

EFFECTS EMPLOYEE'S ETHIC ON ORGANIZATIONAL PERFORMANCE

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***ABSTRACT**-Ethics demonstration to employees treating as equal opportunities and negotiating are make management process between ethically responsible in integrity of business of laws, fairly, honestly and open minded across the management between team and customers relation in operation. The research measured what progress of employee's ethic had been practice actually in the organization, this study found that the effects ethic of employees and organizational performance effectiveness. Managing the business operated as ethical standards in all clients, customers, suppliers, environment and the communities are able to take into action by the employees. Organization showed to prove an efficient, effectively protected from unethical doing can be increased in performance in return high flow in revenues of organization. Effective ethical leaders for decision making as commitment, credibility implemented the highest and strongly demonstrate respect service within the organization by the effort of coaching, mentoring and training to develop performance*

***Key Words:** Ethics, Employee's ethics, Organizational performance*

I. INTRODUCTION

Integrity of an ethical conduct such as fairly, honestly and open minded across the organization between the teams and customer relation in operation. Reasonable response right way in many issues such as quality, quantity, specification, pricing, manufacturing practices etc. Ethics contribute more value for a long term and unprofitable in service and others trait to develop multidisciplinary extended trust to empower and create changing and innovations services represents efficient in an organization. All type of organization to get knowledge and practice about the important of ethical conducts in all teams, department and organization as a whole for an efficient and increase profitability and organizational performance.

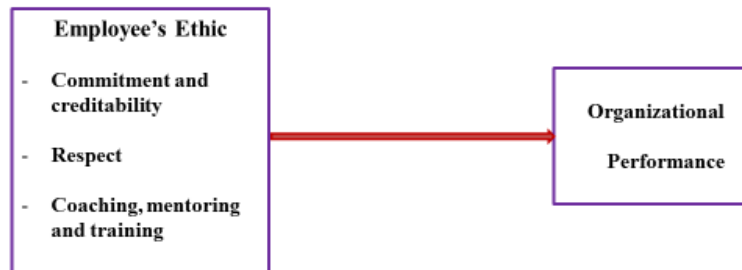
II. RESEARCH METHODS

The purpose of this paper is to investigate the employee's ethics and organization performance relationship in a variety of product and service firms operating. Research measured factors of ethical practices and outcome of performance in organization by the methods of in-depth interview and questionnaire to general staff, supervisory, mid and top-levels management recommend and reviews accordingly. The impact of firm size and industry on performance along with the actual ethic are also investigated supervisors, mid and top-levels management have

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recommended accordingly.

Research Model



III. LITERATURE REVIEW

3.1 Ethics

Ethics contribute more value for a long term and unprofitable in service and others trait to develop multidisciplinary also extended trust to empower and create changing and innovations services represents efficient in an organization. *Aristotle* proposed that the ethics are skill and researchers are finding as an area of expertise, increase core values and values in respect, avoid biased on the differences in social standard, ethnicity, nationality and more factors. Contributions and generosity to honest and loyalty to their subordinate organization striving to achieve goals by innovative to improve high expectations is the fundamental understanding throughout the organization, have needed moral foundation that enables ethically decisions come financially gain, unethical actions may contaminate to the employees, organization and the dynamic environment. Maintaining and policy for ethical standards way to sustainable achievement, consistent ethical to efficiently enhance the process of goal, motivating, sustaining, and behavioural has produced numerous numbers in operational implementation by the employee.

3.2 Ethical organization

Ethical have successfully organized as culture within the organization, top management and leaders must be encourage ethical practices in whole teams in any condition. Respecting to each other and all individuals following the ethics demonstrations to employees and treating as equal opportunities to discuss and negotiating to make management process ethically responsible. Integrity of an ethical business of laws, fairly, honestly and open minded across the management between the teams and customer relation in operation. Reasonable response in many issues such as quality, quantity, specification, pricing, manufacturing practices etc. Core value of business communication to all employee throughout the organization as an ethical business respects responsible

and more action to fit for the organization. Between the employees and organization must ethical fit standards is a difference in values, the individual values.

The process of strategic decision-making and behaviour directly affects organizational structure and culture (Elenkov&Manev, 2005). Relationships with employees and clients are mutually benefits to maintain and reliable behaviour as nurtures to create and sustain a culture of ethics shared within the organizations. The cultural norms more hospitable and gracious than the others.

High standards of ethics desired more demonstrations of the standards and create more ethical environment behaviour and attitudes, retention and motivation must be practiced within the organizations. Ethical challenges issue in most organizational management structure, operational environments and strive for behavioural ethics, concepts to develop and sustain to explore the skills individual decision making then the action at individual level. The ethical concept fit upon person and organization building as an influences values on that behaviour in job satisfaction. Ethics knowledge sharing to makes focus bring into the action of its employee awareness, behaviour and implementation plan to value align. Ethical organizations are contributed to the organizational environment, societies, employees and all of the stakeholders.

3.3 Communication and relationship

Communication is a important and vital role in relationship of business organization relies on management, consistent information at a workplaces to adapt differences between the expression and actual values that goes to extra productivity with priority for organization's stakeholder such as peers, staff, clients and investors. Flexibility and capability formation are dependent upon information and intermediary between enterprise resources and competitive advantage by Amit & Schoemaker, 1993). Responsible for nurturing and developing relationships of communication requires of human in building communities then avoiding the refraining from messages. Communication at workplace occurs at supervisor, manager and executives to the top management as team to teams, one person to teams, team to one person and person to person in group setting. Leaders and top management deliver to all employees to crafting message.

Respect

Respect defined mutually shared between the individuals and organization achieving comes to respect among employees each other ready to support and trust. Individuals support to understand and help to achieve goals stated positions. Fundamental concepts of workplace norms, respect among the team members to alignment is achieved shared. Determining consistency of an enterprise is demonstrating the effectiveness caused to enhance. As one of firms in teams in businesses conduct as ethically guideline for customers, create the ethical foundation inspires. Workplace ethic established conduct policy for respectful behaviour to all colleagues, customers, vendors, suppliers, still maintain loyal to teams and organizations, intellectual property, trade secrets, steal and violation of confidentiality have been protected by the right recruitment to covering the secure of job references. Respect to all levels, ages and races of people in every place as good treat in daily interactions, have behave respectfully and practices individually to all teams in organization treat mutual respect regardless of negative impression.

3.5 Coaching, mentoring and training

Coaches have been found a preference ensures coaching success is for a short period of time emerges appropriate for the individual and team requires more time to efficient towards accomplishing objectives. Individual synergy has shown cultures tend to be significantly less effective. Exploration, innovation, transformation leaders disrupt the learning atmosphere, emphasizing variety, experimentation and stimulating employees to challenge the acquired creating new knowledge and promoting organizational learning (Peng & Zang, 2012). Training for productivity, quality improvement, safety, the reduction of turnover and effective management in organization adapting to change the situation, political, and technological to enable employees. Aware of new policies, rule at workplace has to change the adaptation. Having provided an overview coaches conduct of high skilled employees focused on accomplished goals and objectives to improve the team's performance by building relationships. Skilled managers can support their members to developed personally and professionally to application on related trends.

3.6 Commitment and credibility

Ethical decision as commitment, credibility to the highest and strong establishment of demonstration increases to respect and service within the organization at this type of employees shows good relationship and smooth communication within organization will achieve the desired goals. Coaching, mentoring and training to develop understanding the nature of attachment is a psychological contract to their peers and subordinates of organization. Employees responsible ethical behaviour to engage the employer's and organizational ethics by the interaction with all stakeholders, should entail following the rules, procedures and policies. Also maintaining professional behaviours, attitudes at workplaces. Employer defined the principle for behaviours mainly establish fair, unbiased practices and addressing or solving the unethical behaviour manners.

3.7 Unethical behaviour

Unethical behaviour practice doing as some of employees taking office materials, over reporting for working time, more leave and sick days, personal using office technology, abuse of power and authority, data of financial and trade secrets information handover to competitor, bribery of cash and gifts to wrong doing for duties, most of all unethical manners impact to organization and suffer lost in goals. Ethical business practices can help companies avoid legal problems and negative financial results that arise once the unethical behaviour is discovered.

3.8 Organizational performance

Employee ability to work hard and character drive a business forward as great advantages to professionalism is essential to organization's environment. Productivity increase by the excellence skill in all teams to collaboration with colleagues as the best employee determination. Skilful employees, talented, personal integrity with enjoying at the operation of organization achieve financially profitable. Organizational performance is value beneficiaries of the organization, an efficient and effective to achieve every single process implementation works

reach targeted time frame. Influence on the organizational performance through integrating cultural context play role by affecting other reality based on knowledge and innovation to sustainable competitive relationship. Motivating and implementing impact on create shorter term as well as long term goals also support to high expectations on profitability organization. Management worked to evaluate of each goal achievement being honestly. Management stimulate and maintain employee ethical behaviour by the awareness, training to discuss on difficult situation in ethical issue. Reminding to all members and employees to meet the standard of behaviour in ethical become as a benefit for any team performance, alternately suffer from the poor behaviour of ethic also. The result clearly can assessment for the organizational ethical compliance annually in employee performance. Rewardloyalty employees to the organization is considered like to reward through higher pay, promotions, good recommendation and so on. Employee's behaviour as ethical standards received a benefit from new skills, stronger learning for ethical way of opportunities to support all members to engage more effort.

IV. DISCUSSION

4.1 Ethical employees or leader as shown in that Means of SPSS. Steps ranges organization activities follow such as Means 4.07 (standard deviation Std. 0.775) and Effective leaders for commitment, credibility to implementation, to the highest 4.14 (standard deviation Std. 0.620). strongly Demonstrate increased to respect and service within the organization at the Ethical leader by Coaching, mentoring and training to develop understanding strategic planning. EL.4 Mean 4.13 (standard deviation Std. 0.666). A strong understanding of the positive social conduct had been established into the emotionally and empowers other employees to creates a sense of honor and dignity, personal standards and commitment occur

Pearson's Correlations for the relationship between variables

| | | EL | OP |
|----|---------------------|--------|--------|
| EL | Pearson Correlation | 1 | .435** |
| | Sig. (2-tailed) | | .000 |
| | N | 303 | 303 |
| OP | Pearson Correlation | .435** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 303 | 303 |

** . Correlation is significant at the 0.01 level (2-tailed).

4.2 Organizational performance

Person's Correlations for the relationship between variables

Correlations table results can provide to prove as part of the article, Identify through a correlation coefficient value between the two variables for interpretation the strengths of correlation using Pearson's Correlation (listed as Sig. 2 tailed) for all pairs of variables and correlation are shown twice in the matrix. Ethical employees, leader and organizational performances is $r=.348$ and ($p=0.005$) interpret Person's there was a moderately, positive correlation. The design of workplace ethics identified to imperative to organization to regulate acts and practices of workers while at work to reduce unethical issues that affect the organizational performance such as bribery, corruption, fraud, facilitation payments, discrimination harassment, bullying and other misconduct at workplace (Webley, Basran, Hayward & Harris, 2011, 2012)

Table 1:Standardized Coefficients Beta

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .348 ^a | .121 | .118 | .35283 |

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 5.178 | 1 | 5.178 | 41.592 | .000 ^a |
| | Residual | 37.470 | 301 | .124 | | |
| | Total | 42.648 | 302 | | | |

ANOVA

The probability indicates 0.000 relationship was high significance on independent variables. F calculated 41.592 is greater than the F critical (value = 2.19) shows the overall significant. Companies and institutions all over the world, both public and private maintain codes of corporate governance for managing ethical performance (Rossouw, 2005).

Table 2: Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.968 | .182 | | 16.308 | .000 |
| | EL | .287 | .044 | .348 | 6.449 | .000 |

V. RECOMMENDATION AND CONCLUSION

A key understanding finds in OP. organizationperformanceunderstanding to accomplishing objectives or establishing relationships are important on good behaviour relation to lead and coached to subordinates and teams become inspire to their roles. Great influence of skill leader had fulfilled, providing direction and motivation. Appropriate leadership style handle for the situation depending on the constraints of the situation measures, they can decide to achieve targeted goals. Keep open channel in communication, maintain an individual to influence and contribute the effectiveness of the organization. Different organization to execute certain task making organization as directing, inspiring, guiding, commanding, initiating and activating. Employee's ethical value effect on commercial success and positively impact of financial performance also value andknowledge provided to all members and employees to take responsible to create value of morale such as Avoiding unnecessary risks, validating return on investment, earning from green environmental practices, improving employee morale

Ethical style positive social character and inspiration on team members in an empower manner to spreads commitment to ethical foundation such as values, attitudes and behaviour. Best practices to all employees in achieved, persuade to change the employees to ultimately create moral foundation that enables to make ethically decisions as successful organization.Ethical behaviour to do the right way of action, respect to all members, fairness and justifiable must be involved decision making process to internal and externally standardized. Management role include team managers and organizational leaders observed by their employees for ethical standard, managers take responsible for ensuring to all of employees understanding upon the ethical, in return organization received the best performance and ethical behaviours.An organization that is involved in a proper framework for good governance must practice work ethics and incorporate good values as part of its organizational culture if it must achieved higher performance (*Omisore et al, 2015*)

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