St. MARY'S UNIVERSITY

SCHOOL OF POST-GRADUATE STUDIES

FACULTY OF BUSINESS ADMINSTRATION

MASTER OF BUSINESS ADMINSTRAION PROGRAM

THE EFFECT OF WORKPLACE ETHICS ON ORGANIZATION PERFORMANCE: THE CASE OF LIDETA MANUFACTURING COLLEGE ADDIS ABABA, ETHIOIA

BY:

EYERUSALEM TEWODROS

JANUARY, 2024

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A THESIS SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES OF ST. MARY UNIVERSITY IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION.

ADVISOR: MOSISA KEJELA (PhD)

JANUARY, 2024

ADDIS ABABA, ETHIOPIA

DECLARATION

I, the undersigned, declare that this thesis is my original work, prepared under the guidance and supervision of Dr. MosisaKejela (PhD). All sources of materials used for the thesis have been duly acknowledged. I further confirm that the thesis has not been submitted either in part or in full to any other higher learning institution for the purpose of earning any degree.

Researcher Name EyerusalemtewodrosSignatureDate

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St. Mary's University, Addis Ababa

ENDORSEMENT

This thesis has been submitted to St. Mary's University for examination with my approval as a university advisor.

Advisor Name MosisaKejela (PhD)Signature   Date

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St. Mary's University, Addis Ababa

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APPROVED BY BOARD OF EXAMINERS

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Dean, Graduate Studies   **Signature**

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Advisor   **Signature**

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External Examiner   **Signature**

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Internal Examiner   **Signature**

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Abstract

The purpose of the study was to assess the effect of workplace ethics on organization performance: The study employed both explanatory and descriptive research designs to gain a comprehensive understanding of the college and its operations.

The qualitative aspect of the study aimed to explore and explain the experiences, perceptions, and perspectives of various stakeholders within the college. This approach involved collecting and analyzing non-numerical data, such as interviews, focus groups, observations, and document analysis. Qualitative methods were valuable in capturing the richness and depth of information related to the college's functioning, including its strengths, weaknesses, challenges, and opportunities.. To achieve the research objectives the independent variables (responsibility, accountability, Fairness and honesty) were used.Dependant variable on organization performance And to get the research is more reliable the researcher was used both primary and secondary data sources through structured questionnaire and secondary data was obtained from different published and unpublished documents to meet the general objective of the study. The target population of the study was heterogeneous, of the total 313 employees the sample of the study was 176. Questionnaires were distributed to selected sample and 156 questionnaires returned for analyses; 20 quaternaries calculated as missing value. The quantitative data collected analyzed by using (SPSS, version 26). The qualitative data collected were followed text analysis. The study resultsrevealed that, a Pearson correlation between responsibility and organization performance have a week impact, accountability and organization performance has a positive impact, honesty and organization performance have a positive significant impact and fairness and organization performance also have a positive significant impact. The research recommends that, even if the study results showed a positive significant, that Lideta manufacturing college should consider and give more attention about responsibility to enhance the employee motivation by designing and delivering awareness about the above variables to maintain the performance of the organization.

Key terms: *Ethics, Workplace, responsibility, accountability, fairness honesty, performance*

CHAPTER ONE

INTRODUCTION

1.1 Background of the study

Ethics refers to the principles that specify what constitutes as good, and appropriate behavior. Such principles offer a framework to assess and choose amongst conflicting possibilities rather than necessarily prescribing a single, "moral" course of action (Sunanda, 2016). Umar and Shaw (2020) investigated the effect of organizational ethics on employee performance in airline industry in Nigeria. Organizational discipline, organizational teamwork, commitment, and work attitude were employed as the independent variable while employee performance is employed as the dependent variable. Multiple regression analysis is used in analyzing the data.

The study revealed that organizational discipline, commitment, and work attitude positively affect employee performance in the Airline industry. However, organizational teamwork does not positively affect employee performance in same case. This study concludes that ethics serves as organizations guide and encourage employees to practice good behavior for the sake of improving their performance. The study recommends that management of Airline businesses should strive to see the implementation of organizational ethics that can help them to achieve superior performance in terms of Organizational discipline, Commitment and Work attitude. Fatemehzahra (2020) investigated the influence of work ethics and ethical values on organizational performance.

The study adopted an analytical-descriptive research. Content analysis is employed in analyzing the data. The study found that work ethics influences the performance of the organization. Similarly, ethical values were found to have influence on the performance of the organization. Abongo, Mutinda, Senaji and Rintari (2019) investigated the effect of employee work ethics on organization performance in the Kenyan Insurance Industry. The study specifically examined how ethical values, ethical guidance and ethical reporting affect the performance of insurance companies. A total of 62 insurance companies in Kenya were sampled for the study. Descriptive statistics, correlation and regression analysis were employed in analyzing the data. The results indicate that the three employee work ethics constructs of ethical values, ethical guidance and ethical reporting affect the performance of insurance companies in Kenya.

The study confirms that employee work ethics affects the performance of insurance companies, and therefore, employee work ethics should be an area of focus for the modern insurance companies, highlighting the value of work ethics in improving job performance in today's business landscape, the importance of workplace ethics in driving organizational performance has gained significant attention from scholars and researchers. Several studies have examined the relationship between workplace ethics and various aspects of organizational performance, providing valuable insights into this topic.

One such study conducted by Treviño and Nelson (2016) emphasizes the significance of ethical leadership in shaping employee behavior and organizational outcomes. The authors argue that leaders who demonstrate and promote ethical values and behaviors have a positive influence on employee attitudes, motivation, and commitment. They suggest that ethical leaders create an ethical climate within the organization, which fosters a sense of trust, integrity, and fairness among employees.

Moreover, Brown and Treviño (2019) emphasize the role of organizational culture and values in shaping employee behavior and performance. They posit that organizations with strong ethical cultures, where ethical values are embedded in daily operations, tend to have higher levels of employee engagement, commitment, and job satisfaction. Such organizations are also more likely to attract and retain high-performing employees who align with the organization's ethical standards.

The stages of a person's moral development that one progresses through while seeking personal advancement and the judgements that one makes are addressed by Kohlberg's model of moral development (Pruskus, 2002).Ogegah (2017) evaluated the effects of workplace ethics on employee performance in Almasi Beverage Company. Employees' awareness of ethical conducts, employee's adherence towards ethical conducts and dissemination of skills and knowledge on ethical conducts were employed as the independent variables while employee performance is employed as the dependent variable. Percentages and mean were AmylamineandOkeke.

The results indicate that employee's awareness of ethical conducts and employees' adherence towards ethical conducts have significant effect on employee performance. It is also found that dissemination of skills and knowledge on ethical conduct by the organization has positive effect

on employee performance. Yatich and Musebe (2017) carried out an assessment on the influence of ethical behavior on organizational performance in the Kenyan Public Health Sector.

The study is carried out in Baringo District Hospital-Kabarnet, Rift-Valley Province. In this study, neglect, absenteeism, poor time management, corruption, disputes, and dishonest were employed as the independent variables while organizational performance is employed as the dependent variable. Descriptive statistics such as tables, frequencies and percentages were employed in analyzing the data. The results showed that neglect, absenteeism, poor time management, corruption, disputes, and dishonest affect organizational performance negatively.

In addition to ethical leadership and organizational culture, studies have also explored the impact of ethical decision-making processes on organizational performance. One such study by Rest and Narvaez (2018) suggests that organizations that prioritize ethical decision-making frameworks, such as considering the ethical implications of actions and involving employees in ethical discussions, are more likely to make sound and ethical choices. This, in turn, contributes to higher levels of organizational trust, employee satisfaction, and overall performance.

Furthermore, research by Jones (2017) highlights the link between workplace ethics and financial performance. The study demonstrates that organizations with a strong ethical reputation are more likely to attract customers and investors who value ethical behavior. This positive perception leads to increased customer loyalty, improved brand image, and ultimately, higher financial performance.

Collectively, these studies and others provide substantial evidence to support the relationship between workplace ethics and organizational performance. Ethical leadership, organizational culture, ethical decision-making processes, and ethical reputation all play crucial roles in shaping employee behavior, engagement, and overall organizational outcomes.

While previous research has shed light on this relationship, there is still a need for further exploration and understanding of the specific mechanisms through which workplace ethics influence organizational performance. This study aims to contribute to the existing body of knowledge by providing a more comprehensive analysis of the effect of workplace ethics on various performance indicators, including employee satisfaction, productivity, innovation, and financial performance.

1.2 Statement of problem

Ethics and moral difficulties, particularly in the healthcare industry, are important concerns within Kenyan systems and public hospitals in Mombasa County (Njuguna, 2015). Although numerous theoretical and empirical studies have investigated the influence of workplace ethics on organizational performance, there remain gaps in the existing literature regarding specific workplace ethics factors that affect performance, the underlying causes of workplace ethics issues, and the relationship between workplace ethics and organizational outcomes. Further research is necessary to gain deeper insights into the effect of workplace ethics on organizational performance (Erondu *et al*., 2004). Ethics is the integrity measure, which evaluates the values, norms and rules that constitute the base for individual and social relationships, from a moral perspective. Kumar (2007)

The fast advancement of biotechnology, the legal system's and lawmakers' inability to address new and serious concerns, and the growing liability dilemma have prompted the medical community to seek solutions to some of the most difficult questions that practitioners face on a daily basis (Fowler, 2017).

In the education sector, particularly in Technical and Vocational Education and Training (TVET) colleges, workplace ethics play a crucial role in determining the success of the institutions. TVET colleges are instrumental in facilitating the transition of students from secondary education to the workforce by providing them with the necessary skills and competencies. Lideta Manufacturing College, among other TVET colleges, offers a unique opportunity to examine the significance of workplace ethics and its impact on the overall performance of the organization. According to Buckley et al. (2001), organizational ethics refers to a set of principles that govern the behavior of employees within an organization. These principles are vital for effectively managing and addressing counterproductive and unethical behaviors in the workplace. Organizational ethics also emphasizes the importance of shared value systems that guide, shape, and direct the behavior of employees towards productive actions. In other words, it encompasses both the moral values and moral actions demonstrated by employees.

Given that Lideta Manufacturing College operates under the Ministry of Education, workplace ethics plays a crucial role in its performance. Identified workplace ethical issues include non-compliance with company rules, ineffective communication, lack of responsibility and

accountability, unprofessional conduct, absence of trust and mutual respect, tardiness, reduced productivity, unfair treatment, dishonesty, inadequate issue resolution, and a lack of pride in work. Organizational ethics are called into question when the moral values or the accompanying moral actions of organizational decision-making conflicts with the commonly accepted standards of society (Jones, 2007).

Frequent disciplinary infractions have been observed among Lideta Manufacturing College employees during working hours, such as chronic lateness, a lack of responsibility in promptly fulfilling duties, and subpar job performance. Employees often prioritize personal matters over their work responsibilities, resulting in diminished service quality for the public and a lack of commitment to organizational goals. This deficiency in responsibility and dedication is closely linked to employee ethics.To address the impact of workplace ethics on organizational performance within Lideta Manufacturing College, a Technical and Vocational Education and Training (TVET) institution. Workplace ethics are crucial in maintaining a conducive and productive environment for employees and students, but their influence on the college's overall performance requires further examination. Importance of Goal Attainment Evaluation: Evaluating goal attainment within Lideta Manufacturing College is crucial to understanding the effectiveness of the institution in achieving its organizational objectives. By examining the role of workplace ethics in goal attainment, the study can provide insights into the factors that contribute to the college's success or hinder its progress. This information is valuable for improving strategic planning, resource allocation, and decision-making processes within the college. Impact on Performance Indicators: The study aims to explore how workplace ethics influence various performance indicators, such as student outcomes, faculty satisfaction, stakeholder engagement, and overall institutional reputation. These indicators are fundamental for assessing the overall success and effectiveness of Lideta Manufacturing College. Understanding the impact of workplace ethics on these indicators can help identify areas for improvement and develop strategies to enhance the college's performance and reputation. Consequences of Workplace Ethics: The study seeks to investigate the consequences of workplace ethics within Lideta Manufacturing College. Ethical behavior and values have far-reaching effects on multiple aspects of an organization, including employee morale, teamwork, decision-making processes, organizational culture, and relationship-building with external stakeholders. By examining these consequences, the study can provide a comprehensive

understanding of how workplace ethics shape the overall functioning and dynamics of the college. Broader Implications: By highlighting the broader implications of workplace ethics, the study goes beyond mere goal attainment and contributes to the understanding of the significance of ethical practices within Lideta Manufacturing College. It can shed light on the positive outcomes associated with ethical behavior, such as improved employee satisfaction, enhanced collaboration, ethical decision-making, and stronger relationships with stakeholders. This knowledge can inform policies and practices that promote ethical conduct and create a positive organizational culture within the college.

1.3 Objectives of the study

1.3.1 General objective

The general objective of study is investigating the effect of workplace ethics on organization performance the case of Lideta manufacturing college Addis Ababa Ethiopia

1.3.2 Specific objectives are

The specific objectives of this study are:

➢ To explain how accountability is effecton organization performance area.
➢ To identify the way that responsibility affects organizational performance in the study area
➢ To analyze to what extent honesty is affects organizational performance
➢ To measure how fairness is affects organizational performance in the study area

1.4 ResearchHypothesis:

H1: - Accountability has positive and significant effect on organization performance

H2: - Responsibilities have positive significant effect on organization performance

H3: - Fairness has significant and negative effect organization performance

H4: - Honesty has significant and negative effect on organization performance

1.5 Significant of the study

First and foremost, the study provides an experience for the researcher himself to conduct further scientific researches. For the management team of Lideta Manufacturing College in understanding the existing workplace ethics being practiced and the effect on the performance of the college It provides insight into the government, private and public organizations in Ethiopia

especially for TVET to evaluate the organization performance and see how they are affected by the workplace ethics.

It also helps to suggests recommendations to improve the existing work place ethics practices for better performance of organization.

Finally, it wereexpect to top up the existing literature on workplace ethics on organization performance and serves as a reference material for other researchers who needs to make a research on this area at larger scale.

In general, the findings of the research were a significant for government bodies, policymakers, decision-makers, planners, NGO's and other concerned stakeholders to understand about workplace ethics in the organization.

1.6 Scope of the study

The study focused on the effect of workplace ethics on organization performance the case of Lideta manufacturing college Addis Ababa, Ethiopia. Therefore, methodologically, the study focused on descriptive and explanatory research design, and quantitative and qualitative research approach, population, sampling and data collection tools. Geographically the study is at Lideta Manufacturing College located in Lideta Sub-city Woreda 03, Addis Ababa.

Content scope

The studies were focus on assessing the relationship between workplace ethics and organizational performance through a comprehensive analysis of the ethical principles, practices, and values within Lideta Manufacturing College. It was examine the impact of workplace ethics on goal attainment, employee morale, teamwork, decision-making processes, organizational culture, and external relationships. The studies were also exploring the consequences of workplace ethics and provide practical implications for improving ethical practices within the college.

Geographically scope

The studies were being conducted at Lideta Manufacturing College, which is located in Lideta Sub-city, Woreda 03, and Addis Ababa, Ethiopia. The geographical scope were be limited to this specific college, as it provides a unique opportunity to examine the relationship between

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workplace ethics and organizational performance within the context of a TVET institution in Ethiopia.

Methodological scope

The study was employing a mixed research approach, combining both quantitative and qualitative methods. The research design was be descriptive and explanatory, aiming to provide a comprehensive understanding of workplace ethics and their impact on organizational performance.

Quantitative data werebeing collected through surveys and questionnaires to gather numerical data on variables such as student outcomes, faculty satisfaction, and other performance indicators. Qualitative data werebeing collected through interviews, focus groups, and document analysis to explore the experiences, perspectives, and perceptions of various stakeholders regarding workplace ethics.

Time scope

The study wasbeing conducted within specific time frames, which werebeing determined based on the research plan and the availability of resources. The duration of the study weredepending on factors such as data collection, analysis, and interpretation. A clear timeline werebeing established to ensure efficient progress and completion of the research within the designated time period.

1.7 Definition of key terms

Ethics: - Ethics can be defined as the art and discipline of applying principles and frameworks to analyses and resolve complex moral dilemmas (Chassin& Loeb, 2013)

Work ethics: - Work ethics is the ability to maintain proper moral values within the workplace (Han and Hong, 2019).

Workplace ethics: - refers to the way employees in an organization govern themselves and their overall work attitude. (Kok*et al.,* 2017)

Performance: -refers to a summary of measures of the quality of contributions made by a teacher or group of production of work unit in an organization (Tsafack, 2018)

Organization performance: -refers to the degree to which the organization, which some information, financial, and human resources, positions itself effectively on the business market (De Brún, 2019).

1.8 Organization of the Paper

This study comprised of five chapters. The first chapter deals with introduction to the study and includes background of the study, statement of the problem, research objectives, significance of the study, scope and limitation of the study, definition of key terms, and organization of the study. The second chapter focuses on related literature and includes review of theoretical literature, empirical literature, and conceptual framework of the study.

Chapter three also discusses on the research approach, research design; data sources and collection instruments, reliability and validity of data collection instruments, population, sample size and sampling techniques; method of data analysis and ethical considerations. The fourth chapter describes data presentation, analysis and interpretation. Finally, the fifth chapter deals with the summary, conclusion and recommendation of the study.

CHAPTER TWO
REVIEW RELATED LITERATURE

2.1.   Concepts and Definitions

Employee work ethics are of utmost importance as they have a significant impact on organizational effectiveness and performance. Several studies, including Salahudin et al. (2016), Osibanjo et al. (2015), Bataineh (2020), Benedicto and Caelian (2021), and Banister (2017), have demonstrated the influence of work ethics on organizational outcomes. The term "ethics" is derived from the Greek word "ethos," which refers to character or custom. It encompasses a set of values and norms that serve as standards for evaluating individual behavior (Hubert et al., 2007).

Schwartz (2007) highlights the evolving nature of the term "ethics," which can encompass various facets. In the workplace context, ethics provide guidelines for appropriate behavior in formulating strategies and day-to-day operations of organizations. It establishes criteria for determining what is right or wrong (Fajana, 2006). Ethical behavior is context-dependent and varies based on accepted norms within a specific setting. Ethics can be understood in four dimensions: actions (right, wrong, permissive), consequences (good, bad, indifferent).

Although ethics and morality are often used interchangeably, they have slightly different meanings and are closely related as they both pertain to ethical judgment or principles. The root word of ethics, "ethos," originates from the Greek word meaning moral character, habitual character, disposition, habit, customs, and manners. The Latin word for ethics, "mos" (genitimoreors), and its plural form "mores" mean customs, precepts, law, rule, conduct, behavior, character, manners, and morals/ethics. The confusion between ethics and morality likely emerged from the Latin influence, leading to the interchangeable use of the two terms (Grannan and Articulo, 2004).Work ethics is a foundation on which a person's attitude is built. Ethics is related to how a person must behave, while values are mental judgments that determine how a person actually behaves (Nizam*et al.,* 2016)

2.2 Theoreticalreview

2.2.1. Moral and Moral standard

Employees' perception of their organization's ethical climate is found to be related to job satisfaction, organizational commitment, and organizational performance (Kim & Miller, 2008; Pettijohn, Pettijohn& Taylor, 2008)Morality refers to concerning right and wrong, good and bad beliefs that can include judgments, values, and principle of one self. They help guide our actions, define our values and gives us reconfirm being the persons we are (Vaughn, 23008p.3).

Moral standards have relation with principles; because moral principles are derived from moral standards. Since it involves in evaluation what is right and wrong it has a relation to moral judgment and moral rule. Nevertheless, moral standards have their own features. i.e., a moral standard furnishes a criterion to determine what makes an action right and wrong. Instead of referring to an individual action or even a class of actions designates characteristics that all right action must have (WalelgnEmiru, 2012).

Moral principle is a fundamental proposition considering self-evident on which further reasoning or belief is based on the identity of a person. Ethics implies conformity with an elaborated idea code of moral principles set out in a book on ethics or in a professional ethics. Moral principles can serve as the basis for moral judgment for example, if we set a moral principle "it is wrong to pay or accept bribes" then anybody that is paying for an officer or a jugged to get favor from him or she for special consideration is morally wrong(WalelgnEmiru 2012).

2.2.2. Work ethics

The history of ethics or morality is concerned with what is morally good and bad, morally right and wrong (Singer, 2022). It came into existence when human beings lived in a community, group, or society. Different groups, society, and cultures establish their moral conductor guide the behavior on how to relate to and deal with others (Singer, 2022). It answers the question of "how should I live?" or "how should I behave"? These questions suggest that ethics or morality is not only about an individual moral guide for oneself but it is also an individual's guide on how to relate to or deal with other people. Thus, society provides the standard code of moral behavior/conduct. These rules should be accepted by society, the group, and the individual, and even by all rational agents who have reason and free were (Gert&Gert, 2011). Work ethics refers

to a set of values based on the moral virtues of hard work and diligence, as well as the belief in the moral benefit of work and its ability to enhance character. Examples of work ethics include the Protestant work ethic and the East Asian work ethic. Work ethics often encompass qualities such as reliability, initiative, and maintaining social skills (Omisore*et al.,* 2015).

1. **Honesty** Ethical executives are honest and truthful in all their dealings and they do not deliberately mislead or deceive others by misrepresentations, overstatements, partial truths, selective omissions, or any other means (Jan, 2015).

2. **Integrity** Ethical executives demonstrate personal integrity and the courage of their convictions by doing what they think is right even when there is great pressure to do otherwise; they are principled, honorable and upright; they were fight for their beliefs. They were not sacrifice principle for expediency, be hypocritical, or unscrupulous (ibid).

3. **Promise-keeping & trustworthiness,** Ethical executives are worthy of trust. They are candid and forthcoming in supplying relevant information and correcting misapprehensions of fact, and they make every reasonable effort to fulfill the letter and spirit of their promises and commitments. They do not interpret agreements in an unreasonably technical or legalistic manner in order to rationalize non-compliance or create justifications for escaping their commitments (ibid).

4. **Loyalty,** Ethical executives are worthy of trust, demonstrate fidelity and loyalty to persons and institutions by friendship in adversity, support and devotion to duty; they do not use or disclose information learned in confidence for personal advantage. They safeguard the ability to make independent professional judgments by scrupulously avoiding undue influences and conflicts of interest. They are loyal to their companies and colleagues and if they decide to accept other employment, they provide reasonable notice, respect the proprietary information of their former employer, and refuse to engage in any activities that take undue advantage of their previous positions (Jan, 2015).

5. **Fairness,** Ethical executives and fair and just in all dealings; they do not exercise power arbitrarily, and do not use overreaching nor indecent means to gain or maintain any advantage nor take undue advantage of another's mistakes or difficulties. Fair persons manifest a commitment to justice, the equal treatment of individuals, tolerance for and acceptance of diversity, they are open-minded; they are were in to admit they are wrong and, where appropriate, change their positions and beliefs (Jan, 2015).

6. Concern for others. Ethical executives are caring, compassionate, benevolent and kind; they like the Golden Rule, help that in need, and seek to accomplish their business objectives in a manner that causes the least harm and the greatest positive good.

7. Respect for others. Ethical executives demonstrate respect for the human dignity, autonomy, privacy, rights, and interests of all those who have a stake in their decisions; they are courteous and treat all people with equal respect and dignity regardless of sex, race or national origin (Jan, 2015).

8. Law abiding. Ethical executives abide by laws, rules and regulations relating to their business activities (Jan, 2015).

9. Commitment to excellence. Ethical executives pursue excellence in performing their duties, are well informed and prepared, and constantly endeavor to increase their proficiency in all areas of responsibility

10. Leadership. Ethical executives are conscious of the responsibilities and opportunities of their position of leadership and seek to be positive ethical role models by their own conduct and by helping to create an environment in which principled reasoning and ethical decision making are highly prized (Jan, 2015).

11. Reputation and morale. Ethical executives seek to protect and build the company's good reputation and the morale of its employees by engaging in no conduct that might undermine respect and by taking whatever actions are necessary to correct or prevent inappropriate conduct of others (Jan, 2015).

12. Accountability. Ethical executives acknowledge and accept personal accountability for the ethical quality of their decisions and omissions to themselves, their colleagues, their companies, and their communities (Jan, 2015).

2.2.3. Workplace Code of conduct

In this sense, morality is not a choice, but it is a categorical imperative, a command for all moral agents regardless of their desires or extenuating circumstances. Therefore, they are abiding by everyone (Johnson &Cureton, 2022). The workplace code of conduct encompasses a set of guidelines and principles that promote ethical practices and ensure the well-being of employees. The following provisions outline key areas of focus:

Forced Labor There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor No person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Harassment or Abuse Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
Non-Discrimination: No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Health and Safety Employers shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits Employers acknowledge that wages are essential for meeting employees' basic needs. They shall pay employees at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and provide legally mandated benefits.

Hours of Work: Except in extraordinary circumstances, employees shall not be required to work more than the limit set by the law of the country of manufacture, which is generally 48 hours per week with a maximum of 12 hours of overtime. Employees shall be entitled to at least one day off in every seven-day period.

Overtime Compensation: In addition to regular compensation, employees shall be compensated for overtime hours at a premium rate as legally required or at a rate equal to or higher than their regular hourly compensation rate.

2.3.1. The workplace ethics and employee commitment

Commitment is simply defined as loyalty and attachment of an individual or group to the organization (Bello 2012). According to Vance (2006), Commitment is both a wereWasingnessto

persist in a course of action and reluctance to change plans, often owing to a sense of obligation to stay the course. While, workplace ethics according to Omisore *et al* (2015), is a set of value14 which include the right attitude, correct behavior, respect for others and effective Communication in the workplace.

Employee commitment is essential simply because performance of organization depend on it heavily, high levels of commitment provide secure workforce and led to high organization performance. Commitment of employees is very important issue since it may envisage employee's performance, absenteeism and other employee's behaviors. A committed employee can remain in organization even during times of instability (Varsha Dixit & Monika Bhati 2012). As far as commitment is concerned ethical employees can easily be committed to work than unethical employee.

Therefore, the workplace ethics on these relate by stimulating the commitment of employee to work, for workplace ethics to be established; ethical standards need to be developed to provide guidance for employee excellence work. When these two are paired up employee decreases laziness, intention to leave, intention to search for other employment and also can reduce absenteeism.

Thomas (2013) argued that commitment of employees can result into improved work performance, attendance, and citizenship behavior within the workplace. He also argued that employees with minimal commitment tend to make errors on the job and losses of resources. This shows that it is not such common for the employee with minimal commitment to be ethical at the same time, since lack of commitment can mean also unfairness at work which is the outcome of noncompliance to workplace ethics.

Van Ness et al (2010) narrated that employee commitment may be influenced by an individual's work ethic resulted by strong workplace ethics. Komari *et al* (2013) argued that for the organization high performance, workplace ethics has to be developed to control the behavior of employees, which, eventually, were improving the loyalty of employees.

According to Komari *et al.,* (2013), workplace ethics influence employees' loyalty to the organization. Bello (2012) described that impact of leader's ethical behavior and the employee's level of commitment to the organization are positively related.

2.3.2. Three psychosocial theories

According to Baehr*et al*. (1993), three psychosocial theories shed light on how external and internal factors influence employees' engagement in unethical behavior within organizations. These theories are the Employee Risk Triangle Theory, the Stress Facilitation Theory, and the Social Disorder Theory. Each theory explores the relationship between unethical conduct, organizational performance, and specific psychological factors.

The Employee Risk Triangle Theory suggests that three forces are Need, Opportunity, and Attitude affect an employee's inclination to engage in unethical behavior. Terris (2015) from De Paul University in Chicago highlights the significant contribution of this theory in providing a common-sense understanding of employee crime and deviance.

The Stress Facilitation Theory, this theory traces on the influence of social stress as a catalyst for employees to engage in unethical conducts in organizations according to Jones (2012).

The Stress Facilitation Theory posits that when more dishonest employees experience heightened job stress, their feelings of distress facilitate a multiplicative theft response. Employees who endorse dishonest attitudes toward theft are reliably more likely to steal at work than job candidates and employees who endorse intolerant and punitive attitudes toward theft Traversed Cooper (2016). Moreover, distressed workers are more likely to engage in on-the-job counter-productivity than less stressed employees.

Therefore, organizations that screened their workforces with pre-employment ethics and integrity tests should be more immune from the impact of the stress caused by a tough economy compared to organizations that did not screen their employees for integrity and ethics attitudes.

The Social Disorder Theory, supported by research from the University of Groningen in the Netherlands (Keizer &Landenberg, 2008), suggests that signs of disorder in a social environment can lead to the breakdown of social norms and subsequent delinquent behaviors. This theory focuses on the social forces that may influence the ethical conduct of employees as they interact with one another in the workplace.

However, the Social Disorder Theory does not provide insights into the specific outcomes of affected ethical conduct and its relationship to organizational performance. In this study, an assessment was conducted to examine how external and internal social phenomena impact

employees' ethical conduct and how this conduct, in turn, affects the performance of Lideta Manufacturing College, a public organization (Cooper, 2016).

2.4. The Importance of Honesty in the Workplace

In practice, honesty in the workplace can sometimes be overshadowed by hesitations and avoidance. Employees may refrain from expressing their opinions, disappointments, frustrations, or ideas for modifying or improving the company's operations. Instead, these thoughts and concerns may circulate informally among colleagues, leading to gossip or underlying discontent. In such cases, problems remain unresolved and opportunities for improvement are missed. For companies to truly evolve and thrive, they must create a culture that values and welcomes honest feedback from employees, even if it means confronting uncomfortable truths. This commitment to honesty is a crucial step in fostering integrity within the workplace.

Promoting an environment of honesty also cultivates a sense of self-accountability and responsibility. In a Business Week article by Jayme Check, he emphasizes the value of "brutally honest" comments, describing them as refreshingly candid and indispensable. Check discusses the transformation of a company under a new CEO who openly acknowledged the organization's shortcomings and committed to addressing them. While it may have been unsettling to confront the harsh realities of their flaws, this honesty empowered employees to take ownership and collaborate on finding solutions.

A transparent work environment not only leads to happier employees but also boosts productivity. Ultimately, honesty builds trust in the company and instills confidence in leadership. By openly voicing the truth, we can collectively identify and tackle issues as a united team, working towards continuous improvement.

2.5. The concept of organization

Culture Human beings tend to develop common understanding and beliefs as long as they interact with each other for a common purpose. This common understanding and beliefs are to which the term organizational culture usually refers to. Most formally organizational culture consists of the shared beliefs, values and assumptions that exist in the organization (Saks 2005). He further describes the term as these shared beliefs, values, and assumptions determine the norms that develop and the patterns of behavior that emerge from these norms. As per the above

definition, it can be understood that organizational culture refers to the general understanding and kind of agreement that is shared by the different members of an organization.

Organizational culture has been defined by different scholars. For example, Organizational culture has been defined by Nazir and Zamir (2015) as the combination of 12 expectations of organizations, experience, philosophy, and values. A more in-depth definition of organizational culture is given by Schein (2004) which is organizational culture is a pattern of shared basic assumptions that is learned by a group as it solved its problems of external adaptation and internal integration that has worked well enough to be considered valid and therefore, to be taught to new members as the way to perceive, think, and feel in relation to those problems.

According to Dave and Ulrich (2010), Organizational culture comprises the unwritten customs, behaviors, and beliefs that determine the ''rules of the game'' for decision making, structure, and power. It is based on the shared history and traditions of the organization combined with the current leadership values. In effect, culture dictates the way we do business and the organizational survival tactics that facilitate assimilation and personal success. Based on the above definitions, we can generalize that organizational culture is a kind of phenomena that tend to emerge and develop amongst people of the same organization due to their day to day interaction.

2 .6. Organizational performance

Every organization, irrespective of the nature, has certain principles which must be adhered to by its employees (Lord P.B. 2014). Some common workplace ethics include optimistic attitude towards work, Teamwork, neatly dressed professionally, integrity, honesty, objective, accountability, and teamwork) advocated by (Lord Paul B. 2014; Maya Angelou, 2014; Amico S.2016).

Organizational performance is the actual output or results of an organization as measured against its intended outputs (or goals and objectives).According to Richard (2009) organizational performance encompasses three specific areas of firm outcomes.

These include financial performance (profits, return on assets, and return on investment), Product market performance (sales, market share) and Shareholder return (total shareholder return, economic value added).

Generally, organization performance involves identifying outcomes that it wants to achieve, creating plans to achieve those outcomes, carrying out those plans, and determining whether the outcomes were achieved. Organizational performance refers to the actual results achieved compared to the intended outputs of the organization. In general, it involves identifying the desired outcomes, creating plans to achieve those outcomes, executing the plans, and evaluating whether the outcomes were successfully attained (Msanze N.S, 2013).

According to Aninweze (2011), organizational performance can be defined as the ongoing activities aimed at establishing organizational goals, monitoring progress towards those goals, and making necessary adjustments to achieve them more effectively and efficiently.

2.7. Empirical review

McManus and White (2011) in his research states that the challenges faced by corporations in incorporating ethics into their strategic management processes, the research was based on a survey of issues and the literature published in Europe, North America and Asia the finding indicated a definite gap between the implementation of strategy and the moral and ethical obligations of corporations.

Moral principles or ethical principle relates to human conduct as regards the rightness or wrongness of a specific action and ends thereof, or beliefs regarding what is good or bad (Ezigbo, 2012).

This means that ethics is a moral principle that governs a person's behavior in attaining a common goal in the provision of safety to members of the community (OyendeAdeleke, 2015; Soleymani N, *et al*. 2012), as well as shared beliefs regarding standards of behavior expected or required by a community or societal group. However, ethics is not only about distinguishing right from wrong but also with the commitment to do what is suitable (Getachew and Mohan, 2016).

In terms of Code of Ethics Most of the studies have significant findings in ethical behavior, a few studies show that there is no significant influence on ethical behavior of code of ethics (Sims and Keon, 1999) although there are mixed results on existence of code of ethics, but most of the review concluded that code of ethics influenced ethical behavior. In organization there is large no. of studies available on code of ethics.

The relationship of code of ethics and ethical behavior (Leo, Ferrell, and Mansfield, 2000) provides miscellaneous result. In 1977, Weaver and Ferrell found the existence of code of conduct and enforcement improves ethical behavior but Ferrell and Weaver (2018) argues that existence and enforcement of code of ethics has no relation with ethical conduct.

Thomas R.Wotruba, Lawrence B.Chonko, Terry W.Loe, 2001, investigated the role of code familiarity as component which impacted the manager's behavior. Peterson (2002) supports the findings and concluded that codes of ethics were associated with less observed unethical behavior. Greenberg (2002) found individuals who worked at an office with a company ethics program significantly less than individuals who don't work at an office with an ethics program; Schwartz (2001) supported potential of code of ethics. Organizations possessing ethical cultures create and maintain a shared pattern of values, customs, practices and expectations which dominate normative behavior in the organization. An ethical culture is associated with a structure that provides for equally distributed authority and shared accountability. It also has policies such as an ethical code of conduct that is clear, well communicated.

Daversky, Coverske, Sigira2017-09 study (Effect of workplace ethics on employee performance in case of coca cola company Kisii Bottlers Branch study shows that the effects of work place ethics on organizational performance such as; programs that promote good ethics in an organization, incentives that were improve on employee's ethical standards and aspects of ethics to enhance performance. In regards to Organizational ethics, Programs that promote.

Hian and Elfred (2014) examined the effect of organization integrity on employee's job commitment and the results obtained indicate that organizational leaders use organizational ethics to generate favorable organizational outcomes. The study depicts positive link between integrity behavior, career success and job commitment.

Hian and Elfred (2014) findings agreed with Kehinde (2010) in the study of impact of employee's ethical conduct on organizational performance within the context of modern organizations challenges encountered through illegal and unethical business practices of various business transactions. The study expounds that code of ethics and integrity positively affects the conducts and commitment of employees, and revealed the significant effect of integrity behavior on employee's job commitment.

Chrisantus Oden (2012) study titled: The Effects of Ethical Behavior on Organizational Performance **(A Case Study of Coca Cola Nigeria Plc)** Shows Most organizations have come up with codes of ethics in dealing with ethical issues challenging them. Code of ethics is the set of moral principles used by an organization to steer the conduct of the organization, and employees in all their business activities both internally and externally.

Daversky, Coverske, Sigira2017-09 study (Effect of workplace ethics on employee performance: in case of coca cola company Kisii Bottlers Branch study shows that the effects of work place ethics on organizational performance such as; programs that promote good ethics in an organization, incentives that were improve on employee's ethical standards and aspects of ethics to enhance performance.

A Study on Workplace Accountability Exploring the Role of Strong and Weak Accountability Environments on Employee Effort and Performance published by The Journal of International Management Studies, Volume 14 Number 2, August, 2019 (Jermaine Vesey, Ph.D., Prairie View A&M University, USA Audria N. Ford, Prairie View A&M University, USA) examines the role of accountability in the workplace. Accountability is defined as the need to justify or defend one's actions to an evaluator who has potential reward or sanction power. While research involving employee accountability is growing, more focus needs to be dedicated to understanding how the accountability environment at work affects employee effort and organizational performance.

2.8. Conceptual framework

The ethical standards of individuals influence their work ethics, which, in turn, are reflected in their behavior in the workplace known as workplace ethics. When employees have a solid understanding of work ethics; it fosters a positive work environment and facilitates strong relationships with colleagues and supervisors. Conversely, when an employee exhibits unethical behavior or engages in misconduct at work, it becomes challenging and detrimental to both the individual and the organization's performance.

Independent variable		Dependent variable
Accountability		
Responsibilities	→	Organizational performance
Fairness		
Honesty		
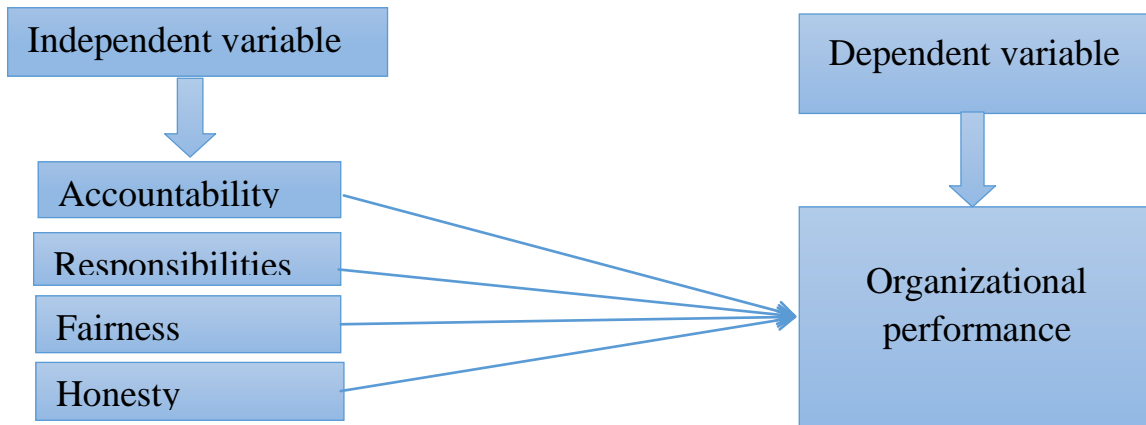
Source: -Adopted from previes researcher

CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Descriptions of the study area

Lideta manufacturing college, established in 1992G.C with the assistance Ethiopian technical and vocational education which provides necessary technicians and technical supervisors for different sectors such as Ethiopian airlines, electric and power authority, telecommunication, manufacturing industries and agricultural industries in nationwide. With the core task of the college i.e. focus on outcome-based training, Support in productivity improvement for enterprises (Kaizen, Technology transfer, Quality assurance and business Development and incubation.

Since then, the college still provides technical and vocational education mainly in the occupations of (metal manufacturing, electricity, electronics, and automotive, construction, woodwork, and Textile, ICT and hotel tourism starting in 10+ /2+3+4 programs.

Currently, in accordance to the new curriculum, the college offers training on 38 occupational Standards. All programs in 2012, from level 1 up to 4 had. The college plans to be center ofexcellence on the training sectors such as GMFA, lather processing, Manufacturing, Garment, Textile and Electrical and Electronics.For this study, based on the information obtained from human resource department of the college, totally three hundred thirteen (313) staffs are presented.

3.2 Research Design and approach

3.2.1 ResearchDesign

The research problems, objectives, and research questions, an explanatory and descriptive research design is deemed appropriate for this study. The descriptive aspect of the design allows for the description and narration of the existing situation, facts, characteristics of phenomena, and individuals or groups of interest within Lideta Manufacturing College. It enables the researcher to present a clear picture of the college's current state, including its ethical practices, organizational performance indicators, and stakeholder perspectives. By employing the descriptive approach, the researcher can provide a comprehensive understanding of the relationship between workplace ethics and organizational performance and convey a detailed account of the factors influencing this dynamic. Kothari (2004) and Kothari &Garg (2014), the combination of explanatory and descriptive research designs is well-suited to address the research objectives and questions of this study. It allows for a comprehensive exploration of the current situation, characteristics, and realities within Lideta Manufacturing College, while also seeking understanding the causal relationships and explanations behind the observed phenomena. By employing this design, the study aims to provide valuable insights and contribute to the existing knowledge on the effect of workplace ethics on organizational performance in the context of Lideta Manufacturing College

3.2.2. Research Approach

The study and gain a comprehensive understanding of the research problem, a mixed research approach was be employed. This approach combines both qualitative and quantitative methods to provide a more in-depth exploration of the problem and generate rich datasets (Beazley, 2002).By incorporating both approaches, the study can capture a wider range of information and perspectives, leading to a more comprehensive understanding of the relationship between workplace ethics and organizational performance

By utilizing multiple data collection methods and analysis techniques, the study aims to enhance the reliability, credibility, and validity of the findings through triangulation of evidence. The mixed research approach allows for a more nuanced and comprehensive understanding of the study problem compared to relying solely on quantitative or qualitative data (Creswell, 2012). Quantitative data provides numerical and statistical analysis, offering a broad overview and

enabling generalizations, while qualitative data offers in-depth insights into individuals' perspectives, experiences, and behaviors.

3.3 Population and Sample size

3.3.1 . Target Population

A specification of the target population is to provide clear guidance of which elements are to be included in the population and which are to be excluded (Ross, 2005). For this study, based on the information obtained from human resource department of the college, three hundred thirteen (313) staffs are presented by using proportionate or stratified sampling.

Selected departments	Number of employees
Supporting staffs	59
Management staffs	26
Trainers	228
Total	313

3.3.2. Sample size

Sampling is defined as the selection of a small group of people from a larger population to represent that population on the basis of a judgment or inference made about the aggregate or totality (Kothari, 2007).Finally, the sample size for collecting data for this research is determined through the mathematical formula used by Yamane sample size formula (1967), with ci=95% and precision level of 0.05%.

Where N= total Population= **313**   **n=N/ (1+N (e) 2**

e = Estimated Error (0.05)2

n = sample Size = **176**

By using stratified or proportionate sampling

Selected departments	Number of employees	%proportionate	Sample of each departments
Supporting staffs	59	18.75%	33
Management staffs	26	8.53%	15
Trainers	228	72.72%	128

Total	313	100%	176

Therefore, by using stratified sampling formula according to Kothari (2014) the researcher selects a sample from the three departments with 95% of the CI and ±5 the precision level.

Strata 1: **Supporting staffs** n1=59/313(176) =33

Strata 2: **Management staffs n2**= 26/313(176) = 15

Strata 3: **Trainers n3** =228/313(176) = 128

= Total sampled 176

3.3.3Sampling techniques

The sampling technique used wasbeing stratified or proportionate sampling. Stratified sampling involves dividing the population into subgroups or strata based on certain characteristics relevant to the research. Each stratum is then sampled proportionately to its representation in the population (Kothari, 2007).

The first step in stratified sampling is to identify the relevant characteristics or variables that are important for the study. In the context of evaluating goal attainment and workplace ethics within Lideta Manufacturing College, potential stratification variables could include job roles (faculty, staff, and administration), departments or disciplines, and years of experience.

The sample size for data collection in this research has been determined using the Yamane sample size formula (1967). With a confidence level (ci) of 95% and a precision level (e) of 0.05, the sample size is calculated to be 176.

Therefore, the stratified or proportionate sampling technique wasbe employed in selecting participants for the study. The sample wasbeing drawn from different strata within Lideta Manufacturing College, considering factors such as job roles, departments, and years of experience.

3.4. Data Type and Source

3.4.1. Source of data

Primary Data: Primary data refers to the information collected directly from the original source for a specific research purpose. In the context of this study, primary data was obtained through questionnaires administered to the participants within Lideta Manufacturing College. Questionnaires are a common tool for gathering primary data, as they allow researchers to directly collect information from individuals related to their experiences, perceptions, and attitudes.

Secondary Data: Secondary data, on the other hand, refers to information that has been previously collected by someone else for a different purpose but can be utilized for the current research. In this study, secondary data was collected from various sources such as journals, books, articles, related proposals, documents from the college's human resource office, and the college profile. These secondary sources provide existing knowledge and insights on the topic of workplace ethics, goal attainment, and organizational performance, which can be used to support and contextualize the primary data collected.

3.5. Data collection tools

3.5.1. Questionnaire Survey

The researcher was arranged structured questionnaires for sample respondents to test their perceptions about work place ethics. Then, questionnaires we redistributed to all the staff members found in the study area based on the availability and willingness in the given time and the questioner contains both a **five-point Likert rating scale** to collect data on the base of the effect of operational culture on employee performance.

Furthermore, the researcher was be used five-point Likert rating scale that helps to measure statement that respondents show the level of agreement or disagreement that is ―Strongly Agree=5, "Agree=4", "Neutral=3", "Disagree=2", Strongly Disagree=1 point (John Robert, 2005).

Interval = range /number of scales

Where, Range=maximum-minimum Thus, =0.8

Table 3.1.Likert scale ranges

1-1.8	strongly disagrees	Very low
1.81-2.6	Disagree	Low
2.61-3.4	Neutral	Medium
3.41-4.2	Agree	High
4.21-5	Strongly agree	Very high

3.5.2. Document Analysis

The researcher was used secondary data such as research findings, published and unpublished materials, reports, journals, books, and other documents related with workplace ethics

3.5.3. Observation

Researcher field observation is the other data collection instrument in the study with the help of checklists which could support the availability of different information tools about the effects of workplace ethics operational performance. The researcher wasdiscussing formally and informally with organization staffs about work place ethics, check facilities, infrastructures, and physical conditions of the area that attractive for employees for work place ethics.

3.6. Data Analysis and Presentation Techniques

3.6.1. Methods of Data Analysis

The data was analyzed after checkups of completeness, consistency, blank or missing data were cheeked and analysis was done by using both qualitative and quantitative techniques through using (SPSS version 26). Quantitative data was analyzed and presented as mean, standard deviation, frequency, percentages and in the form of table and correlation, regression and inferential statistics also made.

Besides, the qualitative data that gathered from interviews, document analysis and researcher observation was be coded, tabulated, organized, reduced, categorized and analyzed based on the specific objectives to describe and interpreted the phenomena of the study area. Mostly qualitative data was analyzed by using manual interpretation (Veal, 2011).

The result was be analyzed thematically with the quantitative were triangulated to obtain reliable information on the final findings. To provide deeper insight into in-depth information about the perceptions of the community, in understanding the emotions, and actions who benefits and suffers from the study area.

3.6.2. Reliability and Validity of the Data

The data reliability was used parallels to measures equivalent of questioner by using triangulation, cross-checked the information gathered from key informant interview, documents and personal observations with adequate descriptions of contexts, to avoid misinterpretation and to get reliable data, the questionnaire was be converted into mother language, if possible, to avoid any potential ambiguity.

To measure the questionnaire 's rationality, the researcher was use experts 'experience about the study area, employee's feeling and items validity test through SPSS program. Therefore, assembling mixed types of information through different sources was enhancing the reliability of the data and trustworthiness of results (Creswell, 2012). And the reliability of the data the researcher used Cranach's "Alpha (α) which is an internal consistency test that measures the degree to which the items or measurements consistently measures the underlying construct Finally, the P-value employ to determine the significance of the constant term and the coefficients terms for each of the regressions.

Table 3.2Cronbach's Alpha coefficient

No.	Variable	Number of Item	Cronbach's Alpha
1	Accountability	4	0.77
2	Responsibility	4	0.74
3	Honesty	4	0.80
4	Fairness	4	0.79
5	Organization performance	6	0.82

Source: - Own data SPSS, version 26 output

3.7. Ethical Considerations

The study was conduct by considering appropriate ethical principles. It has not undermined all aspects of gender, religious, and language and includes using proper citation, providing information to the respondents on the purpose of the study and the use of the information as well as reporting of the findings in a moral way. Information obtained was being kept in strict. The questionnaires conduct up on the of the respondent. All information given by the respondent are 100% kept confidential and the names of the interviewees are kept anonymous. The data generated and the results of the study are also promised to be kept confidential to keep the business secret of the company.

CHAPTER FOUR
RESULT AND DISCUSSION

4.1. Introduction

This chapter presents research findings as analysed from the data collected. For the purpose of simplifying the analysis and presentation of the findings, the analysis has been done consider the research questions that were to be answered to meet the need of each research objective, and the results of the findings have been Presented in the manner that is logical and based on research objectives. Finally, the Results have been used for discussion and recommend what needs to be done as the Way forward.

4.2. Response rate

In this study the response rate is one hundred seventy-six one (176) questionnaires were distributed, and 156 (88.64%) of respondents returned that valid for analysis. And 20(11.36%) of questionnaires are missed.

Table 4.1. Response rate

Description	Frequency	Percentage (%)	Remark
Questionnaire distributed	176		
Questionnaire returned	156	88.64%	
Missed questioner	20	11.34%	
Response rate (%)	Total	100%	

Source; filed survey data (2023).

Table 4.2.Demographic characteristics of respondents

Variable	Category	Number	Percent
Age	25-30 year	75	47.8
	31-35 year	52	31.1
	36-40 year	9	6.2
	41 and above	20	12.7
Sex	Male	101	64.3
	Female	55	35.7

Education level	Diploma	20	12.7
	Degree	101	64.3
	Masters	35	22.9
Work experience	1-5	90	57.3
	6-10	35	22.3
	11-15	26	17.2
	16 and above	5	3.2

Source: Own survey 2023

4.3.1. Summary of demographic information of respondent

Table provided information on the demographic data section of the questionnaire. It consisted of the respondents" gender, age, educational level, work experience. In summary, the survey analysis showed that majority of the respondents were males (64.3%), between the age bracket of 25-30(35.7 %), with first degree (64.3%) educational qualification, have worked in Lideta manufacturing college for about 1-5 years (57.3%) and from the responds, it can be said that Lideta manufacturing college has a work environment that welcomes diversity and the age bracket show that majority of the respondents are young.

Which show that Lideta manufacturing college is composed of mainly young employees which are an advantage for the company sine young workforce is believe to be easily adaptive to change a working environment ethics.

4.4. Descriptive analysis

Table 4.3. Descriptive result of respondents

Responsibility and organization performance		SD		D		N		A		SA		Mean	SD
1		N	%	N	%	N	%	N	%	N	%		
	The employee takes his/her work very seriously	5	3.2	25	15.9	62	39.5	55	35	10	6.4	3.25	0.912
2	The employee is were wailing's to take additional responsibilities	6	3.2	6	3.8	43	27.4	78	49.7	25	15.9	3.71	0.992

3	Responsibility has a several impact on the performance of the organization	4	2.8	24	15.3	35	22.3	74	47.1	24	15.3	3.62	0.923
4	Do you think responsibility increase organization performance in L.M.C?	5	3.7	4	2.5	26	16.6	78	49.7	49	31.2	3.40	0.758

Source: Own survey, 2023

1. The employee takes his/her work very seriously:

From the above Table item 1 result shows that out of 156 respondents the majority of respondents (39.5%) expressed a neutral opinion regarding employees taking their work seriously. A significant portion of respondents (35%) agreed that employees take their work seriously. A smaller percentage of respondents (6.4%) strongly agreed with this statement. The mean score of 3.25 suggests a moderately positive perception overall.

2. The employee is willing to take additional responsibilities:

From the above table the second item result indicate that from 157 respondents Almost half of the respondents (49.7%) agreed that employees are willing to take additional responsibilities. A significant portion (27.4%) provided a neutral response. A smaller percentage (15.9%) strongly agreed with this statement. The mean score of 3.71 indicates a relatively positive perception overall.

3. Responsibility has several impacts on the performance of the organization:

From the same table the third item showed that from 156 respondents, a significant portion of respondents (47.1%) agreed that responsibility has an impact on organizational performance. A considerable number of respondents (22.3%) provided a neutral response. A smaller percentage (15.3%) strongly agreed with this statement. The mean score of 3.62 suggests a moderately positive perception overall.

4. Do you think responsibility increase organization performance in L.M.C?

The last item from the above table shows that from 156 respondents almost half of the respondents (49.7%) agreed that responsibility increases organization performance in Lideta Manufacturing College.A considerable percentage (31.2%) strongly agreed with this statement.A smaller portion of respondents (16.6%) provided a neutral response. The mean score of 3.40 indicates a moderately positive perception overall.

Table 4.4. Accountability of Respondents

Organization performance related		SD		D		N		A		SA		Mean	SD
1		N	%	N	%	N	%	N	%	N	%		
	Our leaders are held accountable for company performance	5	3.2	16	10.2	27	17.2	78	49.7	31	19.7	3.73	0.999
2	I know how my work contributes to the goals of my organization	6	3.8	5	3.2	5	3.2	67	42.7	74	47.1	4.26	0.955
3	We hold ourselves and our team members accountable for result	5	2.7	16	10.2	59	37.6	60	38.2	22	14.0	3.56	0.857
4	Our leaders are held accountable for company performance	7	3.8	17	10.8	72	45.9	41	26.1	27	17.2	3.50	0.903

Source: Own survey 2023

Analyzed results of the respondents' perceptions regarding organization performance-related factors, researcher derived the following insights:

1. Our leaders are held accountable for company performance

The second table tries to determine the effect of accountability on organization performance and from the second table the first item from 156 respondents almost half of the respondents (49.7%) agreed that their leaders are held accountable for company performance. A significant portion (17.2%) strongly agreed with this statement.

However, a considerable number of respondents (17.2%) provided a neutral response. The mean score of 3.73 indicates a moderately positive perception overall.

2. I know how my work contributes to the goals of my organization.

One of the questions proposed by the researcher item 2 from table 3 show a majority of respondents (47.1%) strongly agreed that they know how their work contributes to the goals of the organization. Another significant portion (42.7%) agreed with this statement. A small percentage of respondents (3.2%) provided a neutral response. The mean score of 4.26 suggests a highly positive perception overall.

3. We hold ourselves and our team members accountable for result

The same table contain a question that deal with accountability from the same respondents a considerable number of respondents (37.6%) agreed that they hold themselves and their team

members accountable for results. Another significant portion (38.2%) provided a neutral response. A smaller percentage (14%) strongly agreed with this statement. The mean score of 3.56 indicates a moderately positive perception overall.

4. Our leaders are held accountable for company performance:

A significant portion of respondents (45.9%) agreed that their leaders are held accountable for company performance. Another noteworthy percentage (26.1%) provided a neutral response.

A smaller percentage (17.2%) strongly agreed with this statement. The mean score of 3.50 suggests a moderately positive perception overall.

Table 4.5. Honesty and responsibility of respondents

	Descriptive Analysis of Honesty and organization performance	D		N		A		SA		Mean		SD	SD
1		N	%	N	%	N	%	N	%	N	%		
	The employee is never lie at workplace	-	-	68	43.3	48	30.6	28	17.8	13	8.3	2.91	0.970
2	There is a system that controls employees' honesty regularly	5	3.2	6	3.8	43	27.4	78	49.7	25	15.9	3.71	0.892
3	There is a disciplinary action for dishonest character in the workplace	11	7.0	58	36.9	20	12.7	33	21.0	35	22.3	3.15	1.320
4	There are strategies that is employed in the organization to reduce employee Dishonesty	-	-	53	33.8	32	20.4	55	35.0	17	10.0	3.23	1.037

Source: Own survey 2023

1. The employee is never lie in workplace

Result of item 1 from the table show that the majority of respondents (43.3%) agreed that employees at their workplace never lie. A significant portion (30.6%) expressed a neutral opinion on this statement. A smaller percentage (17.8%) agreed that employees never lie. The mean score of 2.91 indicates a moderately positive perception overall.

2. There is a system that controls employee's honesty regularly

There is a system that controls employee's Honesty regularly in item 2 of the table. The majority of the respondent almost half of the respondents (49.7%) agreed that there is a system in place to control employees' honesty regularly. A significant portion (27.4%) provided a neutral response.

A smaller percentage (15.9%) strongly agreed with this statement. The mean score of 3.71 suggests a moderately positive perception overall.

3. There is a disciplinary action for dishonest character in the workplace

From the above table the third item indicate that from 156 respondents a considerable number of respondents (36.9%) expressed a neutral opinion regarding the presence of disciplinary action for dishonest character in the workplace.

Another significant portion (21.0%) agreed that there is disciplinary action. A smaller percentage (22.3%) strongly agreed with this statement. The mean score of 3.15 indicates a moderately positive perception overall.

4. There is strategies that is employed in the organization to reduce employee Dishonesty

Item 4 from the same table used to assess if Out of 156 respondents a significant portion of respondents (35.0%) agreed that there are strategies employed in the organization to reduce employee dishonesty. Another noteworthy percentage (33.8%) expressed a neutral opinion on this statement. A smaller percentage (20.4%) agreed that there are strategies in place.

The mean score of 3.23 suggests a moderately positive perception overall.

4.4.5- Fairness and organization performance

Table 4.6. Fairness of responsibility

Fairness and organization performance related	SD		D		N		A		SA		Mean	SD
1	N	%	N	%	N	%	N	%	N	%		
Do you think there is a system in your organization to report unfair practices?	54	22.4	68	43.3	48	30.6	28	17.8	13	8.3	2.91	0.970
2 Do you think there is unfair practices in your organization	5	3.2	6	3.8	43	27.4	78	49.7	25	15.9	3.71	0.892
3 **Do you think your leaders never take advantage of others**	11	7.0	58	36.9	20	12.7	33	21.0	35	22.3	3.15	1.320
4 **Do you think you never take advantage of others?**	7	4.7	53	33.8	32	20.4	55	35.0	17	10.0	3.23	1.037

Source: Own survey 2023

1. Do you think there is a system in your organization to report unfair practices?

Result of item 1 from the table show that only 26.1% were agree, 30.6% were neutral, the majority 43.3 were disagree that the employees are late to work.

2. Do you think there are unfair practices in your organization?

Result of item 2 show that from 156 respondents3.2% were strongly disagree,3.8 were disagree ,27.4% were neutral and 49.7% and 15.9% were agree or strongly agree.

3. Do you think your leaders never take advantage of others?

From the same table from 156respondent's majority of the respondent response disagree that is 36.9%, 7.0% were strongly disagree, 12.7% were neutral and the reaming 21.0% and 22.3% were agree and strongly agree.

4. Do you think you never take advantage of others?

The last item from the above table show that 33.8%were disagree, 20.4%were neutral and the rest 10.0%and 35.0% were strongly agree and agree.

4.4.6. Organization performance

Organization Performance	SD		D		N		A		SA		Mean	SD
1	N	%	N	%	N	%	N	%	N	%		
How do you rate your Customer Satisfaction in your organization?	6	5	3.2	6	3.8	43	27.4	78	49.7	25	15.9	0.765
2 There is a formal performance management process in LMC?	11	7.0	58	36.9	20	12.7	33	21.0	35	22.3	3.15	1.276
3 How effectively organizations meet their objectives?	6	3.8	43	23.7	10	6.4	100	63.7	41	26.1	3.67	1.199
4 How do you rate your job satisfaction against organization performance?	8	4.7	15	9.6	51	32.5	69	43.9	22	14.0	3.25	0.788
5 Employees are very satisfied with the situation within the company?	5	3.2	42	26.8	80	51.0	25	15.9	5	3.2	3.6	0.871
6 How do you rate your organization productivity	11	7.0	5	3.2	33	21.0	66	42.0	42	26.8	3.5	1.261

against the standard											

Source: Own survey 2023

1. How do you rate your Customer Satisfaction in your organization?

This is the last table which contain organization performance questions from the table the first item contains a proposed question out of 156 respondents 3.8% were disagree, 3.2 were neutral and 93% were agree and strongly agree. Therefore, from the result the study shows that the employees know the organization ethics.

2. There is a formal performance management process in LMC?

From the same table the second item indicates that 3.2% were neutral, 96.8% were agree and strongly agree.

3. How effectively organizations meet their objectives?

The results indicate that 89.7% weight agree and strongly agree, 6.4% were neutral and only 3.8% were disagree.

4. How do you rate your job satisfaction against organization performance?

Out of 156 respondents 9.6%, 32.5%, 57.9% were disagree, neutral, strongly agree and agree respectively

5. Employees are very satisfied with the situation within the company?

From the above table item 5 contain one of the proposed questions out of 157 respondent 30% were disagree and strongly disagree, 51.0%were not sure and the remaining 19.1% were agree and strongly agree.

6. How do you rate your organization productivity against the standard /target set?

Item 6 of the same table show that 10.2% were disagree and strongly disagree, 21.0% were neutral and the rest of the respondent 68.8 were agree and strongly agree from the result majority of the respondents agree.

4.5. Correlation Analysis

Table 4.8.Correlation analysis result

Work place ethics	Indicator Questions	Q1	Q2	Q3	Q4	Q5	Q6
Responsibility	The employee takes his/her work very seriously	0.261	0.388	0.104	-0.71	0.72	0.101
	The employee is willing to take additional responsibilities	-0.210	0.150	0.178	0.181	-0.069	0.138
	Responsibility has a several impact on the performance of the organization	0.052	0.111	0.061	0.088	0.084	0.342
	Do you think responsibility increase organization performance in L.M.C?	0.094	-0.118	-0.054	0.188	-0.321	0.199
Accountability	Our leaders are held accountable for company performance	-0.008	-0.040	0.099	0.285	0.37	0.334
	I know how my work contributes to the goals of my organization	0.445	0.546	-0.155	-0.487	-0.340	0.000
	We hold ourselves and our team members accountable for result	-0.028	0.115	0.031	0.103	0.209	0.128
	Our leaders are held accountable for company performance	-0.083	0.024	0.041	0.437	0.095	0.569
Honesty	The employee is never lie at workplace	0.073	0.013	-0.040	0.091	0.061	-0.036
	There is a system that controls employees 'honesty regularly	0.031	-0.177	-0.153	0.102	0.033	0.035
	There is a disciplinary action for dishonest character in the workplace	-0.183	-0.107	-0.087	0.170	-0.054	0.119
	There are strategies that is employed in the organization to reduce employee Dishonesty	-0.309	-0.091	0.299	0.310	0.181	0.426
Fairness	Do you think there is a system in your organization to report unfair practices?	0.392	0.309	0.152	-0.403	-0.167	0.072
	Do you think there is unfair practices in your organization	0.496	0.331	-0.186	-0.353	0.88	0.196
	Do you think your leaders never take advantage of others	0.023	-0.138	0.037	0.539	0.055	0.187
	Do you think you never take advantage of others?	-0.205	-0.281	0.130	0.453	0.159	0.029

Source: Own survey 2023

4.6-Pearson correlation between scores of each workplace ethics and organization performance

Table 4.9. Correlation b/n work ethics & Organizational Performance

Workplace ethics	Correlation	P-value
Responsibility	0.145	0.070
Accountability	0.409	0.000
Honesty	0.362	0.000
Fairness	0.211	0.008

Source: Own survey 2023

4.6.1. Correlation analysis between independent and dependent variables

The Pearson correlation coefficient measures the strength and direction of association between two scored variables. As table above shows, Responsibility and organization performance have a Pearson correlation value of 0.145 and the P-value is 0.070. Accountability and organization performance have Pearson correlation values of 0.409 and the P-value is 0.000. Honesty and organization performance have Pearson correlation values of 0.362 with a P-value of 0.000. Fairness and organization performance have Pearson correlation values of 0.211 with a P-value of 0.008.

4.7. Discussion

4.7.1. Effect of Responsibility on organization performance

Ethical values such as trustworthiness, respect, responsibility, fairness, caring and citizenship personal and professional beliefs vary over time, among cultures and among members of the same society. The above result part indicated from the data collected, like Responsibility and organization performance has a Pearson correlation value of **0.145** and the P-value is **0.070** which is greater than the significant value of 0.05. This means the relationship is weak and statistically insignificant.

There is a research gap in the study of ethical issues which, influence performance of business, which in turn can influence at various levels in the complex society. This study envisages the need to propose the comparison of various ethical issues in the current business scenario and throws light on the key takeaway points for best Ethical Practices in Lideta manufacturing

college. Ethical consideration in labor management relationship is a concomitant for organizational development. For high productivity, it's important that all stakeholders observe ethical conducts in their dealings with one another.

Therefore, based on the qualitative data summarization, Absence of etiquette in work places has created among the employees' attitude, which may hinder productivity. On the part of the the college workers for ethical conducts have been properly observed, there is the need to align wage demands and increase in productivity and performance. A stable pattern of rising productivity were naturally improve and sustain wages and favorable conditions of employment relationship in this regard based on the study result showed that responsibility had no significant impact on organization performance in Lideta Manufacturing College. This implies that efforts must be made to ensure and observe etiquette and ethical conducts within work centers for the expected goals of the complex organizational activities to be attained.

4.7.2. Effect of Accountability on organization performance

The above result part indicated, like Accountability and organization performance has a Pearson correlation value of 0.409and the P-value is **0.000** which is less than the significant value of 0.05. This means the relationship is strong and statistically significant. Therefore, Accountability had significant impact on organization performance in Lideta Manufacturing College.

4.7.3. Effect of Honesty on organization performance in Lideta Manufacturing College

From the above result part, this research found out that Week communication and organization performance had a Spearman correlation value of 0.362 and the P-value is 0.000, which is less than the significant value of 0.05. This means the relationship is strong, positive, and statistically significant. This led to the conclusion that week communication had a statistically significant impact on organization performance in Lideta Manufacturing College.

4.7.4. Effect Fairness on organization performance in Lideta Manufacturing College

From the above result part, this research found out that Absenteeism and organization performance had a Spearman correlation value of 0.211 and the P-value is 0.008, which is less than the significant value of 0.05. This means the relationship is strong, positive, and statistically significant. This led to the conclusion that Absenteeism had a statistically significant impact on organization performance in Lideta Manufacturing College

4.8. Regression

Organizational performance as a practice can only be beneficial if it is focused with delivering an organization goal and operational performance is one of those goals which are critical to any organization. Therefore, this study purposed to ascertain whether there's a relationship between independent variables (accountability, responsibility, fairness and honesty) and operational performance in Lideta manufacturing college Addis Ababa, Ethiopia.

Therefore, the regression analysis was conducted to determine the effect of workplace ethics on the performance of the organization.

4.8.1. Responsibility and organization performance

Table 4.9. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.507[a]	.027	.055	.41011

a. Predictors: (Constant), Responsibility

The correlation coefficient (R) of 0.509 indicates a moderate positive relationship between the predictor variable (Responsibility) and the outcome variable. The R Square value of 0.027 indicates that only 2.7% of the variance in the outcome variable is explained by the predictor variable. The R Square value of 0.027 indicates that only 2.7% of the variance in the outcome variable is explained by the predictor variable. The adjusted R Square value of 0.055 takes into account the number of predictors in the model, and it indicates that the model's explanatory power increases when considering the complexity of the model. The adjusted R Square value suggests that approximately 5.5% of the variance in the outcome variable is explained by the predictor variable. The Std. Error of the Estimate (0.41011) represents the average magnitude of the residuals (i.e., the differences between the predicted values and the actual values).A smaller value for the standard error indicates a better fit of the model to the data.

Table 4.10. ANOVA result

Model	Sum of Squares	df	Mean Square	F	Sig.

ANOVA[a]

						1.807	.181[b]
1	Regression	.304	1	.304			
	Residual	26.070	155	.168			
	Total	26.374	156				

a. Dependent Variable: organ

b. Predictors: (Constant), Responsibility

The analysis of variance (ANOVA) allows us to assess the significance of the regression model in explaining the variability in the dependent variable (organ).

In this case, the F-value of 1.807 indicates the overall significance of the regression model. To determine whether the regression model is statistically significant, we compare the p-value (0.181) associated with the F-value to a predetermined significance level (0.05).

Since the p-value (0.181) is greater than the significance level, we fail to reject the null hypothesis, which suggests that there is no significant relationship between the predictor variable (Responsibility) and the dependent variable (organ).

This means that the regression model, with only the predictor variable Responsibility, does not provide a significant improvement in predicting the variability in the dependent variable compared to using no predictors at all.

4MODEL summaries

Table 4.11Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.615[a]	.600	.054	.29995

a. Predictors: (Constant), organization performance

The table provided presents the Model Summary for a regression analysis. Here is a breakdown of the information presented:

Model: This indicates the specific model or iteration of the regression analysis.

R: The coefficient of multiple determinations, also known as the multiple correlation coefficient. It represents the correlation between the predicted values (obtained from the regression model) and the actual values of the dependent variable. In this case, the R value is .615.

R Square: This represents the proportion of variance in the dependent variable that can be explained by the independent variable(s). It is calculated by squaring the multiple correlation coefficients (R). In this case, the R Square value is .600, indicating that 60% of the variance in the dependent variable can be explained by the independent variable(s).

Adjusted R Square: This is a modified version of R Square that adjusts for the number of predictors in the model. It takes into account the degrees of freedom and penalizes the inclusion of unnecessary predictors. In this case, the Adjusted R Square value is .054.

Std. Error of the Estimate: This is an estimate of the standard deviation of the errors in the regression model. It represents the average distance between the observed values and the predicted values. In this case, the Std. Error of the Estimate is .29995.Overall; the Model Summary provides an overview of the goodness-of-fit of the regression model. The R Square value indicates the proportion of variance explained, while the Adjusted R Square value considers the complexity of the model. The Std. Error of the Estimate provides information about the accuracy of the predictions made by the model.

ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1.580	1	1.580	9.880	.002[b]
1 Residual	24.793	155	.160		
Total	26.374	156			

a. Dependent Variable: organization performance

the table provided is an ANOVA table, which presents the analysis of variance for the regression model. Here is a breakdown of the information presented: Model: This indicates the specific model or iteration of the regression analysis.

Sum of Squares: This represents the sum of the squared differences between the observed values of the dependent variable and the predicted values obtained from the regression model. In this case, for the regression model, the sum of squares is 1.580 df: This stands for degrees of freedom, which represents the number of independent pieces of information available for estimating the population parameters. In the ANOVA table, there are two degrees of freedom reported: one for the regression (predictor) and one for the residual (error).

Mean Square: This is calculated by dividing the sum of squares by the degrees of freedom. It represents the average amount of variation explained by the regression or residual.

F: The F-statistic is a ratio of two mean square values. It is used to test the significance of the regression model. In this case, the F-value is 9.880.

Sig.: This represents the p-value associated with the F-statistic. It indicates the probability of obtaining an F-value as extreme as, or more extreme than, the one calculated, assuming the null hypothesis is true. In this case, the p-value is .002, denoting a significant relationship between the predictor variable(s) and the dependent variable.

Dependent Variable: This specifies the variable that is being predicted or explained by the regression model. In this case, it is "organization performance."

Overall, the ANOVA table provides information about the significance of the regression model. The F-statistic and associated p-value assess the overall significance of the model in explaining the dependent variable

4.8.5. Summary

According to the US Department of Health and Human Services (HHS), "a Code of Conduct is fundamental to a successful compliance program because it articulates the organization's commitment to ethical behavior and it needs to regular review and updates if it is appropriate of an organization's code of conduct.

Results obtained from the study showed that integrity and discipline have negative impact on the improved productivity level of organization,

Collection of diversified workforces is best company existence and brand image. Establishing an ethical work climate must begin to consider the diversity of the workforce. There are differences in perception that need to be included in the approach to creating an ethical work climate.

Diversification of religious, culture & expertise area were considered to express their agreement or disagreement that the college code of conduct considers the employee diversification.

4.8.6. Discussion

This research study had four main specific objectives for investigation and analysis the general Objective to establish the extent of organizational performance practices adoption by Lideta manufacturing college. The findings of the study demonstrated above affirmed that to a moderate and large extent, Lideta manufacturing college has adopted organizational performance practices.

This was demonstrated by the results whereby descriptive analysis carried out on each and every variable noted that all the four independent variables had a mean value greater than 3.0 on a scale of 1-5, a revelation that Lideta manufacturing college have implemented organizational work ethics as a practice within the organization.

Accountability, responsibility, fairness and honesty and operational performance are positively and significantly related (r=486[**], p<0.05). This reveals that an increase in the level of adoption of accountability, responsibility, fairness and honesty by one unit, results to related increase in the level of organizational performance by 0.285.

The ANOVAa analysis reveals 0.001 as the significance level value which affirms that the model employed in this study was significant since the value derived is less than 0.005 and giving 95%

confidence level. This means that organizational ethics as a practice within Lideta manufacturing college have an impact on the organizational performance.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATION

5.1. Summary

Organizational ethics encompasses all operations in the organization that adopts strategy views employees as an internal customer, and they see a chain of customers in the production / delivery system and as such involved every employee in the organization.

Therefore, the general objective of this study was to examine the effect of workplace ethics on organization performance: the case of Lideta manufacturing college Addis Ababa, Ethiopia

To do so, the Specific objectives were emanated from the main objective are, accountability, responsibility, fairness and honesty all variables are positively correlated.

At the time of doing this research the target populations of this study were those who are permanent full-time employees of Lideta Manufacturing College with the total of (313) Permanent employees working in different departments.

The researcher used a cross-sectional Survey instrument type of design and stratified random sampling technique was used and that calculated as a sample of 176 and 156 questionnaire returned for analysis as a research result. After the data collection, data were analyzed by using the statistical package of social sciences (SPSS v. 26).

According to the result, only a few characteristics of Responsibility and Non-professionalism had a statistically significant positive correlation with some of the performance indicators. On the other hand, most of the characteristics Accountability, Honesty, Fairness poorness had a statistically significant positive correlation with most organization performance indicators. Pearson's correlation coefficient measures the strength and direction of association between two continuous variables.

Responsibility and organization performance have a Pearson correlation value of **0.153** and the P-value is **0.056** which is greater than the significant value of 0.05. This means the relationship is weak and statistically insignificant.

Therefore, Responsibility had no more significant impact on organization performance in Lideta Manufacturing College. Accountability and organization performance have a Pearson correlation

value of **0.482** and the P-value is **0.000** which is less than the significant value of 0.05. This means the relationship is strong and statistically significant. Therefore, Accountability had significant impact on organization performance in Lideta Manufacturing College. Honesty and organization performance had a Spearman correlation value of 0.243 and the P-value is 0.002, which is less than the significant value of 0.05. This means the relationship is strong, positive, and statistically significant.

This led to the conclusion that Honesty had a statistically significant impact on organization performance in Lideta Manufacturing College. Fairness and organization performance had a Spearman correlation value of 0.211 and the P-value is 0.008, which is less than the significant value of 0.05. This means the relationship is strong, positive, and statistically significant. This led to the conclusion that Fairness had a statistically significant impact on organization performance in Lideta Manufacturing College.

5.2. Conclusion

Organizational ethics is defined as a management philosophy of any service practices that deals with continuous improvement in all aspects of service organization (Thompson &Strickland 2001).Hence, Lideta manufacturing college is a key contributor to the country's economy by providing good service in academic sector based on the effectiveness in applying the organizational ethics which delivers a reliable service in Addis Ababa.

Based on the study findings, the researcher forwarded the following main points;

- ❖ Regarding demographic findings of respondents, the majority of the respondents is males, married, and degree holders and had been long years' experience in the organization.
- ❖ The descriptive statistics result showed that, the majority of respondents agreed on the statement that, accountability, responsibility, fairness and honesty.
- ❖ The study was planned to distribute 176 questions and collect from the respondents but only 156 questionnaires were returned and valid for analysis as research result.
- ❖ Majority of the respondents were males (64.3%), between the age bracket of 25-30(47.8%), with first degree (64.3%) educational qualification, have worked in Lideta manufacturing college for about 1-5 years (57.3%).

❖ From the study results, it can be concluded that the result that showed a significant correlation between effects of Accountability, Honesty and Fairness, and organization performance.

❖ The main reason of doing this study is to identify the existing workplace ethics in Lideta manufacturing College and know their effect on the performance of organization. According to the findings of this study the Accountability, Honesty and Fairness they have an effect on organization performance.

❖ The correlation analysis used to determine the effect of workplace ethics on Lideta Manufacturing College's performance was revealed as there is a statistically significant correlation between them.

❖ The regression analysis findings indicate that all independent variables (accountability, responsibility, fairness and honesty that affects the dependent variables of organizational performance in Lideta manufacturing college.

❖ Accountability, Honesty and Fairness highly affects the organizational performance that could bring the desired positive organization.

❖ As a conclusion, this research study aimed at establishing the extent to which work place ethics had been implemented in Lideta manufacturing college.

❖ The findings affirmed that to a moderate and large extent, all the workplace ethics independent variable practices had been implemented in the college as evidenced by the above results through mean values above 3.0.

5.3. Recommendations

Work place ethics is a strategic management tool that can be used for improving the competitiveness, effectiveness and flexibility of the whole organization (Oakland, 2003 p. 30). **Therefore,** based on the study findings the following points are recommended.

➢ Even if, Lideta manufacturing college is strong in-service delivering should be enquire a strong quality focus, efficient customer service. as an academic sector.

➢ The college management staff should expand its infrastructures. Compound roads, Health center for students and its employees to ensure workplace ethics.

- The study indicates that workplace ethics can play a significant role on organizational performance of the college. So, the college management should improve quality service minimizing of service delays.

- The first is the organization needs to develop a sound written ethical code for employees this governs their behavior in the work place and helps to have ethically governed work environment this were decries unethical issues and behaviors.

- Training and development of employees on the awareness of work ethics and organization performance were increase the knowledge of employees as well as the officials.

- Research and development taking a study the outcome of the training and the development progress by using feedbacks. Based on the results by monitoring and controlling us the developed ethical code of the organization can make a dramatic change.

- Evaluating employee's job satisfaction.

- Build ethical culture in the organization that has the following components Accountability, Emphasis on work quality, Professionalism, Discipline, Sense of responsibility, punctuality, create a good communication workplace.

5.4. Suggestion for the future study

The study is intended to explain the effect of workplace ethics on performance of the organization in case of Lideta manufacturing college. In this regard, the research obtained valuable result however there are some potential limitations discussed below.

- This study is done on only in a single organization which makes it indicative but not fully conclusive. Thus, future studies in this area could be done in a broader geographic scope and including other firms.

- It is limited only in four variables of workplace ethics. Thus, further studies are needed.

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Appendix A

Introductory letter for the participants

Dear Respondent, I am EyerusalemTewodros, a Masters' Business Administration student at St. marry university. I am carrying out a study on the "Effect of workplace ethics on organization performance, in the case of Lideta Manufacturing College" under the guidance of MosisaKejela PHD

This is required as part of the fulfillment of requirements for the award of Master of Business Administration. To that end, I request you to kindly respond to a few questions on this questionnaire as sincerely and thoughtfully as possible. A guide is provided under each part of the questionnaire.

The completion of this questionnaire is very important to the overall design of the study and should take you less than 10 minutes to complete. Your timely completion and return of this questionnaire are highly appreciated and were counted as a continuation of your kind support to the development of the profession and myself as a member of the same. All the data you provide were strictly confidential and used for the stated purpose only.

Furthermore, your responses were only be presented in aggregate and no single results were traceable back to the individual respondent. I once again thank you for your participation and if you have any questions or concerns please do not hesitate to contact me directly.

Sincerely,

EyerusalemTewodros

Appendix B:

Demographic questions

Gender: □ Male □ Female

Age: □ 25-30 years old   □ 31-35 years old □36-40   □ 41years old and above

Educational Level: Diploma□ Master □ Degree□

Work experience: □ 1-5 years   □6-10 years □11-15 years□16   and above years

Questions Directly Related to the Study

The following list of questions help you to the rank the characteristics of your organization. Rank your organization on each of these characteristics using the following scale:

1 = Strongly Disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly Agree

No	Item	Scale				
	Responsibility and organization performance related?	1	2	3	4	5
1	The employee takes his/her work very seriously					
2	The employee is where to take additional responsibilities					
3	Responsibility has a several impact on the performance of the organization.					
4	Do you think responsibility increase organization performance in L.M.C?					
No	**Item**	**Scale**				
	Accountability and organization performance related?	1	2	3	4	5
1	Our leaders are held accountable for company performance					
2	I know how my work contributes to the goals of my organization					
3	We hold ourselves and our team members accountable for result					
4	Our leaders are held accountable for company performance					
No	**Item**	**Scale**				
	Honesty and organization performance related?	1	2	3	4	5
1	The employee is never lie at workplace					
2	There is a system that controls employees 'honesty regularly					
3	There is a disciplinary action for dishonest character in the workplace					
4	There are strategies that is employed in the organization to reduce					

No	Item	Scale				
	employee Dishonesty					
No	**Item**	**Scale**				
	Fairness and organization performance related?	1	2	3	4	5
1	Do you think there is a system in your organization to report unfair practices?					
2	Do you think there is unfair practices in your organization					
3	Do you think your leaders never take advantage of others					
4	Do you think you never take advantage of others?					
No	**Item**	**Scale**				
	Organization performance	1	2	3	4	5
1	Do you think your Customers are Satisfaction in your organization?					
2	Do you think there is a formal performance management process in LMC?					
3	Do you believe your organizations meet their objectives effectively?					
4	Do you think your job satisfaction affect your organization performance?					
5	Do you believe Employees are very satisfied with the situation within the company?					
6	Do you think your organization meet its productivity against the target set? /standard					

Thank you!!