



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT AND MANAGEMENT

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- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio," Ohio State University.

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- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

Website

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WORK ETHICS AND PROFESSIONAL VALUES – A TOOL FOR ORGANIZATIONAL EFFECTIVENESS**DR. S. B. AKASH****ASSOCIATE PROFESSOR & CO-ORDINATOR (M. COM. DISTANCE)****KUVEMPU UNIVERSITY****SHANKARGHATTA – 577 451****ABSTRACT**

Under changing business environment business is too complex and highly competitive; this environment generally encourages organization to develop strong work ethics among employees because work ethics enhances employee productivity, encourages employees to accept responsibilities, improve the capability of employees, facilitates to act with in the purview of rules and regulations, increases the commitment of employees, team work, understanding among different positions of organization properly, attain the basic objectives of organization, fair behavior come out from each employees of organization at work place, sense of good feeling about organization activities and organization, effective utilization of organizational and societal resources etc, However, it attempted to analyze the level of work ethics and professional values among employees of SSI.

KEYWORDS

Work ethics, Professional values and organizational effectiveness

INTRODUCTION

Employee work ethics and professional values played key roles in any business success and survival, because, employees are the key elements in any business, if employees has work ethics organization able to perform organizational function according to their expectations. However, professional ethics have different role in business like increases the attendance of employees; encourage the employees to accept responsibilities, increases the productivity of employees, encourage employees to work with in the working norms and rules, protect the interest of employees and organization, ensures to get competitive advantages' over competitors etc. However, work ethics deals with adoption of right method and means towards right end about their duties and responsibilities and it includes not only how employee feels about their work, career or vocation, but also how one does their job or responsibilities. This involves attitude, behavior, respect, communication, and interaction; how one gets along with others. Work ethics demonstrate many things about employees. It also refers aspects like honesty and accountability, beliefs, standards, norms etc. Essentially, work ethics break down to what one does or would do in a particular situation. Work ethics, such as not lying, cheating, and stealing, doing a job well, valuing what one does, having a sense of purpose and feeling being a part of a greater vision or plan is vital. Philosophically, if one does not have sound work ethics, a person not bothered about the work and his duties. People who have sound work ethics they always try to do good things for organization and they are not go beyond the existing rules and regulations. Work ethics are important organization for variety of reasons such discharging responsibilities, co-operation with their subordinates, acceptance of responsibilities, work always in favour of organization etc.

STATEMENT OF THE RESEARCH PROBLEMS

The small- scale industry sector (SSI) over the years has grown steadily and occupied an important place in the Indian economy. Contribution of the sector in terms of generation of employment, out put and export is quite significant. The sector currently account for 95% of the industrial units in the country and contributing more than 40% of the manufacturing sector. However at present most of the SSI not increases their core competency due to many reasons such as inadequate policy regarding human resources development, inadequate training, lack of motivation of their employees, lack of sound organizational culture, lack of ethical practices towards human resources, lack of sincere effort to satisfy the needs of human resources etc., among different reasons one of the important reason is lack of work ethics and professional values among employees. In view of this the small- scales industry not able to get maximum work from the employees and competitive advantages over competitors. Hence, the study assumed great importance to study on employee work ethics and professional values.

SIGNIFICANCE OF THE STUDY

Professional ethics played a key role in any business to attain the requirements of business and society. And it have different role such as it guides young manager to take ethical decisions about business activities, knowledge of business ethics helps managers in resolving ethical issues as they arise, it helps managers setting highly responsible tone for the organization in individual judgments and decisions whether ethical or not, it brings consciousness among managers about moral issues of business, it helps managers to discharge their social responsibilities, it facilitates business communities to inculcating high level of integrity among employees, it creates awareness among business community about social values and moral, sound ethical practices in business increases the standard of living of human beings, it facilitates strong team work and productivity, ethical programmes support employee growth, it avoids criminal acts of omission and can lower fines, it ensure quality management etc. However, many scholars opined their opinions about work ethics. **Frederick Taylor**⁽¹⁾ opined that today's business environment is not only fast-paced, but also highly competitive. In order to keep pace and stay ahead, possession of several key work ethics like punctual and regular attendance, character, teamwork, appearance, and positive attitude towards work etc. is a plus for achieving individual and organization goals. **Anthony** (1977)⁽²⁾ described the significance of an ideology advocating regular systematic work as essential to the transformation from the feudal system to the modern society. In the emerging capitalist system, work was good. It satisfied the economic interests of an increasing number of small businessmen and it became a social duty a norm. Hard work brought respect and contributed to the social order and well being of the community. **Rodgers** (1978)⁽³⁾ economists warned of the poverty and decay that would befall the country if people failed to work hard, and moralists stressed the social duty of each person to be productive

With this back drop the study assumed great importance to study on employees' agreement and adherence towards work ethics and professional values.

STUDY AREA

Uttara Kannada District is one of the biggest districts in Karnataka State with abundant natural resources. The district has varied geographical features with thick forest, perennial rivers and abundant flora and fauna and a long coastal line of about 140 KM in length. It is surrounded by Belgaum District and State of Goa in the North, by Dharwar District in the East, by Shimoga and Udupi Districts in the South. Arabian Sea forms the West border. In its 10.25 lakh hectares of total land, of which 8.28 hectares is Forest land. And only about 1.2 lakh hectares of land (roughly about 10%) is under agriculture / horticulture.

OBJECTIVES OF THE STUDY

The brief objectives of the study are to examine the adherence and agreement of employees towards ethics and professional values among employees of SSI.

HYPOTHESES

There is no adherence and agreement of sample employees towards work ethics and professional values.

SAMPLE DESIGN

The size of registered small-scale industry is very large and size of employees also very high in Uttar Kannada district. Since detail study of opinions of all employees of small scale industry towards agreement and adherence of work ethics of all employees is very difficult and times consuming, therefore, the study were adopted cluster sampling method and selected 125 employees from different category of employment from different small- scale units in Uttar Kannada district.

SOURCES OF THE STUDY

The study based on both primary and secondary data. Primary data collected from the sample employee of organization by adopting cluster sampling method through pre-tested questionnaire. The secondary data collected through sources like, reports, magazines, papers, books etc.

TOOLS AND TECHNIQUES

The study used tools like tabular method, percentage, five points scale and Chi-square was applied to interpret the data systematically and draw the meaningful conclusions.

ANALYSIS AND INTERPRETATION OF DATA

Under LPG incorporating values and ethics in business decisions have become increasingly important to business people, universities, government, and the public in general. The costs of unethical behavior in business are high and rising, possibly due changing business environment. However, work ethic is a set of values based on hard work and diligence. It also a belief in the moral benefit of work and it facilitates to enhance ethical value of employees. Work ethic may include being reliable, having initiative or maintaining social skills. Employee exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotion. Employees who fail to exhibit a good work ethic may be regarded as failing to provide fair value for the wage the employer is paying them and should not be promoted or placed in positions of greater responsibility. One central concept that forms part of the basis of the free market economic theory of western capitalism is that workers who work hard and play by the rules will be rewarded and will move ahead, and that those who do not should be allowed to enjoy the fruits of their own poor performance. However, here an attempt is made to analyze the agreement and adherence of employees in small scale industries about work ethics and professional values by adopting five point scale method.

TABLE 1: AGREEMENT AND ADHERENCE OF EMPLOYEES ABOUT WORK ETHICS

Work ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Duty consciousness	45	40	25	10	5	485	3.9
Work excellence	20	35	20	28	22	378	3.1
Hard Work	12	20	20	33	40	306	2.4
Accepting responsibilities'	10	25	15	45	30	315	2.5
Other	08	10	30	48	29	295	2.3

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree
 Table 1 reveals the agreement and adherence of employees about work ethics. Here an attempt is made to study the level of agreement and adherence of sample employees' towards work ethics, for this purpose the study has selected few ethical aspects as relating to work ethics such as duty consciousness, work excellence, hard work , accepting responsibilities and other aspects in respect of work ethics. As regards to duty consciousness employees were agree (3.9), in respect of work excellence employees were moderate agree (3.1), as par as hard work is concern sample employees were disagree (2.4), as regards to accepting responsibilities is concern employees not agree (2.5) and other ethical aspect is concern sample employees not agree(2.3).Thus it is clear that from the above analysis employees in small- scale industry of Belgaum district not have strong work ethics, it may be due to employees not happy with job and facilities of industry.

TABLE 2: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS SUPERIOR RELATED ETHICS

Superior related ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Co-operation with superior	20	42	48	10	5	437	3.4
Bringing credit to superior	10	30	30	30	25	345	2.7
Obedient to superior	15	25	38	40	7	406	3.2
Proper advise to superior	05	20	30	25	45	290	2.3

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree
 Table 2 provides information about agreement and adherence of employee's towards superior related ethics. The co-operation between superior and subordinates is very much essential in order to attain the predetermined enterprise goals and it is possible through strong ethics of superior and subordinates. However, as par as co-operation with superior is concern sample employees were simply agree (3.4), as regard to bringing credit to superiors sample employees were not agree (2.7), obedient to superiors is concern sample employees were moderate agree(3.2) and as regards to proper advise to superior is concern sample employees were disagree (2.3). From the above explanation it is clear that sample employees were agree with some superior related ethics and they are not agree with some other superior related ethics like bringing credit to superior and obedient to superior.

TABLE 3: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS SUBORDINATES RELATED ETHICS

Subordinates related ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Protection of subordinates interests	20	42	48	10	5	437	3.4
Proper guidance to subordinates	10	30	30	30	25	345	2.7
Confidence in subordinates	15	25	38	40	7	406	3.2
Other	05	20	30	25	45	290	2.3

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Table 3 provides information about agreement and adherence of employees towards subordinates' related ethics. Among different subordinates related ethics the employees were just agree as relating to protection of subordinates interest (3.4), as regards to proper guidance to subordinates employees were not agree(2.7), in respect of confidence in subordinates employees is concern were moderate agree(3.2) and as relating to other subordinates related ethics is concern employees were not agree. Thus it is clear that there is no strong agreement and adherence of employees towards subordinates' related ethics.

TABLE 4: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS PEER RELATED ETHICS

Peer related ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Generosity among peers	05	20	35	30	35	305	2.4
Sense of cooperation among Peers	10	25	45	38	07	368	2.9
Competitive sprit among peers	-	15	35	40	35	280	2.2
Positive response towards peers feelings	-	10	45	34	36	279	2.2

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Table 4 provides information about agreement and adherence of employees towards peer related ethics. Peer related ethics played a very important role in order to build up a strong team work among employees, however, here an attempt is made to study the agreement and adherence of employees towards peer related ethics, generosity among peers is one of the important peer related ethics and which constitute a total score amounting 305 (2.4), it means the sample employees were not agree with generosity among peers. As relating to sense of co-operation among peers sample employees were agree because, it constitute a total score amounting 368, in respect of competitive sprit among peers total score were 280 ,it means the sample employees were not agree with competitive spirit among peers. And in respect of positive response towards peers feeling the total score were 279, it means sample employees were disagree. Thus it is clear that sample employees were not agree with peer related ethics because they only agreed about sense of co-operation among peers.

TABLE 5: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS TRADE UNION AND COMMUNITY RELATED ETHICS

Trade union and community related ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Active participation in trade union	08	19	37	32	32	323	2.6
Binding oneself to trade union decisions	14	26	40	28	28	378	3.1
Social involvement	17	20	33	35	35	356	2.9
other	-	12	41	31	31	264	2.1

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Table 5 provides information about employees' agreement and adherence towards trade union and community related ethics. The total score were 323 about active participation in trade unions which constitute weighted average 2.6 , it means sample respondents not agree about to take active part in trade union activities. As regards to binding oneself trade union decisions the total score amounting 378 and weighted average constituting 3.1. It is clear that from the data, sample respondents were agreed about binding oneself to trade union decisions. Regarding social involvement sample respondents were agreed because the total score were amounting 356 and in respect of other trade union and community related ethics sample respondents were not agreed. Thus it is evident that the agreement and adherence level of sample employees in respect of trade union and community related ethics were not acceptable and it is also not good to create good working environment as well as to protect them-selves whenever exploited from employer.

TABLE 6: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS ORGANIZATIONAL RELATED ETHICS

Organization Related Ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Commitment to organization	15	25	36	30	24	367	2.9
Fostering institutional image	12	28	30	33	22	350	2.8
Conflict resolution through negotiation	23	21	30	31	20	371	3.0
Work for organizational good	29	23	47	17	10	412	3.4

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Table 6 reveals information about agreement and adherence of employees towards personal ethics. Among different organizational related ethics the highest score come towards conflict resolutions through negotiation (371) which constitute weighted score amounting 3, which means the respondents were moderate agree. Regarding work for organization good sample respondents were agree, because the total score were (412) and weighted score constitute 3.4. And other organization related ethics like fostering institutional image and commitment to organization sample respondents were moderate agree. Thus it is clear that from the above analysis sample respondents not strongly agreed about organizational related ethics.

TABLE 7: AGREEMENT AND ADHERENCE OF EMPLOYEES TOWARDS PERSONAL ETHICS

Personal Policy level Ethics	Level of agreement of employees					Total Score	Average
	SA-5	Agree- 4	MA-3	DA-2	SDA-1		
Not misuse others for personal end	21	27	29	35	13	383	3.06
Not spoil promotion chance of others	15	33	40	30	07	394	3.15
Not indulge in political to gain power	5	10	35	45	30	290	2.32
Respect for persons and property	25	20	35	34	11	389	3.11

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Table 7 gives information about agreement and adherence of employees towards personal policy level ethics. Personal policy level ethics played a significant role in order to attain the requirement of employees' and it also helps organization to utilize organization assets for development of organization. Among different personal policy level ethics the total score amounting 394 come towards in respect of not spoil promotion chance of others, it means sample respondents were agree. Regarding not misuse others for personal end sample respondents were moderate agree, in respect of not indulge in political to gain power (290) sample respondents were agreed in respect of person and property because the total score amounting (389). Thus it is clear that most of the sample respondents were moderate agree.

TABLE 8: AGREEMENTS AND ADHERENCE OF EMPLOYEES TOWARDS PROFESSIONAL VALUES

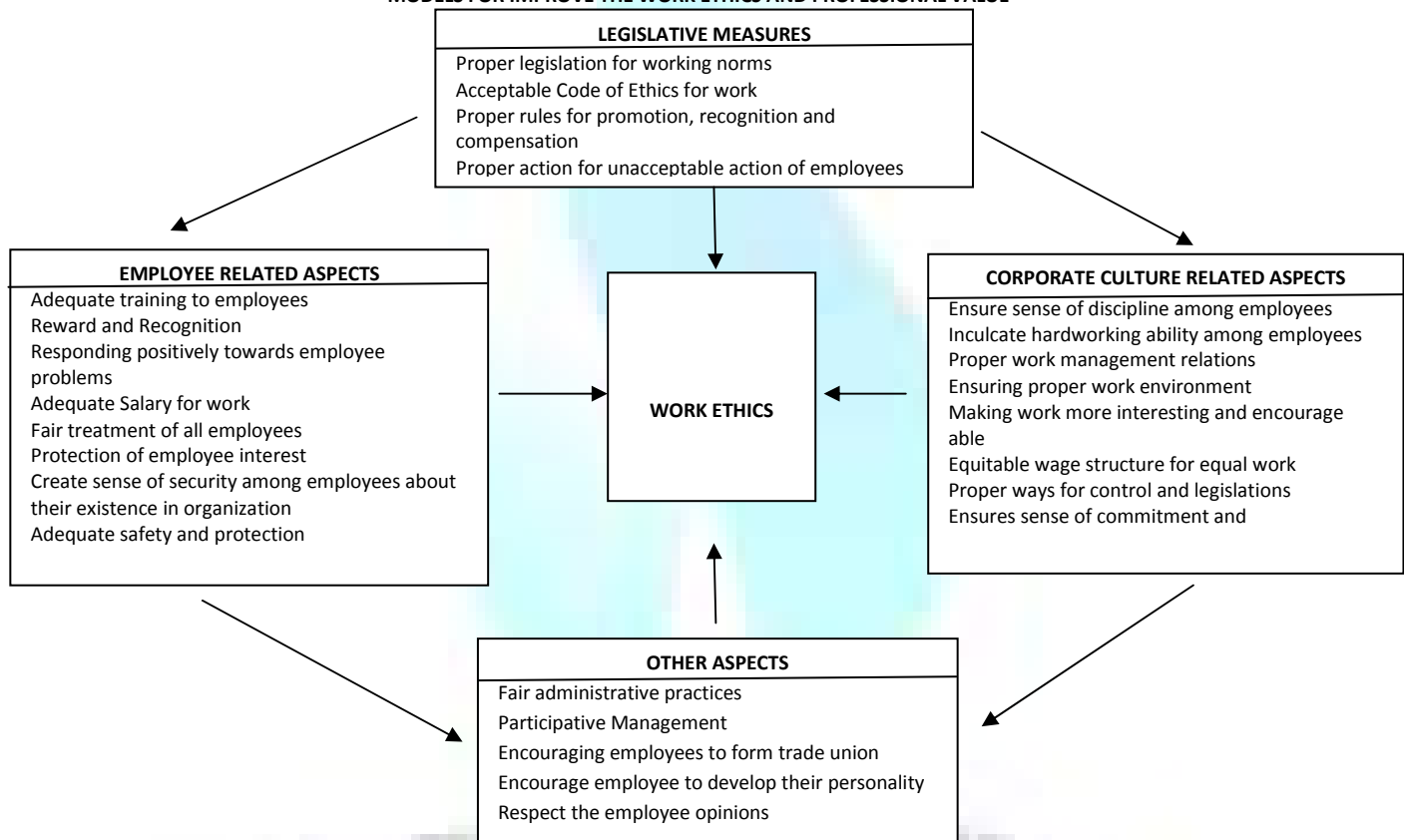
Professional Values	Level of agreement of employees					Total Score	Average
	SA-5	Agree-4	MA-3	DA-2	SDA-1		
Honest and trust worthy	29	27	40	17	12	449	4.0
Work selflessly	15	20	45	23	23	382	3.0
Proper utilization of organization resources	28	45	46	6	-	470	4.0
Fair and correct accounting Practices	18	37	48	22	-	426	3.0
Fair return on investment	23	33	68	1	-	452	3.0
Fair Business Practices	13	35	43	27	7	401	3.2

Sources: Field survey

Note 1 SA- strongly agree, MA – moderate agree, DA- disagree and SDA- strongly disagree

Professional ethics is the behavior that a professional adheres to in its daily dealings with their obligations and authorities. Table 8 reveals the agreements and adherence of employees towards professional values. Here an attempt is made in order to know the level of agreement and adherence of employees towards professional values. For this purpose taken some selected professional values like honesty and trust worthy, work selflessly, proper utilization of organizational resources, fair and correct accounting practices, fair return on investment and fair business practices. However, among different professional values sample respondents agree towards honesty and trust worthy and proper utilization of organizational resources total score amounting 449 and 470 respectively. Thus it is clear that sample respondents not have adequate professional ethics, because, respondents moderate agree in case of work selflessly, fair and correct accounting practices, fair return on investment and fair business practices.

MODELS FOR IMPROVE THE WORK ETHICS AND PROFESSIONAL VALUE



Sources: Author developed

CONCLUSIONS

Business is complex and highly competitive, this environment generally encourages organization to develop strong work ethics among employees, because, it facilitates organization to increases the commitment of employees, team work, understanding among different positions properly, attain the basic objectives of organization, fair behavior come out from the employees at work place, sense of good feeling about organization activities and organization, effective utilization of organizational and societal resources, increases the performance of organization, increases the competitive ability of organization, and ensures survival and success of organization., hence, every organization needed sound system or model for develop the work ethics among employees. In view of this the study has recommended the model for improve the work ethics among employees; if organization consider this model for improve the work ethics to their employees surely the organization able to improve the work ethics and professional values among employee without fail.

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