

Comparative Study On Organisational And Ethical Work Climate Of Employees Among Various Sectors

Vijayalakshmi R

Dept of MA Human Resources And Organizational Development

Madras School of Social Work, Egmore, Chennai.

Abstract- *The work climate within an organization significantly impacts employee behaviour, performance, and overall organizational success. This study investigates the interplay between organizational work climate and ethical work climate, focusing on key dimensions and their implications. We explore how employees perceive their work environment, ethical norms, and decision-making processes. Our research draws from a survey conducted across various departments within a diverse range of companies.*

Keywords- Ethical work climate, Organisational work climate, Ethical work environment, Collective well-being, career growth, Organisational effectiveness.

I. INTRODUCTION

In the dynamic landscape of organizational behaviour, understanding the intricate relationship between the organizational work climate and the ethical work climate is crucial. These two interwoven dimensions significantly influence employee attitudes, behaviours, and overall performance within a company. Our research delves into this fascinating intersection, shedding light on how employees perceive their work environment, ethical norms, and decision-making processes. By examining data collected through a comprehensive survey across diverse departments in various companies, we aim to unravel the complexities of organizational and ethical climates. Through this exploration, we hope to provide valuable insights for organizations seeking to foster a positive work environment while upholding ethical standards. Join us on this journey as we dissect the intricate fabric of work climates and their implications for organizational success.

Objectives of the study

1. Understanding the Impact of Organizational Climate on Productivity: This objective involves studying how different aspects of the organizational climate, such as self-centeredness and cooperation among employees, affect productivity.
2. Exploring the Role of Learning and Development in Shaping Work Climate: This objective focuses on

examining the correlation between learning and development opportunities and various factors of the organizational and ethical work climate.

3. Investigating the Relationship between Career Growth and Perception of Safety: This objective entails studying the inverse relationship between career growth and the perception of authority ensuring safety and security in an organization.

II. LITERATURE REVIEWS

Dr. Surya Prakash Tripathi Ass. Professor IBMR, IPS Academy, Indore (M.P),India.

This study primarily investigates the impact of work ethics on job satisfaction and organizational commitment, with a specific focus on HDFC Bank. The research reveals a significant positive correlation between work ethics and organizational commitment, which is manifested through the emotional attachment of employees to the bank. This attachment is influenced by factors such as alignment of work ethics with religious beliefs, the company's care for its employees, and pride in being associated with the bank. However, the study also highlights that good work ethics, while fostering high organizational commitment, do not automatically translate into high job satisfaction. It suggests that job satisfaction may encompass economic aspects, implying that a fair salary is crucial for achieving job satisfaction. The study recommends that the company should consider external factors, like the salaries offered by competitors, to reduce the salary gap and enhance the feeling of fairness and job satisfaction among employees.

Yusuf All Solaald (2006): Organizations with higher levels of Ethical Work Climates tend to have higher Organisational Effectiveness. The change in Organisational Effectiveness is more significant when the Ethical Work Climate changes from low to moderate level than from moderate to high. Both National and Multinational Companies need to improve their Ethical Work Climates to enhance their Organisational Effectiveness. Executives have higher perceptions of Ethical Work Climates and Organisational Effectiveness than non-executives. However, both groups expect their organizations to improve ethical stances at workplaces, which will enhance

their overall effectiveness. Interestingly, Executives in National Companies perceived higher effectiveness compared to non-executives, whereas in Multinational Companies, Non-Executives had higher perceptions. The Professional form of Ethical Work Climate contributes most significantly to the perceptions of employees on the effectiveness of their organization. The next important form is the Instrumental work climate, where employees are guided by their own self-interests. The Law and Code form of Ethical Work Climate negatively contributed to the perceptions of employees about the effectiveness of their organization.

P. Nelson Vinotha Kumar Xavier (2017)

The research offers a comprehensive understanding of the human aspect of employees and the organizational climate. It underscores the necessity for executives to comprehend factors that enhance organizational commitment and job satisfaction. The study reveals that understanding the influence of each factor can guide management in resource allocation to fortify impactful elements. The research suggests focusing on the 'open system' aspect of organizational climate, encompassing innovation, flexibility, outward focus, and reflexivity. It also emphasizes the importance of human relation factors such as autonomy, integration, involvement, supervisory support, training, and welfare, along with rational goal factors like clarity of organizational goals, efficiency, effort, performance feedback, and pressure to produce quality. Interestingly, the study finds that the internal process factor, which includes formalization and tradition, has a negligible effect. The research concludes that improvements in the psychological aspects of the organization and its climate positively impact the sociological aspects of organizational culture, thereby driving customer satisfaction.

III. RESEARCH METHODOLOGY

Research Design: In this research, we adopt a descriptive research design. Our primary goal is to understand patterns and relationships within the collected data. To achieve this, we will collect data from 82 participants using Google Forms. Descriptive research allows us to explore and describe variables without manipulating them.

Sampling Procedures: In this research, employed a convenience sampling approach. This method involves selecting participants based on accessibility. The rationale behind convenience sampling lies in its practicality—it allows us to gather data efficiently without extensive resources or time. Our sample size comprises 82 participants, making it manageable for data collection and analysis. We acknowledge its limitations in terms of representativeness, as the sample

may not fully reflect the entire population.

Data Collection: Google Forms serves as an efficient online survey tool, enabling the collection of data from participants via customized forms. Through Google Form questionnaires, researchers can provide a structured approach, allowing them to design specific questions for data collection. Both tools streamline the process, ensuring standardized data acquisition for analysis in research studies.

Data Analysis tool: The data analysis tools used in this research paper are percentage calculation, correlation analysis with the help of tool of excel.

TYPES OF DATA

Primary Data: Collected directly from participants through google form.

IV. DATA ANALYSIS AND INTERPRETATION

Table 1 – Demographics

Gender	Male	Female	Prefer Not Say		
	41 (50%)	40(48.8%)	1(1.2%)		
Age	18-28yr	28-38yr	38-48yr	48-58yr	
	27(32.9%)	30(36.6%)	8(9.8%)	17(20.7%)	
Industry Sector	Manufacturing	IT	Retail	Hospital	Miscellaneous
	25(30.5%)	25(30.5%)	8(9.8%)	9(11%)	15(18.2%)

Gender Distribution

Our sample comprises **Male**, **Female**, and individuals who prefer not to disclose their gender. Among the respondents, **50%** identified as **Male**, while **48.8%** identified as **Female**. Interestingly, a small fraction (**1.2%**) chose not to specify their gender.

Age Groups

The age distribution within our dataset reveals distinct patterns. Here's a breakdown of respondents by age group:

- **18-28years:** Representing **32.9%** of the sample,

this group consists of young adults who are likely early in their careers or education.

- **28-38 years:** Comprising **36.6%**, this age bracket includes individuals in their prime working years, balancing professional and personal responsibilities.

- **38-48 years:** A smaller segment **9.8%**, this group likely includes mid-career professionals with substantial experience.
- **48-58 years:** Representing **20.7%**, this cohort consists of seasoned professionals nearing retirement or exploring new opportunities.

Industry Sectors

Our research also investigates the industry sectors in which respondents are employed. The following sectors were considered:

- **Manufacturing: 30.5%** of respondents work in manufacturing, contributing to the production and distribution of goods.
- **IT (Information Technology):** An equal percentage **30.5%** are part of

the dynamic IT sector, driving technological advancements.

- **Retail: 9.8%** of respondents are associated with retail, serving consumers through various channels.
- **Hospital: 11%** work in healthcare settings, providing essential medical services.
- **Miscellaneous:** Finally, **18.2%** fall into the miscellaneous category, encompassing diverse fields not covered by the other sectors.

Analysation of Organisational work climate, Ethical work climate and their correlation

Correlation between Productivity and all other factors-The correlation analysis Table 2 reveals that while productivity is positively associated with several factors, and the only factor which has **negative correlation value of -0.23** is when the organizational climate is **self-centered**. Even in the presence of good plans, career growth opportunities, and a safe environment, self-centred organizational climates can lead to **decreased productivity**. Productivity is high when the organization prioritizes the common good, sticks with its people, has a well-planned workload, and fosters cooperation among employees. The correlation between productivity and these factors is positive. Specifically, the correlation values are: Between productivity and cooperation among employees: **0.62**, between productivity and well-planned workload: **0.63**, and between productivity and the common good: **0.65**. These results suggest that these factors play a significant role in enhancing productivity in an organization.

Table 2: Correlation between Productivity and all other factors.

	Self-Centered	Adherence to Rules	Efficient Solution	Good of all	stick by Rules	Successful people strictly obey	Decision need to contribute to Profit	Productivity appreciated	Safe & Secured	Encouraged to suggest idea	Cooperation among employees	L&D provided	Well planned workload	career growth
Productivity appreciated	-0.23	0.29	0.55	0.65	0.63	0.60	0.05							
Safe & Secured	-0.38	-0.20	-0.27	-0.01	-0.14	-0.06	-0.04	0.05						
Encouraged to suggest idea	-0.17	0.47	0.50	0.39	0.54	0.41	0.14	0.58	-0.03					
Cooperation among employees	-0.29	0.55	0.64	0.61	0.64	0.69	0.12	0.62	-0.14	0.54				
L&D provided	-0.24	0.13	0.30	0.39	0.50	0.43	0.07	0.41	-0.09	0.37	0.46			
Well planned workload	0.01	0.56	0.59	0.55	0.62	0.61	0.10	0.63	-0.19	0.71	0.73	0.59		
career growth	-0.34	0.56	0.42	0.51	0.52	0.69	0.12	0.45	-0.02	0.54	0.54	0.40	0.64	

Self - Centered Organisation

The research data from the correlation table 3 suggests that a self-centered organization tends to have a negative impact on various aspects of the organizational and ethical work climate. This includes a negative correlation with career growth. In short, the more self-centered an organization is, the less conducive it is to a positive work environment, ethical practices, and career advancement. This highlights the importance of balance in an organization’s focus between its own goals and the needs of its employees.

Table 3: Correlation between Self-centered organisational climate and all other factors.

	Self-Centered	Adherence to Rules	Efficient Solution	Good of all	stick by Rules	Successful people strictly obey	Decision need to contribute to Profit	Productivity appreciated	Safe & Secured	Encouraged to suggest idea	Cooperation among employees	L&D provided	Well planned workload	career growth
Self-Centered														
Adherence to Rules	-0.08													
Efficient Solution	-0.17	0.53												
Good of all	-0.20	0.43	0.45											
stick by Rules	-0.22	0.53	0.64	0.61										
Successful people strictly obey	-0.33	0.44	0.63	0.67	0.70									
Decision need to contribute to Profit	0.01	-0.22	0.17	-0.10	0.35	0.01								
Productivity appreciated	-0.23	0.29	0.55	0.65	0.61	0.60	0.05							
Safe & Secured	-0.38	-0.20	-0.27	-0.01	-0.14	-0.06	-0.04	0.05						
Encouraged to suggest idea	-0.17	0.47	0.50	0.39	0.54	0.41	0.14	0.58	-0.03					
Cooperation among employees	-0.29	0.55	0.64	0.61	0.64	0.69	0.12	0.62	-0.14	0.54				
L&D provided	-0.24	0.13	0.30	0.39	0.50	0.43	0.07	0.41	-0.09	0.37	0.46			
Well planned workload	0.01	0.56	0.59	0.55	0.62	0.61	0.10	0.63	-0.19	0.71	0.73	0.59		
career growth	-0.34	0.56	0.42	0.51	0.52	0.69	0.12	0.45	-0.02	0.54	0.54	0.40	0.64	

Learning & Development in an organisation:

A negative correlation value between learning and development in an organizational work climate and the self-centered (-0.24) and safe and secure factors (-0.09) in an ethical work climate suggests that as learning and development increase, self-centeredness and the need for safety and security decrease. From this we can understand, if we promote and give opportunity for Learning and development it changes organisational work climate and it has impact on the ethical work factors. The positive correlation between learning and development and following rules, efficient solutions being sorted, successful people following rules, cooperation among employees and Common Good sorted in an organisation, Emphasis productivity can be enhanced by investing in employee development, promoting efficient problem-solving, fostering cooperation, and emphasizing the common good.

Table 4: Correlation between Learning & Development and all other factors.

	Self-Centered	Adherence to Rules	Efficient Solution	Good of all	stick by Rules	Successful people strictly obey	Decision need to contribute to Profit	Productivity appreciated	Safe & Secured	Encouraged to suggest idea	Cooperation among employees	L&D provided
Self-Centered												
Adherence to Rules	-0.08											
Efficient Solution	-0.17	0.53										
Good of all	-0.20	0.43	0.40									
stick by Rules	-0.22	0.53	0.64	0.61								
Successful people strictly obey	-0.33	0.44	0.63	0.67	0.59							
Decision need to contribute to Profit	0.01	0.22	0.17	-0.10	0.15	0.01						
Productivity appreciated	-0.23	0.29	0.55	0.65	0.63	0.60	0.05					
Safe & Secured	-0.38	-0.20	-0.27	-0.03	-0.14	-0.06	-0.04	0.05				
Encouraged to suggest idea	-0.17	0.47	0.50	0.39	0.54	0.41	0.14	0.38	-0.03			
Cooperation among employees	-0.29	0.56	0.64	0.61	0.64	0.69	0.12	0.14	-0.14	0.34		
L&D provided	-0.24	0.13	0.30	0.39	0.50	0.43	0.07	0.43	-0.09	0.37	0.46	

V. CONCLUSION

The research data suggests a significant interplay between the organizational work climate and the ethical work climate. A self-centered organizational climate tends to negatively impact various aspects of the ethical work climate, including career growth. Conversely, an organization that prioritizes the common good, has a well-planned workload, and fosters cooperation among employees is likely to foster a positive ethical work climate, as evidenced by the positive correlation between these factors and productivity. Furthermore, the ethical work climate also plays a crucial role in shaping the organizational work climate. As learning and development opportunities increase, self-centeredness and the need for safety and security decrease. This suggests that promoting a culture of continuous learning can mitigate self-centeredness and enhance security in the organization. Moreover, the positive correlation between learning and development and factors such as following rules, efficient problem-solving, cooperation among employees, and the common good indicates that these factors can significantly enhance productivity. In conclusion, the organizational work climate and ethical work climate are not isolated; they interact and influence each other significantly. Balancing the needs of the organization with the needs of its employees, fostering a culture of continuous learning and development, and promoting cooperation and the common good can lead to a positive organizational and ethical work climate, thereby enhancing productivity. This research provides valuable insights for organizations aiming to improve their work climate and productivity.

Career Growth its correlation with other factors

The negative correlation value between career growth and the perception of authority ensuring safety and security in an organization is -0.02. This suggests that as employees experience career growth, their reliance on authority for safety decreases. This could be due to a perceived trade-off between career advancement and safety, where strict safety protocols might limit job responsibilities and hinder growth. The organizational culture also plays a significant role, with safety-oriented cultures possibly prioritizing employee well-being over career progression, and growth-oriented cultures emphasizing risk-taking. Individual differences among employees, with some valuing stability and others seeking growth, further contribute to this correlation. This inverse relationship offers valuable insights into employee behaviour and organizational dynamics. The positive correlation value between career growth and all other factors clearing explains that career growth is not just an individual pursuit; it impacts the entire organization. When companies support employee goals, they reap benefits in terms of productivity, innovation, and overall success.

REFERENCES

Table 4: Correlation between Career Growth and all other factors.

	Self-Centered	Adherence to Rules	Efficient Solution	Good of all	stick by Rules	Successful people strictly obey	Decision need to contribute to Profit	Productivity appreciated	Safe & Secured	Encouraged to suggest idea
Self-Centered										
Adherence to Rules	-0.08									
Efficient Solution	-0.17	0.53								
Good of all	-0.20	0.43	0.40							
stick by Rules	-0.22	0.53	0.64	0.61						
Successful people strictly obey	-0.33	0.44	0.63	0.67	0.59					
Decision need to contribute to Profit	0.01	0.22	0.17	-0.10	0.15	0.01				
Productivity appreciated	-0.23	0.29	0.55	0.65	0.63	0.60	0.05			
Safe & Secured	-0.38	-0.20	-0.27	-0.03	-0.14	-0.06	-0.04	0.05		
Encouraged to suggest idea	-0.17	0.47	0.50	0.39	0.54	0.41	0.14	0.38	-0.03	
Cooperation among employees	-0.29	0.56	0.64	0.61	0.64	0.69	0.12	0.14	-0.14	0.34
L&D provided	-0.24	0.13	0.30	0.39	0.50	0.43	0.07	0.43	-0.09	0.37
planned workload	0.01	0.56	0.59	0.55	0.62	0.63	0.10	0.63	-0.19	0.59
career growth	-0.34	0.56	0.42	0.51	0.52	0.60	0.12	0.45	-0.02	0.56

(Note: Blue arrow indicates the correlation value between Career growth and Authority providing safe and secured environment.)

- [1] Dr. Surya Prakash Tripathi Ass. Professor IBMR, IPS Academy, Indore (M.P), India Impact of Work Ethics on Organizational Commitment and Employee Satisfaction at Hdfc Bank Indore, India (2014), Worldwide Journal.
- [2] Weihui Fu and Satish P. Deshpande, The Impact of Caring Climate, Job Satisfaction, and Organizational Commitment on Job Performance of Employees in a China's Insurance Company (2014), Journal of Business Ethics.
- [3] Nelson Vinotha Kumar Xavier P, A Study of Organisational Climate at Tuticorin Thermal Power Station (2017), <http://hdl.handle.net/10603/252196>.
- [4] The Organizational Bases of Ethical Work Climates Bart Victor and John B. Cullen.