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WORK ETHICS

POSITIVE WORK ETHIC



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1. Introduction



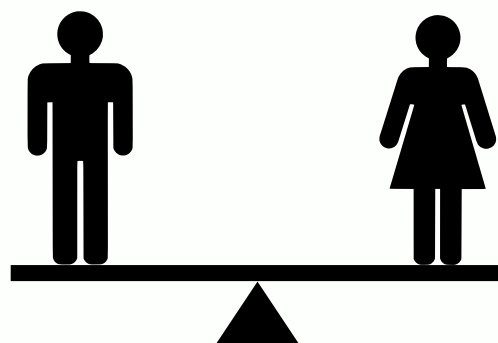
Work ethics is defined as a set of skills that determine how employees should behave in the workplace and how they should interact with one another. This includes not only the relationships and patterns of behaviour between coworkers, but also those between managers and employees or the employer and other members of the workplace.

Work ethics is frequently compared to an employee's professionalism, as a good professional observes the rules of work ethics as much as possible. The benefits of following these rules extend to employees, managers, and employers.

They can help to maintain a cooperative environment in the workplace. A **strong work ethic** frequently requires displaying professionalism to leaders and coworkers. The greater the prevalence of this behaviour, the more respectable your workplace will appear and function.

Additionally, a strong work ethic results in **increased** employee **productivity**. In the workplace, employees respect their roles, strive for improved outcomes, and surpass their own willpower. That is, they care deeply about the outcomes and consequences of their work.

Accepting responsibility is another example of a good work ethic. Employees respect their work and responsibilities, and are accountable for their actions and mistakes. Obviously, all of the aforementioned factors are also related to respecting employees' personal time and **achieving parity between work and personal time**.



2. The module in the professional environment



Historically, gender has been one of the most prevalent grounds for exclusion. As a consequence, women and girls are subjected to a variety of forms of violence and discrimination based on their gender. Gender discrimination against women is exacerbated by the socioeconomic, racial, and ethnic marginalisation that many women experience. Respect for colleagues, regardless of their gender, appearance, race, or age, is one of the most essential components of Work Ethics.

The evidence and results of positive work ethics related with gender equality can be summarised as follows:

- **Attitude:** Exhibits a positive attitude, exudes confidence, and has genuine aspirations for oneself.
- **Character:** Exhibits faithfulness, honesty, dependability, initiative, and self-control.
- Exhibits proper verbal and nonverbal communication skills, and actively listens.
- **Cooperation:** Exhibits leadership; handles criticism, conflicts, and stress appropriately; maintains appropriate relationships with peers; and adheres to the chain of command.
- **Organizational Skills:** Manifests abilities in management, setting priorities, and adapting to change.
- **Productivity:** Follows safety procedures, conserves resources, and adheres to instructions.
- **Respect:** demonstrates understanding and tolerance for diversity.
- **Teamwork:** Respects the rights of others, is a team player, is helpful, is self-assured, demonstrates a customer service attitude, and is committed to continuous learning.



3. Impacts recognized through gender stereotypes

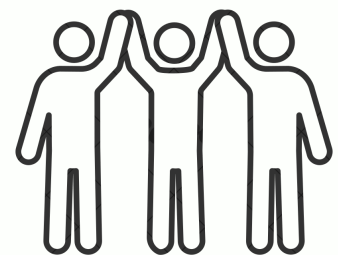


Ethical environment is one of the primary determinants of intra-organizational relationships and employee attitudes, and consequently has a substantial impact on organisational outcomes (such as financial performance). According to Meral (2008), there are nine types of ethical climates that influence employee work satisfaction: self-interest, company profit, efficiency, friendship, team interest, social responsibility, personal morality, company rules and procedures, and finally, laws and professional codes., there are nine types of ethical climates that influence employee work satisfaction: self-interest, company profit, efficiency, friendship, team interest, social responsibility, personal morality, company rules and procedures, and finally, laws and professional codes.

These conditions determine the level of job satisfaction among employees. Work satisfaction can be defined as the pleasure or positive emotional state one experiences as a result of evaluating their overall job experiences. Satisfaction, which is dependent to a great extent on the proportion of positive ethical elements in the workplace, is associated with crucial organisational behavioural factors such as propensity to leave, intention to leave, absenteeism, and performance. Greater levels of job satisfaction have the opposite effects.

When this is correlated with gender equality in the workplace and equal opportunities, women who are valued equally as men experience greater job satisfaction and are consequently less likely to switch careers, take more time off, perform less, and have a generally positive attitude.

Positive work ethics can assist women in pursuing management positions. Positive outcomes and higher success rates can result from an employee's perception of respect and acknowledgement.



4. Good practices and tips



Sometimes an employee's work ethic is innate and indicative of their character. Sometimes, however, the employer must employ specific strategies and provide guidance in order to instill ethical work values in their employees.

Here are a few steps that can aid in fostering a strong work ethic:

- Create a **psychological and emotional support team** comprised of specialists to whom employees can turn when they feel the need. Emotional Support at work can assist employees in sharing their thoughts and opinions, inspire them to express themselves, and promote their overall well-being.
- Frequent **assessment and evaluation tests** should be administered in order to map the proportion of positive and negative work ethics in a workplace, particularly in terms of gender equality. Frequent evaluation tests can help monitor the level positive work ethics, work satisfaction and achieve the best possible results.
- Create **training and mentoring programmes** based on the employees' needs within the workplace. Continuous education is the most effective method for inculcating values, ideas, and beliefs.
- Create **a professional environment where all employees can develop ethical behaviour**. It is important to cultivate a work climate where all employees are efficient, effective, feel equally responsible for every success or failure, have the freedom to show their true colours without judgement and have equal opportunities.
- Set a **positive example**. Employees follow the lead of their superiors; therefore it is important for individuals to set the right example, spread positive work ethics, respect and equal chances among all employees.



5. Conclusions

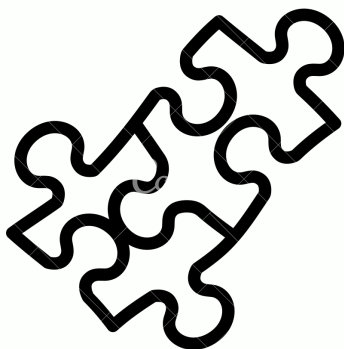


Work ethics are a set of skills that determine how employees should conduct and interact in the workplace. This includes the relationships and patterns of behaviour between managers and employees or the employer and other members of the workplace.

It is important to **find new and innovative ways to support female employees** through strengthening their positive business ethics. This can be achieved through emotional support at workplace, trainings and continuous education, positive examples and role models.

Creating, announcing, and promoting a conducive ethical climate appears to be a necessity for organisations seeking to increase employee satisfaction and obtain managerial and economic benefits. In order to cultivate work satisfaction, leaders must first generate and promote organization-wide objectives and rules that adhere to legal and professional standards (professionalism).

Creating a consciousness of **team interest** (caring within the organisation) and social responsibility (caring beyond the organisation) among employees, as well as simultaneously sanctioning and weakening self-interest (instrumental) type ethical climates, appear to be effective mechanisms for **increasing work satisfaction**.



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