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THE EFFECT OF WORK ETHICS ON JOB SATISFACTION AND EMPLOYEE PERFORMANCE IN NIGERIA

Nurudeen Bello Ahmed,
Abigael Joy Aluku
Rahman Oladimeji Mustafa
PhD,postgraduate coordinator,
Department of Business and entrepreneurship,
Faculty of Humanities, Management, and Scicial Sciences,
Kwara State University,
Malete, Nigeria
M.sc student,
Department of Business and Entrepreneurship,
Faculty of Humanities, Management and Social Sciences,
Kwara State University,
Malete, Nigeria
PhD, Department of Business and Entrepreneurship
Faculty of Humanities Management, and Social Sciences,
Kwara State University,
Malete, Nigeria

Abstract:
It has been shown that the bad degradation of ethical conduct in the organization continuous investigation of the asymmetry between productivity and worker commitment about employment have been satisfied. Results shown in practice could not improve employee performance in different work ethics. The effect of work ethics on employee performance has been explained when employee satisfaction is perceived as a mediator variable. The purpose of this paper is to investigate the effects of unethical behavior an employee commitment and productivity in Nigeria. For the study, a descriptive survey research method was used, with fifty valid questionnaires distributed to employees from five cluster government establishments in Ilorin, Kwara State, Nigeria. Secondary data and documentation were also reviewed and used in the study.

Keywords: work ethic, job satisfaction employee performance, team work

Correspondence: email ageriadragmail.com telayahoo.cinatimenmuutapba212@gmail.com

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1. Introduction

Ethical behavior and the prevailing system of employment relations in any work organizations is very crucial for general development, the production of goods and services, both for domestic consumption and international trade or exchange, creation of national wealth, the attainment of political stability, and the inclusive benefits of sustainable human developments. In other words, how well organizations adhere to ethical standards, determines the well-being of all the stakeholders, the organization's productivity and the subsequent profitability, as well as the macroeconomic growth and development of the nation. The concept of efficiency as applicable to the context of the employment relationship is a function of proper management of employees at work, including adherence to workplace ethical standards. Admittedly, work dominates the lives of most men and women, and the management of employees, both individually and collectively, remains a central feature of organizational life. The totality of the essence of work in society is that it is the primary determinism around which human lives are ordered, organizations improved and nations are developed. Also, the primacy of work in society and the critical role of the production function have naturally contributed to the growth, development and advancement of nations throughout human history. In practical terms, nations are in existence to provide security, safety, and most important developments to people who had surrendered their sovereignty in exchange for the aforementioned necessities of life, using organizations and all human resources available to them. Indeed, organizations advance the fortunes of nations through efficiency, productivity, output level, and performance, as engendered by the institutional labor or a group of people known as workers. These workers are human beings with aspirations, hope, and feelings. They reader their human efforts (labor) in exchange for equitable wages and salaries, a good physical working environment, and longevity of employment relationship, anchored on ethical standards and human resource best practices, any behavior contrary to the expectations of these actors would rather hinder the trajectory of production processes and the development of the organizations. Since national development is dependent on what the labor can generate by way of Gross Domestic Products (GDP), substantial attention must be paid to the agreement legally, socially, and economically entered into by all the stakeholders for the parties to enjoy the expected efficiency, equity, and development, which are the main objectives of the employment relationship and the overall impact on the organizational productivity.

2. Statement of Problem

The desperation of the productive enterprise to achieve corporate goals and workers desire for equity has naturally affected etiquette, integrity, and self-discipline and by extension the level of performance and productivity within the framework of employment relationship, hitherto, Nigerian workers were ranked among the best in world, given a conducive work situation. Today, the rating has developed far below average as Nigerian workers only care about what he can benefit from employment

relationship. Ultimately, this study is to sew standards and favorable situations in the work system acting as a catalyst to increasing performance of employees, in terms of efficiency, effectiveness and real output. Admittedly, globalization and its concomitants pose a potent challenge to organized labor, hence necessitates the adoption of a proactive strategy in the continuous interface with employers management and government and onerous pursuit of the development agenda in Nigeria. Gone were the days of irresponsible trade unionism. The inconclusive results in the literature put policy makers in a crossroad; the question therefore is what the effect of work ethics un job satisfaction and employee performance in Nigeria in.

3. Work Ethic

Work ethics can be interpreted as a gesture of personality, temperament, character, and belief in something. This attitude is not only owned by individuals, but also i groups, and even the public. Ethics established by habit, the influence of culture, and value systems that are believed (Tasmara, 2002), Work ethic has many elements sourced and are associated with the values of a person's psychological shows an ingrained view, shows the attitude and hope someone (Wijayanti 2012), Ethos is the character and attitudes, habits and beliefs and so on that is special about the individual or group of people Ethos can be interpreted as referring to the meaning of ethics or morals are morals the essential qualities of the human person or group, including a nation. Ethos also means ethos human group of her developing nation view concerning the good and bad which is ethics (Madjid, 2010).

Employee performance is strongly influenced by the work ethic and discipline of employees. If government officials are already getting used to the discipline in all things so any work that would soon be sorted out and well ordered, so that indirectly will improve a good work ethic With a good working discipline any government officials will always keep his job well and would not let her work be abandoned. With the implementation of this attitude, it will be a satisfactory service to the community so that people will find it all in the care of their needs about government. If a local government official has the work ethic and discipline is high, it will have a positive impact on the employee's performance. The point is that the employee's performance will be run in accordance with the objectives expected because of the work ethic and discipline has been applied so that each work will be carried out effectively and efficiently (Febriyanto, 2012; Herlambang, 2013), The performance of employees will increase if supported by solid teamwork (Hodges, 2015).

The work ethic of employees is normative rules containing a system of values and moral principles as a guideline for employees in performing job duties within the company. Aggregation of ethical behavior of employees who work a picture of the employee in the company's ethics Because the normative is derived from business ethics, Consequently, ethics are not applied or intended for employees

only. This means that the management policy concerning employees should also ethical, such as fairness and openness in terms of compensation, career, and evaluation of employee's performance.

So, every ethical decision in the company is not only linked to the intersts of manage employees. The work ethic is the attitude, outlook habits, traits, or characteristics of how to work a person, group, or a nation (Tamara, (2000).

Work ethic is the ethical character of government employees who will work together in the corridor that is complementary, fosters fair dynamics within the organization, such as accommodating, sensitive, responsive, and proactive. The study of ethics has been done by scholars, that work ethic positive and significant effect on job satisfaction (Rokhman 2010 Marri et al. 2012), Good work ethis proved capable of Improving the performance of the individual (1 Wayan Marsalia Infica, 2011: Ridwan 2013: Syahrul Nizam et al. 2016). Different reibs are shown by other scholars that). Good work ethic proved unable to improve individual performance Shafiesel & Mahabuddin Arzuhri 2014).

4. Job Satisfaction

In some cases, in labor relations are often seen opposite between employees and that led to the strike. Frustration that accompanies the performance of dissatisfaction can lead to aggressive behavior rather than withdrawal. Aggressive action could take the form of sabotage, deliberate wrongdoing, as well as the activities of the militant trade unions as irresponsible strikes, work delays, and excessive protests. So. a lot of fights and feuds among the workers when they are very frustrated When the aggressive actions interfere in the course of the work, lowering the quality of production, as well as prohibit work together and in groups, they would show costly for the organization. Dissatisfaction because inadequate compensation or drudgery can also support incidents of theft by workers. Steal money, equipment, and inventories by workers are critical issues for organizations (Wesley & Yukl, 2005). Job satisfaction refers to a person's general attitude toward his or her jobs (Robbins & Coulter, (2009), Other scholars put forward the view job satisfaction is how an employee felt the job (Wexlay & Yukl, 2005). Job satisfaction positive and significant effect on employee performance (Melina Ratnawati Taurisa & Intan, 2012).

5. Employee Performance

Performance management can be defined as a systematic process for improving organizational performance by developing the performance of individuals and teams (Armstrong, 2006). Thus, it can be interpreted that the optimized performance and stable, not something accidental. Certainly, it is through the stages with good performance management and maximum effort to achieve it. Individual performance can be measured (Miner. 1988) with; first, the quality of work by looking at the error rate, the extent of damage and accuracy in work; secondly, the quantity, the number of jobs generated; third, the use of time

in the work indicated by absenteeism, tardiness, effective working time/working hours lost; fourth, cooperation with others in the works. Empirical facts

Provide evidence that job satisfaction can act as intervening variables in analyzing the influence of organizational culture in company performance (Biswas, 2015).

Review of Literature

ethics as the "science of morality, or as a normal science of human conduct, is systemic study of the fundamental principle of moral law. This means that ethics, which is different from descriptive or empirical sciences, is a normative science. The moral principles which form an ethical subject deal with the way people should comply with their work and their team, integrity and self-discipline. It follows that this is primary the critical study of the standards of conduct to be followed by human actions Accordingly, the term ethics refers to the fundamental principles of night and wrong it la compliance. Discipline and indiscipline are conceptually, human comportment dimensions. Disciplined behavior is a condition of survival and development for individuals organizations and countries. Fair and unjust, right and wrung, discipline and discipline can be directly connected with ethics. However, work ethics as nated by Cascio is the accepted standards in terms of personal and social welfare of employee, their wurk attitudes self-discipline, and commitment to their assignmenta. Velasquez observes that work ethics is the principle of conduct governing an individual or a group in the s place which makes them conform to the ethical standards thus fluencing organizational output level and the resultant profitability level. The work attitudes, integrity, self-discipline, teamwork emphasis on quality, commitment and productivity of the Nigerian workers have painted a rather negative picture of anapatatic uncommitted men and women, who are unrasponsive to motivational techniques. The Nigerian workers have been described as indolent, apathetic, and unresponsive to motivation and generally, not willing to put forth maximum productive efforts. Whichever way we look at it the Nigerian workers are what we have, hence we mist encourage them to make a meaningful contribution to the development of the nation by becoming more productive.

6.1 Teamwork and Organisational Productivity

Every organization, large or small private or public enterprise, struggles to acquire productivity to achieve success and maintain a valuable image in this present day of still organizational competitions. Though the population of workers in an organization may be large and organizational productivity also low with no

improvement in their products. yet this could be as a result of the absence of teamwork in the organization. The absence of teamwork in the organization is the failure of an organization to coordinate works into work groups to tap from the respective human resources the organization possesses. Teamwork is the cooperative and coordinated efforts on the part of a group of persons who work together as a team. It is the willingness of people to work together to achieve a common goal. A team exists when individual strengths and skills are combined with teamwork in the pursuit of a common cause to produce meaningful results for the team members and the organization. Thus, a team combines individual strength with a shared