

WORK PLACE ETHICS IN THE ORGANISATION WITH REFERENCE TO BANGALORE, INDIA

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ABSTRACT

Organizational success involves the actual results as calculated against the organization's expected outputs. Overall, the success of an organization includes defining Outcomes an company needs to achieve, draw up strategies to achieve those outcomes and execute certain strategies, and determine if the outcome can be achieved. Ethics in the workplace maintains a healthy workplace ambience. This ethics in workplace ensure management guides then mentors their workers well. Workplace ethics also go a long way to reinforcing the relationship between workers and their supervisors. The objective of the researcher was to assess the ethical program of employee towards team work and productivity. Sample Size for the research was 100. Sampling Technique used by the researcher was simple random sampling. One can demonstrate a positive ethic for the work successfully. Ethics is basically a particular mode of activity and any task or work in which one takes into account the teamwork of co-workers involved, which is simply one's way towards others and towards work. If asked about your ethics, then speak about how you do that in your career, and being in a position that will please you, make sure you are successful in your current job results.

Keywords: Work place, Ethics, Decision making, Policies, Organization, Success, etc.

INTRODUCTION

The root of the word 'ethics' is Greek ethos, meaning 'character,' in such a sense that an ethical person has character in one. Plato and Aristotle said that 'what we should do' is ethics. Therefore, it involves decision-making and Interpretation which raises questions as to what is right, wrong, right or wrong, moral or just. Described in terms of philosophy, morality and human behavior. That defines the ethics of the workplace is the conviction that one should work diligently above and above minimum expectations, striving for excellence in all areas of the job. Thus workplace ethics can be described as a set of principles that include right ,attitude, right, behavior, respect for others and good communication in the workplace.

Organizational success involves the actual results as calculated against the organisation's expected outputs. Overall, the success of an organization includes defining Outcomes an company needs to achieve, draw up strategies to achieve those outcomes and execute certain strategies, and determine if the outcome can be achieved. Non-profit organization describes as an organization performing a wide variety of service delivery,

creativity, activism, articulate and leadership development, community -building and democratization roles in the diverse fields throughout the world.

REVIEW OF LITERATURE

Thomas (2013), According to him, he claimed that assurance of workers can have consequence. Better work performance, attendance and workplace citizenship behavior. He also argued that marginally confident workers are inclined to make errors on the job and resource sufferers. It shows that being ethical at the same time is not so collective for the employee with limited dedication; subsequent lack of commitment can also mean inequality at work which is the result of refusal to work place ethics.

Van Nessetal (2010), in his exploration paper, he described that employee commitment might be influenced by an individual's work ethics resulted by strong working environment morals. Contended that the association superior, work environment morals must be created to control Workplace activities which will definitely help representative dedication.

Maicibi et al (2013) According to him, The main purpose of the study was to investigate and resolve the following significant criminal and unethical problems, including corruption, organizational asset theft, and organizational false or misleading advertising. This suggests that the capacity of human resources managers and/or organizations to react and track these ethical issues is very much required.

Komari et al (2013) In this research paper, The research's main objective To examine data were collected -from the sharia, bank, in-Indonesia where 78,worker.responded to a self administered questionnaire and in-depth, interviews, then analyzed -using partially minimum squares., The results demonstrated a non-significant adverse impact of work ethics on research that has satisfactorily guaranteed effects on organizational accountability. The study concluded that working ethics is very important for organizational engagement but that high job satisfaction cannot be produced automatically.

Liao et al (2013) as indicated by him, The primary motivation behind that exploration was to examine the impact of moral preparing on the fulfillment of workers. Information were gathered by the National Pension Commission, headquartered in Taiwan. Nigerian Trade Promotion Board, Economic and Financial Crimes Committee, and Independent Corrupt Practices and so forth saddles Notwithstanding the obligation to maintain honesty in the work environment, numerous tenaciously release their obligations and rebuff organizations found guilty of deceptive direct in the business and employment connections.

Osibanjo et al (2015) In this research design, The main objective was to discuss Why work ethics influences employees by evaluating why strong work ethics or weak ethics may lead to promoting or preventing employee performance, reviews of literature and theoretical grounds point to the need for employees to encourage ethical practice

and prevent unethical acts that can compromise corporate image and performance of excellence , This study proposed that strong work ethics should result in outstanding work results.

Omisore B.O (2015) As per him, the center The objective of the examination was to address the hard working attitudes, convictions, perspectives and execution issues in the Nigerian open contraption. What's more, the administration's foundational structure to crab such deceptive exercises was researched. The paper embraced remark examination as a technique for gathering and breaking down information.

Fatile J.O.(2013) The examination was to address the difficulties of encouraging moral direct in Nigeria, recognize the significant reasons for unscrupulous conduct in the open segment and distinguish the administration's institutional structure to get serious about such untrustworthy practices, It contends that, because of purposeful disappointment by government employees and government, these means have neglected to offer the assistance with the imperative moral atmosphere in the post -autonomous period, bringing about deceptive lead and unbridled debasement inside open organization.

Lloyd et al (2014) The study was Identify the degree to which ethics-related action leads to the development and maintenance of an ethical organizational atmosphere within organizations. The data were collected through standardized online questionnaires from 46 companies. Extensive statistical analysis was performed of the data collected. Results revealed highly ethical organization in the sample; Compliance with the regulations and motivation due to the presence of legal, internal and external governance criteria.

Obicci (2015) According to this research design, the principal goal of the research was to examine The Impacts to the attention of both their staff and students. It includes that apart from lecturers adhering to such document of social workplace ethics, students too should seriously take orientation programmes and familiaze themselves with the institution's regulations spelling out how to relate with their lecturers.

Laura p. Hartman (2001) In this research paper, in this The key aim of the analysis was to look at workplace privacy. Ethical issues unique in IT, New technology has new effects on organizational balance control. Ethical issues in the field of privacy, in particular in relation to privacy, Ethical issues occur with the collection of information, the evaluation of its quality, its correction and dissemination, and the content of the information itself.

Mai Tran (2012) According to him he says that, ethical issue in business in order to identify certain situations that affected by various environmental and individual factors as ethical or unethical decision. The identification is impacted by principles, bias, concepts and definitions of community. These standards are different from geographic, races, language, time etc. Through considerate extremely ethics, business can implement not only get advanced returns or result but also be interested in culture, community and natural environment.

Jain pooja (2016) According to her research design, This essay discusses the ethical behavior of literature against similar behaviour. The research is theoretical and empirical studies, and its theoretical relevance. It has been a cause of concern since time immemorial. Continuously evolving in industry. this has been seen as an important aspect of business success in modern times. This article explores literature's ethical actions against similar behaviour. The work, and its theoretical importance, is theoretical and empirical studies. Ethical conduct has been a problem since time immemorial. it continually evolving in industry. In modern times, that was seen as an important aspect of business success.

Adezze and Adeniji (2015) In this research design, The desire to attain and maintain high productivity levels is a "sine qua nan" for commercial and business ventures to be developed. Ethical issue is the relationship of labor management being a concomitant of organizational development.

Ondrej (2018) According to this research design, the article provides a conceptual framework for the importance of ethical workplace in the sphere of public direction. This literature primarily aims to classify the attributes of ethical workplace, which are included in codes of ethics adopted by the selected group of local self - government. As the contemporary world changes, we are being forced to reconsider the ability of public administration to satisfy the needs and expectation of citizens.

Mital (2017) In this research design, Ethical principles and ethical values have become an important part of public administration in recent decades. The reason why organizations and public officials need to handle ethical challenging very simple. The article examined the attributes of an ethical workplace mentioned in the selected group of ethical norms of public officials, we may conclude that codes of ethics in clear.

Jeremy Mitanga (2014) According to his research paper, This study examined the mediating effects of the railway transport organization's ethical relationship between work ethics and work engagement among employees. The world of work of the 21st century demands the highest ethical behaviour in the workplace of corporate leaders since higher profile scandals unfold in the immediately aeneous global dissemination of the media.

Heli virtomen (2016) In this research design, work place Ethics culture includes an organization's informal control system that incorporates managers ' and employees' perceptions, beliefs and aspirations about how the organization prevents them from behaving unethically and allows them to behave ethically. The study workplace leadership self –reported with high energy level, meaningfulness, Pride and amazement at their success.

Dr.P. Vanishree sha (2015) As indicated by her, Human asset the board manages labor arranging and advancement related movement in an association. It is that part of the board where morals truly matters most. Great morals have a gainful and an expansion inflow if correspondence. Moral is social conversation of what

should be considered for generally human prosperity, including the more extensive ideas of decency.

Minna Stolt (2015) In this examination plan, Ethics in the association works at people's level, authoritative level, social level and universal level. Variables affecting moral condition are—enlistment and determination, guarding against inappropriate behavior in the work environment, Training, execution examination, reward framework, improving hard working attitudes.

RESEARCH FRAMEWORK

STATEMENT OF THE PROBLEM

At this time of globalization and international competition, corporate ethics assume the importance of being matched with ethical practices and mutual trust with a range of traders and customers. Ethical decision-making thus acknowledges place in the business world of today. It's important to remember that there are many legal ones in this era, using e-commerce and the internet.

NEED FOR THE STUDY

Ethics in the workplace maintains a healthy workplace ambience. This ethics in workplace ensure management guides then mentors their workers well. Workplace ethics also go a long way to reinforcing the relationship between workers and their supervisors.

OBJECTIVE OF THE STUDY

1. To examine the work ethics of employees in the organization
2. To assess the ethical program of employee towards team work and productivity
3. To evaluate the employee's growth and confidence towards work ethics
4. To analyze the policies of work culture for the successful improvement of employees

SCOPE OF THE STUDY

This study is of the essence and useful to the government and non-profit organisation in setting up to influence of workplace ethics and contribution towards organisation performance. This study gives the measures and guidance where it will impact positively performance of employees and firm. It also gives challenges for many researchers are required to conduct similar organizational ethics research. It also provides inputs to policy makers.

RESEARCH METHODOLOGY

Research Type: Descriptive Research Design

Sources of Data:

- Primary Data – Questionnaires

➤ Secondary Data – Organisation's document, records, journals & websites.

Sample Size: 100

Sampling Unit: Employees

Sampling Technique: simple random sampling

Sampling Tools: Microsoft Excel, SPSS.

RESEARCH DESIGN

To the purpose of this study, descriptive design which involved describing appellants who take part in the study was employed, this was done in 3 ways; first Observational by reviewing and recording appellants, send survey where by interviews or debate on the subject were conducted with the appellants and by case study. Where in-depth analysis in which a selection case was made. The rationale for using case study was to maintain the integrated and applicable real-life traits, such as organizational process. The descriptive design was selected because it is suitable for collecting information in an in-depth manner and convenient the researcher.

HYPOTHESIS

Ho: Ethical policy of your organization has no effect-on, employee-performance.

H1: Ethical policy of-your organization has effect-on- employee- performance.

DATA ANALYSIS AND DISCUSSION

AGE OF THE EMPLOYEE		20-25	25-30	30-40	40 AND ABOVE	
	FREQUENCY	5	10	60	25	
	PERCENTAGE	5%	10%	60%	25%	
GENDER		MALE		FEMALE		
	FREQUENCY	60		40		
	PERCENTAGE	60%		40%		
WORKPLACE ETHICS IMPROVES ORGANISATION PERFORMANCE		SA	A	NA OR ND	D	SD
	FREQUENCY	60	20	12	8	0
	PERCENTAGE	60%	20%	12%	8%	0%
WORKPLACE ETHICS ENHANCE EMPLOYEES COMMITMENT AND WORK	FREQUENCY	45	25	15	5	0
	PERCENTAGE	45%	25%	15%	5%	0%
ORAGANISATION FOLLOW THE WORKPLACE ETHICS		YES		NO	MAYBE	

	FREQUENCY	75		5	20
	PERCENTAGE	75%		5%	20%
ETHICAL BEHAVIORS REWARDED IN YOUR ORGANISATION		NEVER	SOMETIMES		ALWAYS
	FREQUENCY	50	35		15
	PERCENTAGE	50%	35%		15%
COMPANY WILL TOUCH NEW LEVEL OF SUCCESS		YES		NO	MAYBE
	FREQUENCY	80		0	20
	PERCENTAGE	80%		0%	20%
TOP MANAGEMENT IN ORGANISATION CARES ABOUT ETHICS		ALWAYS	SOMETIMES	USUALLY	NEVER
	FREQUENCY	53	30	10	5
	PERCENTAGE	53%	30%	10%	5%
ETHICAL BEHAVIOUR NORMS IN ORGANISATION		YES		NO	MAYBE
	FREQUENCY	80		4	16
	PERCENTAGE	80%		4%	16%
ORGANISATION FOLLOWING ETHICS IN PROMOTION AND TRANSFER POLICY		ALWAYS	SOMETIMES	OCCASSIONALLY	NEVER
	FREQUENCY	11	60	15	14
	PERCENTAGE	11%	60%	15%	14%
UNETHICAL BEHAVIOUR IN ORGANISATION		YES		NO	MAYBE
	FREQUENCY	26		56	18
	PERCENTAGE	26%		56%	18%
TOP MANAGERS IN ORGANISATION ARE HONEST		ALWAYS	SOMETIMES	OCCASSIONALLY	NEVER
	FREQUENCY	49	22	27	2
	PERCENTAGE	49%	22%	27%	2%
ORGANISATION HAVE WRITTEN ETHICAL POLICY		YES		NO	MAYBE
	FREQUENCY	62		28	10
	PERCENTAGE	62%		28%	10%
ANYONE LEFT AS NEGATIVE IN THE ORGANISATION	FREQUENCY	28		48	24
	PERCENTAGE	28%		48%	24%

TEAMWORK WILL DEVELOP THE ETHICAL VALUES IN ORGANISATION				SA	DA	N
		FREQUENCY		52	30	18
		PERCENTAGE		52%	30%	18%
RATING OF THE WORK ETHICS IN THE ORGANISATION		1	2	3	4	5
	FREQUENCY	2	10	22	35	31
	PERCENTAGE	2%	10%	22%	35%	31%
ETHICS FOLLOWED IN RECRUITMENT PROCESS		OCCASSIONALLY	RARELY	SOMETIMES	NEVER	ALWAYS
	FREQUENCY	30	12	35	0	23
	PERCENTAGE	30%	12%	35%	0%	23%
ORGANISATION PROVIDE VARIOUS TRAINING ON ETHICAL STANDARD AWARENESS		YES		NO	MAYBE	
	FREQUENCY	66		9	25	
	PERCENTAGE	66%		9%	25%	
ORGANISATION ACHIEVED BY ADOPTING ETHICS		Strongly agree		Agree	Neutral	
	FREQUENCY	82		8	10	
	PERCENTAGE	82%		8%	10%	
PERFORMANCE OF ORANISATION AFTER ADOPTING ETHICS		1	2	3	4	5
	FREQUENCY	0	2	13	35	50
	PERCENTAGE	0%	2%	13%	35%	50%

In the above-table 5% of employees lies between 20-25 and 10% of employees are 25-30 age group, majority are 60% age group and 25% of employees are above 40. The table representing the gender-of the employees most -of the employees are male i.e. 60% and 40% belongs to female. The above-table-reveals the improvisation of the organisation performance by workplace ethics 60% appellants Fully support for that and 20% of employees agree. From the above table it indicates that workplace ethics improve employee engagement and function, 45% of Fully supported on that and 25% of agreed and 5% of disagree. The tables showing the organisation follow the workplace ethics 75% of Employees responded yes, 5% of employees responded no and 20% of employees responded as maybe. This table shows rewarded ethical actions in companies where 50% of employees replied as never before, 35% of employees responded as sometimes, and 15% of employees responded as 15% The table showing that 80% of employees are responded as yes to touch the new level, employees were not responded for no and 20% of employees responded as maybe. The table showing that the top management cares about the ethics 55% of the employees replied as. always, 30% of employees answered as sometimes, 10% of employees responded as

usually then 5% of the employees are responded as never. In the above table ethical behaviour norms in organisation for that 80% of the employees are responded to yes, 4% of employees replied to no also 16% of the workers answered as maybe. In the table it shows that organisation follow the ethics in promotion and transfer policy for that the 11% of employees are responded as always, 60% of employees are answered as sometimes, 15% of employees are responded as occasionally then 14% of employees are replied as never. In this table showing that the unethical behaviour in the organisation, 26% of employees responded as yes, 56% Employees are answered as no and 18 per cent of employees are asked as they might be.

The table reveals the top managers are honest in the organisation, 49% of the employees replied as usual, 22% of employees react as occasionally, 27% of employees respond as rarely and 2% of employees reply as never before. The table indicates that the company has a formal ethical policy, 62 percent of the employees responded as yes, 28 percent of the employees responded as no and 10 percent of the employees responded as may be. The Table shows about anyone left as negative in the organization, 28% of the Employees replied as yes, with 48 per cent of employees responding as no and 24 per cent of employees responding as maybe. This table shows teamwork will develop the ethical values in the organization, 52% of or the staff responded as firmly agreed, 30 per cent for the staff responded as differences and 18 per cent of the staff responded as neutral. This table says that rating of the work ethics in the organization, 2% of the employees rated as 1, 10% of the employees are rated as 2, 22% of the employees are rated as 3, 35% of the employees are rated as 4, 35% of the employees are rated as 5.

In the table the ethics followed in recruitment process, 30% of the employees responded as occasionally, 12% of the employees responded as rarely, 35% of the employees responded as sometimes, 0% of the employees responded as never, 23% of the employees responded as always. In the table organisation provide various training on ethical standard awareness, 66% of the staffs replied as yes, 9% of the workers answered as no, 25% of the employees responded as maybe. This table shows the organisation achieved by adopting ethics, 82% of the employees responded as Fully supported, 8 per cent responded as agreed, and 10 percent responded as moderate. The performance, of organization after adopting ethics, 0% of the employees rated as 1, 2% of the employees are rated as 2, 13% of the employees are rated as 3, 35% of the employees are rated as 4, 50% of the employees are rated as 5.

HYPOTHESIS TESTING

	Do work place ethics enhance employee's commitment and work?	The organisation follows the workplace ethics?
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Do work place ethics enhance employee's commitment and work?	Pearson Correlation		0.919
	Sig. (2-tailed)		0.000
	N	100	100
The organization follows the workplace ethics?	Pearson Correlation	0.919	1
	Sig. (2-tailed)	.000	
	N	100	100

By the above table it has been found that the obtained value (0.919), is more than the 0.5. Hence reject H₀ hypothesis.

FINDINGS OF THE RESEARCH

The most employees are, age between-30-35. The majority is male 60% and female is less compared to male employees. The percentage of the appellants for improvisation of organisation most of -the employees are responded -as neither-agree nor disagree i.e. 60%. The 45% of employees are agreed for enhance of the commitment of work. The organisation following the workplace ethics that the majority is 75% says yes from the appellants. That ethical behaviours are rewarded in the organisation for the employees, for that 50% of employees are responded as never rewarded. The employees i.e. 80% of the employees responded as yes that company will achieve new level. Around 55% of the employees responded that the top management cares about the ethics in the organisation.

The majority of the employees where 80% are responded as the ethical behaviour norms in the organisation. The organisation follows 60% of the ethics while promotion and transfer policy. The 56% of employees responded that there is no unethical behaviour in the organisation. The top managers in organisation are honest which is indicated by 49%. There is 62% of the appellants represents that the organization has a written ethical policy. The 48% of employees responded as no so there is fewer number employees who left as negative. The teamwork will develop the ethical values in the organization as the employees fully support d to this. The employees rated up to 35% of the work ethics as very good. The company sometimes followed ethics in recruitment process. The organization is providing training facilities regarding ethical standards as majority of the employees has responded as yes.

19. The organization is achieving by adopting ethics and majority of them have Fully support. The performance after adopting the work ethics is highly rated.

CONCLUSION

The notion of ethics is extremely prevalent today. They are an important part of our personal life and of our jobs. Each employee can become more accountable and committed on their job with a positive work ethic. In addition to fostering their sense of achievement, the workers also have a positive impact on their career development.

One can demonstrate a positive ethic for the work successfully. Ethics is basically a particular mode of activity and any task or work in which one takes into account the teamwork of co workers involved, which is simply one's way towards others and towards work. If asked about your ethics, then speak about how you do that in your career, and being in a position that will please you, make sure you are successful in your current job results.

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