

The Influence of Work Ethics and Ethical Values on Organizational Performance

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Abstract - Work Ethics have become the priority of any organization. In the 21st century, not only ethics is not luxury, but also it is not an option as well (Brimmer, Stephen E 2007). Merriam-Webster Dictionary defined work ethics as "a set of values-centered on the importance of doing work and reflected especially in a desire or determination to work hard." Having ethical or non-ethical behaviors at work can lead to positive or negative consequences for an organization. Employers, executives, and employees, all adhering to an ethics code, stimulate an ethical work culture and look at work ethics as a must.

Although eastern civilization has a rich culture but work ethics indexes are far from western countries, and this creates many dilemmas in society. Also, with an increase of human knowledge, social expectations will increase like human rights, women's rights, minorities, and disabled rights and the environment. Ignoring these moral rights can fail a society.

Nowadays, like other parts of the world, work ethics and ethical values are one of the main concerns of managers, employers, and stockholders because these factors improve organizational performance. In this study, the researcher has worked on work ethics, ethical values, and their aspects.

keywords: Work Ethics, Ethical Values, Organizational Performance

I. INTRODUCTION

One of the main concerns of any efficient managers in different stages is how to create suitable conditions for employees so that they can do their responsibilities with commitment along with following all the ethical values of their organization. Although our world is developing at an enormous speed and it is mixed with a new generation of technologies and Artificial intelligence, but still the mastermind of all organizations are humans, and without humans, an organization does not make sense. Terms like Professional ethics, values, and work ethics are some of the fundamental issues of all human societies.

Unfortunately, these days in our societies, less attention is paid to professional values and ethics in the workplace. While in the West, there is a branch of professional ethics in management and organization science. Our society needs to define the characteristics of professional ethics, such as work interest, sense of partnership, trust, interaction. Today, many developed countries believe that disregarding ethical issues and evading social responsibilities and obligations lead to the loss of the organization. Managerial style and technique have a significant impact on ethics. Suitable and moral administrative methods lead to motivation, an increase in work ethics, and organizational efficiency. Employees and workers are the most critical assets of an organization; the participation and involvement of employees encourage them to take participate in decision

making to improve organizational capacity (Brown & Leigh, 1996).

Purpose of the study:

Identifying The Influence of work Ethics and ethical values on Organizational Performance.

Research hypothesis:

There is a significant relationship between Ethical values and work ethics and Organizational Performance.

Research Question:

What is the influence of the Work Ethics and ethical Values on Organizational Performance?

Research Methodology:

This study is an analytical-descriptive research. After studying and reviewing previous research works, general indexes of work ethics and values have been created by the researcher.

II. REVIEW OF LITERATURE

Ethics

Daft and Marcic (2009) define ethics as a person or group's moral code and value base that guide their behaviors in the understanding of the difference between right and wrong. "Dictionary.com" defines ethics as "the rules of behavior known in respect to a particular set of human being actions

or a particular group, culture" (ethics, 2011). Early philosophers Plato, Socrates, Aristotle, and Confucius all held differing views of the meaning of ethics and how the understanding of ethics affected people.

Values

According to *M. Haralambos* (2000), "a *value* is a belief that something is good and desirable." Values are socially approved desires, and goals that are internalized through the process of conditioning, learning, or socialization, and that become subjective preferences, standards, and aspirations (Kluckhohn, 1951). Zaleznik and David (1964), "Values are the ideas in the mind of men compared to norms in that they specify how people should behave. Values also attach degrees of goodness to activities and relationships". ". Schiffman and Kanuk (1994) said: 'Values help to determine what we think is right or wrong, what is important and what is desirable.' Values are essential beliefs that guide or encourage actions or attitudes. They help us to measure what is important to us. The organization's values are closely linked to leadership, development of organizational culture, and motivation of the employees, and organizational performance.

Business Ethics

Business ethics referred to organizational ethics; it is a combination of the principles and guidelines that govern fair and correct business behavior (Ferrell, Fraedrich, & Ferrell, 2010). Business ethics seems to be similar in that it all references a way to carry out daily business activities in an ethical, trustworthy manner and it has been that way for as long as the business has been conducted in the American society (Dodd, 1932, Freeman, Stewart, & Moriarty, 2009). Some business ethics professors instruct students in an attempt to provide a better understanding of the concept instead of the application of the idea (Falkenberg & Woiceshyn, 2008). Work ethics is a cultural norm that encourages people to do their job and responsibility well (Cherington 1980, P19)

Work Ethics

Recently, work ethics has attracted significant attention to it. Understanding the concept of ethics in general and in its specific sense in business is the basis for creating and maintaining an ethical system in society and consequently in organizations (Conaock, M., & Johns, L., 1998). The behavior of an organization comes from the conduct of its employees. In other words, the performance of an organization is the result of employees who are known as the main valuable assets of any organization; So studying ethical issues is an indispensable necessity. Today's managers have come to this conclusion that organizations can not only be ruled by laws and regulations, but they need another tool called ethics. Experts believe that to rule and control an organization, and ethics should be applied along with the rules, controlling others should be replaced by self-

control and ethical aims become ethical rules and laws (Ghoramaleki, F, 2003)

Importance of Ethics

The main imperative factor of work ethics and moral values is the fact that it affects executive and employee behavior. Kaptein (2011) defined ethical culture as "...those aspects of the perceived organizational context that may impede unethical behavior and encourage ethical behavior" (p. 846). Positive ethical culture impedes and distracts unethical behavior, which leads to a favorable organizational outcome. From the literature reviewed, the conclusion can be inferred that an ethical corporate culture leads to positive organizational performance (Kaptein, 2010).

5 Leading Ways To Develop The Work Ethics And Ethical Values In An Organization:

1. Communication

Communication is always efficient in an optimal organization if, for whatever reason, everyone's opinions are not disregarded. To achieve this, you need to guarantee that you cultivate a corporate culture where the staff has the liberty to talk openly in management roles to executives and other people. Effective communication aims to create a comfortable atmosphere that enables staff to report any non-ethical conduct and enables executives to make staff aware of ethical behaviors they expect. In most instances, the team is always reluctant to report such misconduct as they think that there is likely nothing their superiors can do.

2. Discipline enforcement actions

It would be an obvious mistake if all workers could not merely face disciplinary intervention without complying with the labor ethics of the company. The best way is to guarantee any employee complies appropriately with all discipline measures enshrined in the code of ethics, regardless of role or status in an organization. In any case, If you do not have enough time to do this, you can also give the job to your supervisor or the head of the department. However, at the same time, make sure that you understand the documents and evidence for such a consequence just in case a member of staff decides to sue you for taking such action. Others can see how the organization is in using the rules of conduct to learn and thus improve the general behavior of staff across the board.

3. Empowerment

You have to empower your workers from moment to moment if you want to get the best of your staff in terms of better job morals. Empowerment includes many problems, and tutoring is one of them. Establish seminars for tutoring, invite professionals to learn how to tackle problems. You can also send them to workshops outside of the organization and allow them to share with other staff who did not join the workshop. In particular, it enables significantly altering the stance and increasing workers'

power concentrations. You need to offer the staff room and liberty, without intervening with the method, to perform other work problems. It shows you are convinced that you are capable of delivering and deciding correctly. Enhanced effectiveness, particularly in terms of private accountability, also enables your workers. Most staff are keen to be skilled and efficient in fulfilling their responsibilities. They, therefore, see the need.

3. Set goals and time limits

Exact timelines must be established for the achievement of specific goals, goals, and tasks. Employees should be useful in this because these objectives motivate them to achieve objectives and targets at the right moment. Once you create a culture that provides every element of the work or project of your employees with a specified timeframe, you will see a change in the principles of better working. Remember that meeting the goal is also vital to make sure you set your ball rolling to prevent the efficiency from delivering what the organization has to do within the necessary period. However, above all, you must realize that the setting of objectives and deadlines is a time management ability that is obtained and carried out, and your company's working ethic is seamless.

5. Change

There are cases where your employees' unethical conduct cannot seem to alter regardless of how you put in action your Code of Ethics tactic. In this situation, the policies needed to be changed, as some have become obsolete or cannot modify suitably. What you must do is modify or change some of these rules and procedures, even if it implies interfering with cash or time-saving activities. You should bear in mind that it may sometimes be essential to overshadow short-term gains by significantly improving the organization's long-term position. Never worry about changing drastically in the short term as soon as you are sure that it will help your business build a permanent reputation.

III. FACTORS INFLUENCING WORK ETHICS AND ETHICAL BEHAVIOR

Ethics is a set of laws that people live with them. What differentiates unethical from ethical conduct can be shaped in the early years of our lives and reach later years, which is our adulthood. The elements that define ethical behaviors are various, but all elements unite when an individual makes the last decision on how to take action. Although the reasons are different, they are not hard to comprehend.

➤ Social Norms

Local customs can explain the ethical manners of the people who are living with that culture. What is measured normal in one culture can be utterly abnormal in another culture or community; as well, what is ethical in one culture can be immoral and unethical in another one.

➤ Religious Beliefs

Lots of people believe in the next life and judgment day, and the majority of religions have a common idea of Justice and judgment in future life. In the next life, many people believe good acts during this life are rewarded, and there are penalties for immoral acts. In defining moral actions, religions have built up ethical rules to live by, like the Ten Commandments, that prohibit killing, theft, adultery, and other immoral deeds. How piously and devoutly an individual follows these moral rules is an element that defines an ethical and moral manner.

➤ Upbringing

A mature person's childhood as well determines moral behavior. Overall, adults who were fostered in loving, non-abusive households show socially appropriate ethical action. On the other hand, adults who were nurtured in abusive, dysfunctional families tend to show unethical and immoral manners. An investigation which has been carried out in the USA in 2008, says that 42 percent of abused and mistreated kids were detained for crimes in their adulthood.

➤ Laws

Laws that an individual comply with them affect proper manners. Fear of punishment and prosecution is a tremendous dissuasive, and for this reason, people do not breach. In the USA, ethical and moral behavior is described by country law, such as not causing property damage or not stealing. The level of penalty is more or less tied to the level of crime. A person knows that if he caught red-handed in shoplifting, he could go to jail. This deters him from committing crimes.

➤ Assertiveness

Assertiveness is the capability to show your opinions, feelings, rights, and attitudes truthfully without unnecessary concern. This behavior makes a situation to get proper respect and reaction from others.

➤ Place of control

It means that the public thinks they shape their fortune, and they can manage of any kind that happens to them or admit as real whatever occurs to them is controlled by external power or creature.

➤ Future tendency

Future orientation is a sum that encourages and rewards future-oriented conducts like planning and delaying satisfaction. This changes an individual's ethical thought process to be flexible, adaptive, and gain spiritual success.

➤ Self-esteem

An individual's amount of love or hate toward themselves and also the content to which they consider they are precious or useless impacts the change of their ethical behaviors and values.

➤ Genders equality

Men and women frequently think, feel, and act contrarily and would react to ethical dilemmas in unique ways. Women would prefer care sacrifice, reasoning, and need, while men accept as real injustice reasoning, which signifies that they tend to favor fairness and rights.

➤ Humane tendency

An individual ordinarily worth changes confidently, and their nature is changed by being cooperative and caring to their society and their counterparts, similarly includes their forgiveness and kindness.

➤ Collectivism

A real moral individual gives urgency to society's rights over his rights, but his individualistic specifications will push his memory in which each option has penalties for which he/she will be held individually responsible.

➤ Self-Monitoring

People are great in self-monitoring and show adaptability in regulating their behaviors to situational and external elements. They are tremendously responsive to exterior cues, and they try to behave contrarily in various situations.

➤ Risk-Taking

Individuals vary their readiness to take risk and impacts how long it takes to make a decision and how much info they need before choosing a choice, affects the inherent characteristic and ethical conduct of a person.

Influence of essential variables on ethical values and work ethics

➤ Age:

Joseph M. Putti (1987, Management: a functional approach) believes that the more a person gets older, his/her interest, work efficiency, and attachment to his/her job will increase. So we can say time passage makes employees feel more interested in their work.

➤ Amount of Salary

The higher the amount of salary that an employee gets, the more ethical he/she behaves at work. Masoud Chalabi (2002, An Experimental Study of the Personality System in Iran) believes that when an employee feels persuasion about his income and salary, he/she tries to fulfill other needs like popularity at work. In other words, he does his best to attract attention by doing well in his job.

➤ Work Experience

The more work experience that an employee has, the more ethical he behave at his job. The experience effect of work ethics is as same as the age (Chalabi, M. 2002).

IV. CONCLUSION

When you try to better the work ethics of your business or organization, you should be careful in every step that you take and be sure that you get excellent results. Many examples show that exactly when you think you are taking reasonable measures to better the business morals between your workers only to finish up a worsening situation.

Thus, always, be sure that you get knowledgeable conclusions so that you do not end up spending a lot of time, capital, and energy on improving the moralities of your staff.

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