

COLLISION OF ETHICS INTO LIFE AND WORK

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ABSTRACT: According to the Michael Thomas Sunnarborg “A true balance between work and life comes with knowing that your life activities are integrated not separated”. Ethics take part infundamentalposition into the nature of the high-qualityexistence and civilization, intuitive of biasedhypothesis and philosophy. Ethics is imperative, because it shapes the foundation of your convictionstructure. It oversees how you treat others; it is the foundation of your managerial process and how you respond in various states of affairs, because of its societal value and it is honored by others and in custody in high esteem. Ethical behavior was codified to offerstrategy for equality and integrity in one’s endeavors within a societal framework. The highest level of society can reach is one, in which everyone treats one another with respect and does only what is in the best interest of society as a whole, as an individual decision, without coercion. Ethical behavior is a way of conducting one’s life, not a measure of devotion to a specified set of capricious rules.The aspire of this manuscript is conveying the arguments about the forces&consequence ofethics and troubles encountered by ethics on work life and personal life. The line of attack for this revision goesthroughout theoretical, where I fetch together thedata bottomed on more secondary sources like a variety of journalsand attitudes from variouspeoples with conversed who countering to inquiringsome queriesby orally.However this manuscript conveysanextent to argue on criticalproblems connecting to Ethics in life and work.

Key Words: Ethics, Sustainability, Ethical behavior, Attitudes.

INTRODUCTION:

Ethics involves significant ambiguity, where individual, cultural and contextual issues all combine to give rise to a problem for which there is no obvious or immediate solution. - In General. Ethics has been defined as “moral philosophy: the study of the general nature of morals and of the specific moral choices to be made by a person”. Ethics and morals, however, are not the same thing, even though they are inextricable linked. A moral philosophy expands over time and as a result come across and resolute moral problems as they crop up. Put simply, ethics is:

- A regularbehavior;
- A ethicalextent that can be practical to arrange of conditions;
- A arbitraryproceed of humanity;
- A correspondent’s inquiring of a basis;
- A life-and-deathverdict in a hospital intensive care unit (ICU);

Ethics engages:appraiseindividual values;acquaintance of individualprinciples, society and generalconvictions; alternatives, and the impact of these alternatives on others and oneself; both short and long term consequences; and accepting responsibility for the choices one makes.

Ethics is not: adjudicator others; family values; outcomes; legal rights or specialists solving personal problems.“Ethics is about making the right decisions for all the right reasons.” Tuffley, D. (2004).

Why is Ethics significant?

Ethics issignificantas it appearance the foundation of your belief system. It governs how you pleasure others; it is the basis of your managerial process and how you counter in diversesituations. As of its public value, ethics is revered by others and held in high esteem.

Facets of Ethics:There are two facets to ethics: The first absorbs the ability to discriminate right from wrong, high-quality from iniquity and modesty from indecency. The second absorbs the vow to do what is right, high-quality and suitable. Ethics demand action; it is not just a theme to consider or argue.

Broad (1985), an eminent psychologist, argues that an individual’s actions can be analyzed according to the following three step process:

- A connection should be established between one moral characteristic and another e.g., good and right;
- An examination of the individual's moral philosophy will establish the intent and motive upon which his or her moral judgments are made; and
- An investigation into the choices individuals make, based upon his or her moral knowledge, reveals their ethics.

Ethics advise us about our moral sense of duty and compulsions, so that our behaviour at work or at home is precise, ingenuous and presently. Ethics are a set of values and set of laws that are mandatory by an individual for foremost a acceptable family life and organism a good worker. Therefore, you need a set of ethics at home as well as at your work place. You can monitor the ethical behaviour through the following practice. Sincerity, honesty, truthfulness, respect for self and others, respect for time, respect for work, respect for our environment. Besides these ethics in our domestic life, our work place stipulates certain specific ethics.

These are:

- Regularity and punctuality
- Confidentiality
- Loyalty
- Maintaining cordial relations with colleagues and clients
- Willingness to learn and take on new responsibilities.

Need for study

It is essential to have high-quality ethics and how they shape our interpersonal affiliation and work presentation. Any work states either at the office or at home has three major components: work, worker and the workplace.

- The Work is the authentic assignment to be done.
- The Worker is the individual who does the task.
- Work Place includes the place for doing the task, tools and equipments required and the storage space for them.

You will agree that all the three components are inter-related and dependent on each other. Further, you will also agree that the Worker is the most important component of any work situation. This is so because only the worker has the ability to think, analyses, learn and manipulate. A worker can acquire the art of effective management of the work, the workplace, himself/herself and the other workers. A worker can also be disloyal, lazy, a bad manager of the workplace and thus ruin the business.

Thus for the successful achievement of our goals and objectives, efficient utilization of our resources and to maintain discipline at home and at work, we need to develop and adopt certain work ethics. These work ethics help us to do a task to the best of our ability in a fair, just and impartial way. They encourage us to develop and maintain a cordial work environment where all the people can enjoy each other's support and confidence.

Objectives:

- Revise the need of ethics in life and work.
- Recitation some ethical problems encountered in life and work.
- Conferring some of the factors which raise the ethical standards in life.

Data collection

The Data collection is for this study is purely depends on Secondary sources like published journals, Articles collecting from nation and internationally and opinions collecting from the various respondents asking some questions by orally for the data which is required for making this paper.

Where does an Ethic appearsince?

Ethical behavior was codified to endow with guidelines for equality and reliability in one's endeavors within a public skeleton. The uppermost level of civilization can reach one in which everyone treats one another with respect and does only what is in the best interest of society as a whole as an individual conclusions without intimidation. The civilization with the most freedom and the greatest thinker's value treating others with respect

and doing the "right thing" in all positions as the highest possible attribute an individual could achieve. Aristotle's view, "Ethics is a moral virtue in an individual through training and practice".

Between 1877 and 1914, the Society's Board of Direction was very conventional and believed that ethics was a matter of an engineer's personal responsibility and honor and not appropriate for a written code. In 1914, however, a special committee of the Board of Direction was appointed to draft a Code. The original Code contained six principles, but it has been amended over time to its current form. Proposed amendments must be published to the membership and then approved by a two-thirds vote of the Board of Direction.

Who put into effect Ethics, and how is it through?

In a wonderful globe there would be no have to enforce ethics, as everybody would endeavor to be the best person they can be. But we do not live in a perfect globe. Since ethics is not the same as laws, there are no specific enforcing authorities. The enforcement of ethics isn't that much diverse from the enforcement of law. Violations are monitored and described by someone to a proper right.

Code of Ethics

A code of ethics is a basic set of morals and deeds that are intended to be followed by users so they conduct themselves sensibly, in an blameless manner, with honor and integrity. A code of ethics is typically based on simple notions that are of value to society as a whole, encourage good actions, foster belief, and result in admiration of one another. A code of ethics should be easy to comprehend, and written in general stipulations so it can be practical to each condition.

A list of clearly affirmed set of laws, standards and principles to guide our behaviour at home and in public is called a *Code of Ethics*. A code of ethics can be developed through mutual agreement of the persons concerned. The following is an example of a code of ethics works for us to understand and follow attentively, both at work and at home.

- Be customary and on the dot at work and home.
- Do the task dole out to you.
- Be respectful, tolerant, chivalrous and reverential to all.
- Acquire the information and ability necessary to do the task assigned to you.
- Be practiced to learn more and update yourself.
- Locate more and more competent ways of getting your effort done.
- Supervise and affect your resources efficiently. Do not fritter away resources.
- Follow the laws, policies and procedures of your work strictly and uniformly.
- Do not pamper in nepotism and inequity while doing your job. Treat everyone equally.
- Have esteem for all sorts of work.
- Do not accept favors that may negatively influence the recital of your work.
- Be faithful to your job and to the organisation to which you belong.
- Depictions leave wherever you encounter it.
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Raising Ethical principles

The following proposals and see if you agree with them.

- (a) Public revelation and promotion
- (b) Grounding of a Code of Ethics
- (c) Education of Ethics and Values in Schools and Colleges

Ethics relate to proficient life

As you a civil engineer you have been trained to design and supervise structure of various improvements to enhance civilization, growth, and society as a whole. In the course of making the decisions that will be required to plan, design, and oversee structure, you will be met with many moral and ethical dilemmas. Many conclusions will be made with regard to safety, public interest, and client interest. Having a code of ethics will help you make those conclusions. As a professional your work is restricted by society, such that only those having the training and confirmed recommendation may perform it, limiting competition to only those individuals who are licensed. In return, professionals are required to perform their work to high ethical standards and always in consideration of and to the benefit of the public. Professionals are held to a higher standard than the general public, and the Code of Ethics affords the guidelines and standards that the professional engineer must follow to satisfy that commitment.

Ethics affect to personal life, outside of proficient life

Ethical behavior is a way of conducting one’s life, not a measure of observance to a specified set of arbitrary rules. Because an engineering professional is a proficient, twenty-four hours each day, seven days each week, all year long, ethical behavior should be a way of life, not just applied to a job. A misguided action or comment from an engineering professional is just as detrimental, whether rendered at work or on vacation. When one accepts the responsibilities associated with special engineering training and a professional career, one also accepts the responsibility to conduct life within a framework of norms and behaviors that won’t diminish the trust that society places in the engineering profession.

Ethical Problems in Life and Work

Some of the ethical problems commonly faced by us when we visit any work place where workers:

- are irregular and lack of punctuality
- are offensive and impolite
- have inadequate knowledge and skill
- dissipate resources
- disregard rules and regulations
- disregard the task at hand
- are fickle

Literature evaluation:

Ethics and QWL are two intertwined work environment factors of organizations. Ethics in this research refers to the rules or standards governing the conduct of individuals or the members of a profession (Morris, 1980), while QWL is the perceptions to which the organizational environment meets the full range of employee needs for their wellbeing at work (Cascio, 1998; Sirgy et al., 2001). According to their research into different dimensions of need based QWL, categorize QWL into two major categories: lower- and higher order needs lowerOrder QWL is comprised of health, safety needs and economic family needs and higher-order QWL is comprised of social needs, esteem needs, self actualization needs, knowledge needs, and aesthetic needs. Both categories of QWL were investigated in the present study. Due to increasing ethical problems in recent years, many business organizations have established ethics programs to help improve ethical behavior and to help prevent ethical problems among their employees. (e.g., Chonko et al., 2003; Somers, 2001; Valentine and Fleischman, 2008).

Ethical culture develops in an organization from people’s values, policies, and activities. When organizations create an environment that makes their employees behave or act persistently according to their ethical values and policies, those organizations are considered to have institutionalized their ethics. According to Sims (1991), institutionalization of ethics should be examined in terms of specific behaviors or acts and it may vary in terms of its persistence, the number of people in the organization behaving according to its ethics, and the degree to which it exists as part of the organization.

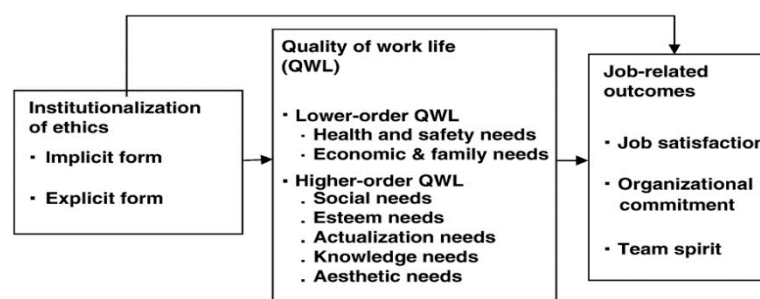


Figure 2:

The term institutionalization of ethics is defined by Singhapakdi and Vitell (2007, p. 284) as “the degree to which an organization explicitly and implicitly incorporate ethics into its decision-making processes.” Consistent with Brenner’s (1992) work, they classify institutionalization of ethics into two forms: implicit and explicit. As they explained, implicitly incorporating ethics means that ethical behavior is implied, or not directly expressed, and is understood to be crucial; explicitly incorporating ethics means that ethical behavior is formally expressed without vagueness” (Singhapakdi and Vitell, 2007, p. 285).

It can be argued that organizational ethics can lead to positive work attitudes among employees. In their follow-up paper, Vitell and Singhapakdi (2007) reported that at least one of the two forms of ethics institutionalization is a significant determinant of the three job-related variables. Although the constructs explicit and implicit ethics institutionalization investigated in this study is relatively new, other scholars have examined the impacts of similar aspects of organizational ethics on employees' work attitudes. Employee work attitudes can be positively influenced by different types of organizational ethics such as corporate ethical values (Hunt et al., 1989), proactive corporate citizenship (Maignan et al., 1999), and ethical climate (Schwepker, 2001). Consistently, Valentine and Fleischman (2007) recently reported that ethics programs (e.g., presence of ethics codes, communication of ethics codes, and presence of ethics training) have indirect impact on job satisfaction of employees.

QWL and job-associated endings

The QWL concept was introduced into the work place in the late 1950s. Up until the mid 1970s, the focus was on work design and improving work. However, beginning in the 1980s QWL has come to include other features that affect employee's job satisfaction and productivity.

QWL involves promoting a work environment conducive to the satisfaction of employees' needs. Specifically, identified teamwork and a sense of ownership, the results of managers' efforts in fulfilling the employees' needs as the essential factors for high productivity and performance. He explained that teamwork ensures that skills, ideas, and energies are collaborative; while a sense of ownership motivates employees to perform tasks to the best of their ability and to remain with organizations.

QWL in terms of "needs satisfaction." In their later research, Sirgy et al. (2001, p. 242) define QWL as "employee satisfaction with a variety of needs through resources, activities, and outcomes stemming from participation in the workplace." They proposed that QWL be measured in terms of employees' needs. Specifically, *seven dimensions of needs* were suggested: (a) health and safety needs (protection from ill health and injury at work and outside of work, and enhancement of good health); (b) economic and family needs (pay, job security, and other family needs); (c) social needs (collegiality at work and leisure time off work); (d) esteem needs (recognition and appreciation of work within and outside the organization); (e) actualization needs (realization of one's potential within the organization and as a professional); (f) knowledge needs (learning to enhance job and professional skills); and (h) aesthetic needs (creativity at work as well as personal creativity and general aesthetics).

Ethics establishment and job correlated conclusions

Research has shown that work environment is a dominant factor in employee performance and commitment. The results of employee's responses to work or organizational environment bring about work outcomes that affect their organization's overall performance. Generally, organizational performance is indicated by the following factors: profitability, market share, resource acquisition, customer satisfaction, employee satisfaction, health and safety, innovation, labor productivity, regulatory compliance, and flexibility. Due to many contemporary global and social factors that shape people's thinking, the soft side of work results such as QWL, health and safety, employee satisfaction, corporate social responsibility, and work-life balance, has been increasingly recognized by top management. Also, the impact of ethics on the organizations' performance and productivity, although not presented in all researches, is evident in many. Therefore, the relationships between ethics and organizational/employees' outcomes have been important issues in advancing knowledge in HR management, organizational development, and business ethics.

The ethical work environment is an important factor in the person-organization study. That is, employees usually choose to work in organizations whose ethical preferences fit their own. They also found that ethical fit was significantly related to turnover intentions and organizational commitment, but not to job satisfaction.

Ethics to be high-quality for the bottom line of Work and Life. The studies by business institutes also support the links between ethics and a company's benefits. Companies committed to corporate social responsibility can benefit both organization and employees. The benefits include a better public image and reputation, greater customer loyalty, a more satisfied and productive workforce, and fewer regulatory or legal problems. Consistently the links between a company's ability to foster an ethical corporate culture and an increased ability to attract, retain, and ensure productivity among the employees. In addition, the study revealed that employees would prefer to work for a company ethical rather than being paid more, and are willing to leave when they are dissatisfied with their employer's ethics. A strong relationship between ethics and work life

balance. Interestingly, the study also revealed that ethical leadership creates a work environment that nurtures work-life balance to employees, thus influencing employees to behave ethically at work.

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