

The impact of management ethics on employees and the performance process

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Abstract:

The world today is characterized by rapid change, a feature that has become a feature of all aspects of human activity and its management of different organizations. This feverish race has resulted in clear administrative deviation in organizations as a result of exceeding the values of right, good and justice, but the exploitation of these values for the achievement of other purposes has become a feature that distinguishes the management of public organizations. And internationalism, as is the weighting of the negative side of the current of globalization and the domination of the material trend and ignoring virtuous values and ideals are among the biggest factors affecting the increase in administrative deviation in organizations and on the behavior of individuals in them and thus on the ethics of management.

Nowadays, interest in business ethics is increasing in a clear and striking way. Several concepts have emerged in this regard, including: professional rules and ethics, management ethics, job ethics. Organizations are racing to issue so-called ethical codes, which require research and study to determine their impact on administrative creativity at the individual, group and organizational levels. Hence, the aim of our current research is to identify the impact of commitment to professional ethics on employees and the performance process. We concluded the research with a set of conclusions and recommendations, which came based on the findings of the research and through which we believe that they can positively influence the organization as a whole.

Keywords: management ethics, performance, personnel, impact.

Introduction:

Scientific progress and technological development in various fields require consideration of various kinds of issues in a renewed way, and since job ethics is one of the basics of success because it reflects the organization's confidence in its employees as well as the confidence of society, commitment to it will lead to creativity to catch up with scientific progress and technological development.

In the last three decades of the last century, he preferred to talk about the ethics of the administration and the voices were raised for it. With the increase in ethical scandals and the remarkable spread of administrative and economic corruption manifestations as a result of the decline of regional systems, the measures corresponding to these phenomena are no more than the tightening of control circles and the intensification of the specific rules of behavior, which in turn increases the state of sophistication in cheating on the basis of (the forbidden is desirable).

All this has led to an increase in interest in management ethics, and the associated policies and programs for upgrading and training. It is one of the basics for success as it reflects the organization's confidence in its employees and equipment and the community's confidence in it. Commitment to the ethics of management leads to the development of workers and reflects the attention that the employee attaches to adhering to these ethics in management such as transparency and integrity, as failure to adhere to these elements directly affects the reputation of the organization.

Research questions:

Try to find answers to the following questions:

- What is meant by management ethics?
- What are the ethical principles of a public servant?
- Study the impact of management ethics on employees?
- Is there a clear vision of management ethics in the organizations?

Research objectives:

- Study the concept of job ethics.
- Study the extent of awareness of management and workers of the importance of adherence to it.
- Study the impact of management ethics on employees.

Determine the relationship between job ethics and administrative creativity.

Research significance:

This research is of great importance as it researches the ethics of management, which today's organizations cannot dispense with in any way. The competitive advantage in many organizations, in terms of ensuring the human factor, providing the necessary working conditions and ensuring a rational scheme for managing human resources. The importance of this complex and rich research at the same time lies in considering that ethics is the subject of the hour due to the various administrative violations and deviations that organizations face on a daily basis with the rapid development of management and its methods, and in this context, the importance and role of management ethics is evident in solving administrative problems and facilitating the achievement of public effectiveness.

Search terms:

Ethics: The set of values and standards that members of society rely on to distinguish between what is good and bad, while it is right and what is wrong, and it is the starting point for the distinction between what is good (virtue) and what is bad (vice).

Management ethics: A set of values, virtuous principles, and honest standards that are derived from the correct belief and govern management behavior to achieve the organization's efficiency and stakeholder satisfaction.

Lecture review:

The first study: Najm Abboud Najm's study entitled "The Role of Management Ethics in a Changing World" (Najm, 2006), which deals with the following elements in his study:

- General concepts of management ethics, theories and approaches.
- Development of the concept and dimensions of social responsibility.

He dealt with treating management ethics in other management experiences.

Addressing management ethics in several areas.

The goal behind this recent author is to shed light on important and contemporary topics and to clarify the theoretical framework of management ethics and the challenges it faces.

The second study: The study of Moghadam Al-Saeed, entitled Ethics of the public office (Moghadam, 1997), which is an applied theoretical study from the angle of consolidation, rights, professional obligations, and the disciplinary system for employees. in Algeria.

The third study: Abdelaziz Hayat's study entitled: Administrative Ethics in Algerian Administration (Hayat, 2004), which dealt with administrative ethics in its theoretical side by listing the various theories and approaches and also dealt with administrative ethics in Algeria through the analysis and study of some laws and legislations.

The framework for my theory:

Concept and objectives of management ethics:

- Definition of ethics:

Creation is a language: it is called impurity or sanctification, and it forms the inner image of man just as creation - by opening the kha and the stillness of the slave - forms the apparent image of man. (Al-Ghazali, 1990)

Idiomatically: Hujjat al-Islam Abu Hamid al-Ghazali defined it as: “A body in the soul is well established, from which actions come out easily and easily without the need for thought and thought. (Fatimah, 1990)

Definition of management ethics:

Rio Biars defined management ethics as “a set of standards and principles that dominate the managerial behavior and are related to what is right or wrong.” We note in this definition that right and wrong are relative standards that differ from one society to another, not governed by a supreme authority that recognizes their integrity in all human societies. (Najm, 2006)

Evanseg and his colleagues believe that management ethics represent guidelines for managers in decision-making. This definition is consistent with its predecessor and the principle of proportionality, as the guidelines are general policies that must be a holistic strategy from which they derive and at the same time strive to achieve them. (Najm, 2006)

Sources and objectives of management ethics:

- Sources of Management Ethics:

The most important sources of management values and ethics can be identified as follows:

- 1 - Religion in society.
- 2 - Community values and ethics.

The values and ethics of the families of the organization's workers.

- 4- Legislation and laws.
- 5- Instructions and regulations of the organization. (Abu Nasra, 2007)

- Objectives of management ethics:

Management ethics as a science of the moral duties of a particular profession and its disciplinary penalties is concerned with clarifying the behavioral and ethical rules for giving a profession

either among the practitioners themselves or towards others, and in general managerial ethics aims to: (Moghadam, 1997)

- * Control of customs, agreements, and the sum total of values, norms and traditions agreed upon in a given vicinity.

- * Ethics help provide self-criticism to improve profitability, fortify technical competencies and motivate

Professional skills and creating bridges of confidence in the pursued goals.

- * Controlling the professional and personal behavior that employees of the state should exhibit, ensuring their discipline in a manner consistent with the requirements of practicing the public office, and informing them of their professional duties in an ethical framework.

- * Applying the positive and negative sanctions system to avoid some manifestations of administrative corruption.

- * Ensuring a rational scheme for the management of human resources that takes into account their career path and jobs.

- * Achieving a balance between moral judgments and employee freedoms and rights (by controlling and codifying them)

- * The necessity of giving priority to the public interest over the employee's private interest in a manner consistent with the legislative and regulatory systems in effect.

- * Bringing the public administration closer to the citizens by listening to their concerns and concerns as well as improving the quality of services provided to them.

- * Establishing mutual trust between management and citizens.

- * Eliminate the authoritarian character that can be characterized by the administration by respecting its duties.

The most important principles in employee ethics:

Before dealing with the most important principles in employee ethics, it is possible to address from the above the most important obligations that the employee has in the framework of the work relationship, as follows:

1. Exercising in the best manner and competently the obligations related to their position by acting with care and perseverance within the framework of the work system established by the institution.
2. Executing the instructions issued by the peaceful authority in which the institution lives during the normal exercise of its administrative authority.
3. Contribute to the institution's efforts to improve organization and productivity.
4. Taking into account the obligations arising from the employment contract.
5. Not to disclose information of a professional nature related to technologies, technology, manufacturing methods and how to organize, and in general not disclosing the contents of the organization's internal documents unless they are imposed by law or requested by the peaceful authority.
6. Taking into account the hygiene and security procedure prepared by the institution in accordance with the legislation and regulation.
7. Accepting the internal and external medical checks that the institution may undertake within the framework of ergonomics and perseverance monitoring.
8. Participating in training activities, improving standards and renewing knowledge that the institution may undertake in the context of improving its functioning and effectiveness or to improve hygiene and security.
9. Not obtaining direct or indirect interests from a competing institution or company, a client or client.

Conclusion:

Management ethics are linked to the distinctive internal characteristics, whether for an individual or group, as these characteristics express a distinct response with a historical dimension to the circumstances of that individual or group and to the original components of each of them, the social reservoir and the cultural depth. Social, cultural and the preservation of its value system. Administrative ethics are the focus that prevents and combats deviation, administrative corruption and other immoral behavior that may threaten social security if it touches justice, equality and equal opportunities, as adherence to a number of behaviors, principles and ethical values is the basis for the employee's success in his work.

Research results:

- There are several factors that have led to an increase in interest in the issue of management values and ethics.
- These and other factors have led to a growing interest in the values and ethics of management.
- Administrative ethics in the administrative organization is considered one of the basics for the realization of any development strategy and without it it is considered an invalid legal system and overcoming it is a simple matter
- Management ethics is no longer a self-concept related to the individual and cannot be influenced, rather it has become management today
- There is an urgent need to leave this concept and look at management ethics as one of the sources of behavioral finance that will yield social profit and not be inferior to the rest of the capital of the organization that it adopts to achieve profitability.

Recommendations and suggestions:

- Transitioning from remedial methods of imposing the disciplinary system after the occurrence of an ethical breach to preventive methods in managing managers 'selection, training and awareness.

- Moving from the belief that management and business ethics is a subjective and personal issue that cannot be taught or trained on, to being an administrative issue related to the culture and values of the organization, in which individuals must be prepared and trained on them.
- Moving from concern for competency standards in order to achieve the goals of the organization to paying attention to ethical standards, in addition to paying attention to competency standards as well.
- The transition from self-ethics to professional ethics.

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