational productivity are strong links between the factors at work, commitment, team work and discipline. The coefficient of regression between commitment and production is 0.16. Although both the attitude and productivity have a coefficient of value, teamwork and productivity are .13.

Table 2: Summary of Model fit

Model	NPAR	MIN	DF	P	CMIN/DF
Default Model	26	8478	2	014	4.354
Saturated Model	27	000	0		
Independence	12	65.942	15	000	4.376
Model	NFI Delta 1	RFI RHO 1	IFI Delta 2	TLI rho	CFI
Default Model	0.862	0.047	0.889	0.048	0.833
Saturated Model	1.000		1.000		1.000
Independence Model	0.000		0.000	0.000	0.000

From table 2 we see that the observed characteristics like integrity, attitude to work, dedication, the work of teams and discipline exist closely together. A major determinant of organizational productivity is strong correlations between these factors. The coefficient of regression between commitment and production is 0.65. Although both the attitude and productivity have a coefficient of value, teamwork and productivity are 0.16.

### Interpretation of the Data:

The association between integrity and organizational productivity is not substantial. The results from this study demonstrated the detrimental influence of integrity and discipline on the enhanced level of organizational productivity. In other words, both of these variables are acknowledged as postulated claims.

- Autonomy will not help to the productivity of the company
- Stimulating self-discipline at work is necessary to thrive and survive organizations.
- In addition, other hypothesis that work approach, dedication and group work factors are major determinants of administrative output should be dismissed.

The dedication of employees is a decisive role in the productivity of companies, and the absence of cooperation could lead to organizations failures. In organizational productivity, work attitudes have also been demonstrated to be crucial.

### Conclusion:

In order to create commercial and business initiatives, the requirement to reach and maintain a high level of productivity is necessary. Ethical concern is necessary for organizational growth in labor management interaction. It is crucial that all stakeholders adopt ethical behaviors for good production. This must be shown openly by good attitudes, devoted collaboration, high integrity and autonomy. As indices of organizational growth, the aforementioned factors serve. This indicates efforts must be made in order to achieve the intended objectives of the complex organization to assure and perceived decorum and moral behavior in work place. The absence of etiquette in places of work has generated an attitude of productivity among the employees. Indian employee's necessity to align pay expectations and boost throughput and performance if ethical behaviors are to be adequately followed. Naturally, a consistent pattern of increased productivity improves and maintains the salaries and attractive working conditions in India.

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