# A STUDY ON EMPLOYEE COMMITMENT TO PROFESSIONAL CONDUCT AND CODE OF ETHICS FROM THE EMPLOYEES

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## ABSTRACT

In the contemporary corporate landscape, the implementation of Professional Conduct and adherence to a powerful code of ethics stand as paramount pillars for organizational success. This study delves into the effective implementation of Professional Conduct and code of ethics among employees, with Vicamp Auto Power Pvt Ltd as the focal point. By employing a qualitative research approach, this study investigates the strategies, challenges, and outcomes associated with fostering a culture of professionalism and ethical conduct within the organization.

Through interviews, surveys, and analysis of organizational policies, the research identifies key factors influencing employees' understanding and compliance with Professional Conduct and ethical codes. The findings reveal the significance of leadership commitment, training programs, and organizational communication in shaping employees' attitudes and behaviors towards professional standards and ethical norms.

Moreover, the study highlights the role of organizational culture, peer influence, and individual values in the implementation process. It also uncovers common challenges encountered by employees in adhering to Professional Conduct and ethical codes, such as conflicting priorities, ethical dilemmas, and lack of clarity in policies.

Ultimately, the study provides insights into effective strategies for enhancing professionalism and ethical conduct within Vicamp Auto Power Pvt Ltd, offering recommendations for organizational leaders to strengthen their approach towards fostering a culture of integrity, accountability, and excellence among employees. This research contributes to the broader understanding of organizational ethics and serves as a guide for companies striving to uphold high standards of professionalism and ethical behavior in today's competitive business environment.

## 1. 1.INTRODUCTION

Code of ethics and Professional Conduct in the workplace encompass the norms, attitudes, and conduct that individuals are expected to uphold while performing their duties. This includes respecting colleagues, adhering to company policies, maintaining professionalism, and exhibiting appropriate communication skills. These expectations are crucial for fostering a positive work environment, enhancing productivity, and achieving organizational goals.

In today's dynamic workplace environments, code of ethics and Professional Conduct play a fundamental role in shaping organizational culture and success. Code of ethics is a standard for expressing behavioral expectations which refers to the actions and reactions of individuals within the workplace, Professional Conduct outlines the standards and norms that guide these code of ethics' s. This encompasses a wide range of attributes, including interpersonal skills, communication, ethics, and attitude towards work.

One of the key aspects of the code of ethics in the workplace is respect for colleagues and diversity. Employees are expected to treat each other with dignity, regardless of differences in background, opinion, or position within the organization. This fosters a culture of inclusivity and collaboration, which is essential for innovation and creativity to thrive.Professionalism is another cornerstone of workplace code of ethics . This involves demonstrating integrity, reliability, and accountability in all tasks and interactions. Professionals are expected to adhere to company policies and procedures, meet deadlines, and take responsibility for their actions. Maintaining a professional demeanor not only reflects positively on the individual but also contributes to the overall reputation of the organization.

Finally, a positive attitude towards work is essential for maintaining motivation and engagement. Employees are expected to approach their duties with enthusiasm, adaptability, and a willingness to learn and grow. Cultivating a positive work environment boosts morale, reduces turnover, and enhances overall productivity.

Code of ethics in the workplace includes how individuals interact with colleagues, clients, and stakeholders, as well as how they approach their work duties and responsibilities. Professional Conduct sets the standards for professionalism, ethics, and performance within an organization. These expectations may vary depending on the industry, company culture, and specific job roles, but they generally revolve around key principles such as respect, integrity, accountability, and teamwork. Overall, code of ethics and Professional Conduct play a critical role in shaping organizational culture, fostering a positive work environment, and contributing to the success and reputation of the organization.

By adhering to these expectations, individuals can build trust, enhance relationships,and contribute to the overall effectiveness and success of the workplace. In conclusion, code of ethics and Professional Conduct are foundational elements of the workplace environment. By adhering to these standards, individuals contribute to a culture of respect, professionalism, and collaboration, which ultimately drives organizational success.

In any professional field, adherence to a strict code of ethics and Professional Conduct is paramount to ensure integrity, trustworthiness, and excellence. These codes serve as guiding principles, delineating the boundaries of acceptable behavior and fostering a culture of accountability. Professionals across various disciplines are entrusted with responsibilities that directly impact individuals, communities, and society at large. Therefore, upholding ethical standards is not just a requirement but a moral obligation, reflecting the core values and principles of a profession.

## 1.4 NEED FOR THE STUDY

This study aims to explore the effectiveness of implementing Professional Conduct and a code of ethics among employees in various industries. By investigating how well employees understand and adhere to these standards, the research seeks to identify potential gaps in implementation and strategies for improvement. Through surveys, interviews, and data analysis, the study will assess employees' perceptions, behaviors, and attitudes towards Professional Conduct and ethical guidelines. The findings will provide valuable insights for organizations to enhance their training programs, communication strategies, and enforcement mechanisms, ultimately fostering a culture of professionalism and ethical conduct in the workplace.

## 1.5 OBJECTIVES

### PRIMARY OBJECTIVE

The study aims to provide valuable insights and recommendations for enhancing the implementation of code of ethics and Professional Conduct in the workplace, ultimately leading to a more positive, productive, and harmonious work environment.

### SECONDARY OBJECTIVES

- To Study the organization's current practices and policies related to code of ethics and Professional Conduct.
- To Study Identify areas where there may be gaps or inconsistencies in the implementation of code of ethics and Professional Conduct.
- To Study on the insights into employees' perceptions, attitudes, and experiences regarding code of ethics and Professional Conduct.
- To Study Enhance training and development programs aimed at promoting desired code of ethics and professionalism among employees.

## 1.6 SCOPE OF THE STUDY

This study aims to assess the effective implementation of Professional Conduct and codes of ethics among employees within the lithium vehicle batteries industry. It will focus on evaluating how well employees adhere to established ethical standards, professionalism, and conduct in their roles related to the development, manufacturing, and distribution of lithium batteries for vehicles. The research will examine factors influencing employee behavior, organizational policies, training programs, and the impact of ethical practices on business outcomes within the lithium vehicle batteries sector.

## 1.7 LITERATURE REVIEW

**Zhang, Q., & Liu, W.(Year: 2022) ,**"The Impact of Ethical Leadership on Employee Turnover Intention:
A Meta-Analytic Revie**w"**This meta-analytic review explores the relationship between ethical leadership and employee turnover intention. It synthesizes findings from studies investigating how leaders' ethical behavior and integrity influence employees' intentions to leave their organizations. The study highlights the role of trust, job satisfaction, and organizational commitment in mitigating turnover intentions through ethical leadership practices.

**Yang, J., & Liu, Q. (Year: 2021),"**The Impact of Ethical Leadership on Employee Trust and Commitmen**t"**
This literature review explores the relationship between ethical leadership, employee trust, and organizational commitment. It discusses how leaders' ethical behavior and integrity contribute to building trust among employees and fostering commitment to organizational goals. The study highlights the importance of ethical leadership in creating a positive work environment and enhancing employee loyalty.

**Zhang, Y., & Wang, L. ,(Year: 2021**)"Ethical Decision-Making Model**s:**
A Review and Comparison"This review compares different models of ethical decision-making used in organizational settings. It examines the strengths and limitations of various frameworks, such as the utilitarian approach, deontological ethics, and virtue ethics. The study provides insights into how employees can use these models to navigate ethical dilemmas and make sound decisions in their professional roles.

**Kim, D., & Park, S. (Year: 2021)    ,"**Ethical Decision-Making in Cross-Cultural Contexts: Challenges and Strategies**"**
This review examines challenges and strategies related to ethical decision-making in cross-cultural contexts. It discusses cultural differences in moral values, ethical norms, and communication styles that impact individuals' perceptions of right and wrong.

**Zhang, H., & Wang, M. (Year: 2021),**"Corporate Social Responsibility and Employee Engagement:
A Review of Empirical Studies"This literature review examines the relationship between corporate social responsibility (CSR) initiatives and employee engagement. It synthesizes empirical research on how CSR activities, such as environmental sustainability efforts and community engagement programs, influence employees' attitudes,

motivation, and commitment to the organization. The study highlights the role of CSR in fostering a sense of purpose and pride among employees.

**Liu, Y., & Wang, X. (Year: 2020) ,**"Promoting Ethical Leadership: Strategies and Best Practices"

This literature review discusses strategies and best practices for promoting ethical leadership within organizations. It examines the role of leaders in setting ethical tone, modeling desired behaviors, and holding others accountable for ethical conduct. The study highlights the importance of leadership development programs, mentorship, and feedback mechanisms in fostering a culture of integrity and professionalism.

**Wu, L., & Ma, J. (Year: 2020),** "Ethical Leadership and Employee Voice Behavior: A Meta-Analysis"

This meta-analysis reviews studies on the relationship between ethical leadership and employee voice behavior. It synthesizes findings on how leaders' ethical behavior and integrity encourage employees to speak up, share ideas, and voice concerns about ethical issues in the workplace. The study highlights the role of trust, psychological safety, and organizational support in promoting employee voice and constructive feedback

## 1.8   RESEARCH METHODOLOGY

The project was carried out by gathering both the main and additional information. The information that already existed was gathered first. We collected information from different sources like journals, brochures, policy files, and the internet. The project was done using the data we collected.

This study is descriptive because it aims to find new relationships and understandings. Research design can be changed to look at different parts of the problem being studied.

**Research Design:**

Descriptive research is a form of research that is used to explain the qualities or traits of a group of people. It collects information to answer different types of questions about a specific group of people, such as what, when, and how things happen to them. Analytical research is being used to analyze facts and information for the research project.

**Questionnaire Design**

The survey for the research study has a set of questions that are already decided before the survey takes place. Sourced from shodhganga - vaseedha , heena .

**Sampling Design:**

A sample design is a clear and definite plan for how to get a small group of things from a larger group of things. This is how the researcher chooses items for the sample.

**Sampling Size:**

Sample size refers to the number of participants or observations included in a study. Sample size = 200 and population size is 500.

**Sampling Technique:**

Simple random sampling method has been adopted for the study

**STATISTICAL TOOLS:**

**SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):**

Statistical package for social sciences (SPSS) is meant for statistical analysis of data. It has got tools to obtain accurate results. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study

● **Percentage analysis:**

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages

Percentage = (No of respondents/Total no of respondents)*100

● **Chi-square Test:**

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters. The main advantages of using a non parametric test is that the researcher can analyze qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.

$$X^2 = \sum \frac{(\text{Observed value} - \text{Expected value})^2}{\text{Expected value}}$$

## 1.9 LIMITATIONS OF THE STUDY

● The study was made depending on the primary and secondary data collected which may even go wrong in some cases.

● It is difficult to understand the different opinions of the employees.

● It is difficult to conclude whether the employees genuinely answered all the questions without any fear.

## 2.1 DATA ANALYSIS AND INTERPRETATION

### PERCENTAGE ANALYSIS

**Table-2.1 Table showing Gender of the Respondent**

| Gender of the respondents | RESPONSES | PERCENTAGES |
|---|---|---|
| MALE | 152 | 76 |
| FEMALE | 28 | 14 |
| PREFER NOT TO SAY | 20 | 10 |
| Total | 200 | 100 |

**Interpretation:**

Out of 200 respondents,76 % are Male , 14% are Female  and 10% prefer not to say.

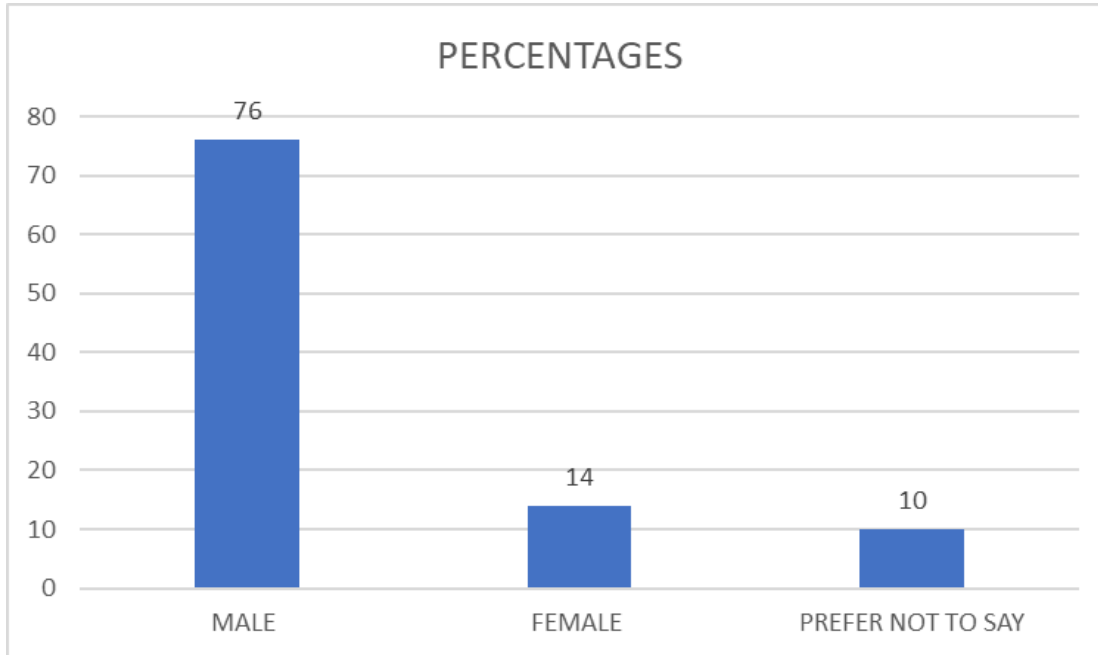**Chart No:2.1(a) Chart showing Gender of the respondent**



**Table-2.2 Table showing AGE OF THE RESPONSES**

| AGE OF THE RESPONSES | RESPONSES | PERCENTAGE |
|---|---|---|
| Below 30 | 76 | 38 |
| 30-40 | 52 | 26 |
| 40-50 | 49 | 24.5 |
| ABOVE 50 | 23 | 11.5 |
| TOTAL | 200 | 100 |

**Interpretation:**

Out of 200 respondents 38 % are Below 30 age , 26%  are 30-40 age ,24.5% are 40-50 age and 11.5% are Above 50.

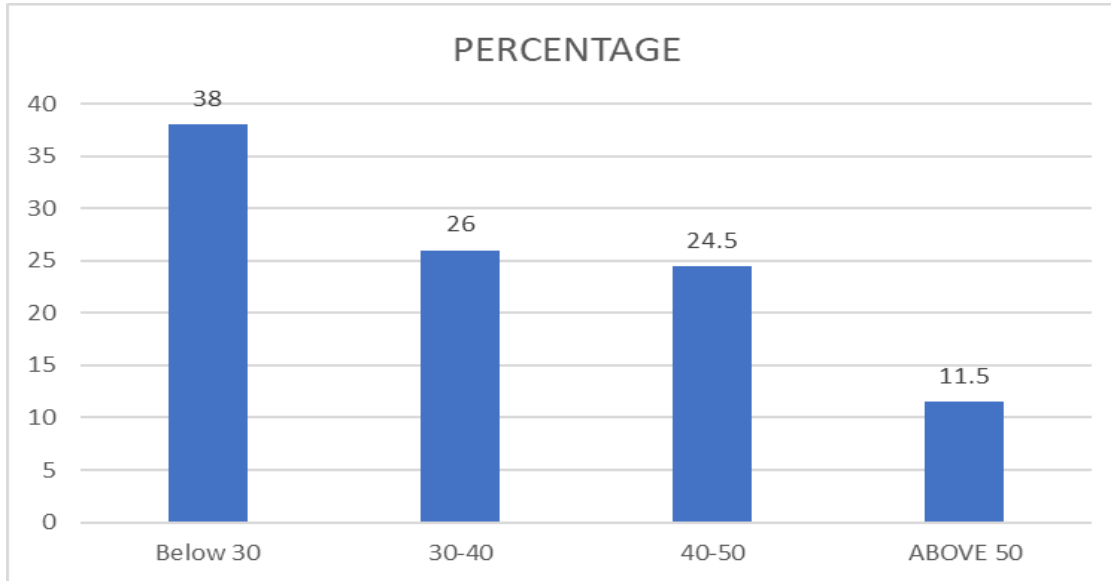**Chart No:2.2(a) Chart showing  AGE OF THE RESPONSES**



 **Table-2.8 Table showing trained sufficiently  or orientation regarding the code of ethics and Professional Conduct**

| PARTICULARES | RESPONDENTS | PERCENTAGES |
|---|---|---|
| Strongly agree | **102** | **51** |
| Agree | **50** | **25** |
| Neutral | **32** | **16** |
| Disagree | **10** | **5** |
| Strongly disagree | **6** | **3** |
| Total | 200 | 100 |

**Interpretation:**

Out of 200 respondents, 51% are Strongly Agreed , 25% are Agreed , 16% are Neutral , 5% Disagree  and 3% are Strongly disagree.

**Chart No:2.8(a) Chart showing trained sufficiently or orientation regarding the code of ethics and Professional Conduct**
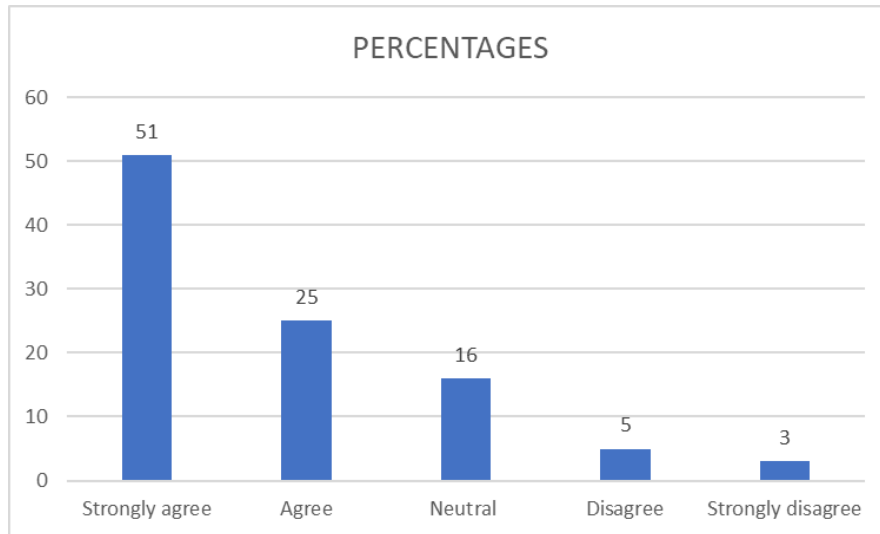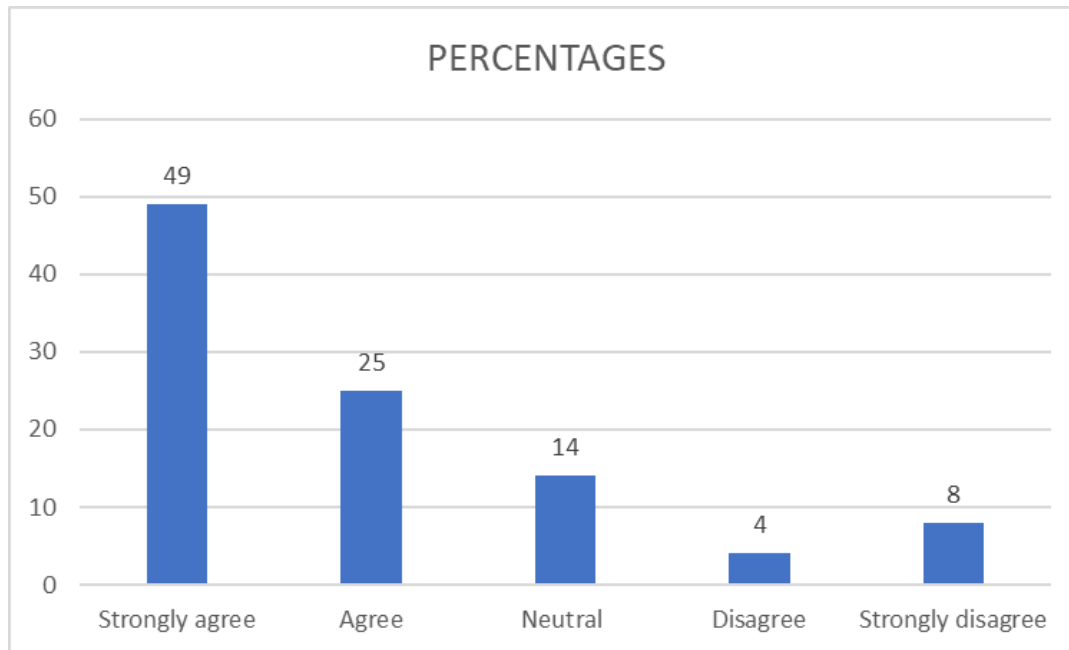


**Table-2.9 Table showing the code of ethics and Professional Conduct communicated to you by your supervisors or managers**

| PARTICULARES | RESPONDENTS | PERCENTAGES |
|---|---|---|
| Strongly agree | 98 | 49 |
| Agree | 50 | 25 |
| Neutral | 28 | 14 |
| Disagree | 8 | 4 |
| Strongly disagree | 16 | 8 |
| Total | 200 | 100 |

Out of 200 respondents, 49% are Strongly Agreed, 25% are Agreed , 14% are Neutral , 8% are Strongly Disagreed and 4% are Disagree.

**Chart No:2.9(a) Chart showing the code of ethics and Professional Conduct communicated to you by your supervisors or managers**



SPSS CALCULATION AND INTERPRETATION

## 1. CHI-SQUARE TEST

Using chi-square to test whether there is any association between the two variables

- Age
- . Challenges in Professional Conduct

### HYPOTHESIS:

**H0** – There is no association between the variables with regards to age and Challenges in Professional Conduct made by the company.

**H1** – There is association between the variables with regards to age and Challenges in Professional Conduct made by the company.

**Chi-Square Tests**

### Age of the respondents

|  | Observed N | Expected N | Residual |
|---|---|---|---|
| Below 30 | 76 | 50.0 | 26.0 |
| 30-40 | 52 | 50.0 | 2.0 |
| 40-50 | 49 | 50.0 | -1.0 |
| Above 50 | 23 | 50.0 | -27.0 |
| Total | 200 |  |  |

### Challenges faced by employees

|  | Observed N | Expected N | Residual |
|---|---|---|---|
| Strongly agree | 3 | 40.0 | -37.0 |
| Agree | 27 | 40.0 | -13.0 |
| Neutral | 43 | 40.0 | 3.0 |
| Disgree | 74 | 40.0 | 34.0 |
| Strongly Disgree | 53 | 40.0 | 13.0 |
| Total | 200 |  |  |

### Test Statistics

|  | Age of the respondents | Challenges faced by employees |
|---|---|---|
| Chi-Square | $28.200^{a}$ | $71.800^{b}$ |
| df | 3 | 4 |
| Asymp. Sig. | .000 | .000 |

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.0.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

**INTERPRETATION:**

Here the significance occurs and has a value 0.000 is less than 0.05. Hence H1 is accepted.

**RESULT:**

There is an association between the variables with regards to age and Challenges in Professional Conduct made by the company.

### 3.1 FINDINGS

- 76 % are Male population
- 38 % are Below 30 age working in the organization
- 58.5 % are Married.
- 77.5% were employees
- 40% are between 1 to 5 years,
- 63% are Strongly agreed showing how well do you understand the Professional Conduct and code of ethics set by the company
- 60% are Agreed showing formal training or orientation regarding the Professional Conduct and code of ethics
- The results of the chi-square test indicate that there is an significant association between age and challenges in Professional Conduct set by the company
- The regression analysis reveals that there is a significant relationship between marital status and disciplinary actions taken by the company.

### 3.2 SUGGESTIONS

- To enhance the effective implementation of Professional Conduct and the code of ethics among employees, several key strategies can be employed. Firstly, prioritize clear and consistent communication of expectations through various channels, including employee handbooks and regular training sessions.
- Encourage open dialogue and provide anonymous feedback mechanisms to ensure employees feel comfortable raising concerns or reporting violations. Lead by example, with leadership demonstrating adherence to ethical standards and fostering a culture of integrity. Regularly review and update policies to reflect evolving organizational values and industry standards.
- Recognize and reward employees who consistently uphold Professional Conduct, while also ensuring consequences for violations are clearly outlined and enforced. Provide ongoing training and support to equip employees with the knowledge and skills needed to navigate ethical dilemmas.
- Foster a culture of accountability where all employees understand their role in upholding ethical

standards and feel empowered to act with integrity in all aspects of their work. By implementing these strategies, companies can strengthen their commitment to ethical behavior and create a workplace culture where employees feel valued, respected, and motivated to contribute to the organization's success.

## 3.3 CONCLUSION

Effective implementation of Professional Conduct and a code of ethics is crucial for fostering a positive work environment, promoting integrity, and ensuring the long-term success of an organization. By communicating expectations clearly, providing adequate training and support, fostering open communication channels, and holding individuals accountable for their actions, organizations can create a culture where employees feel empowered to make ethical decisions and contribute to the overall success of the organization. Continuous evaluation and improvement of these processes are essential to adapt to changing circumstances and maintain alignment with the organization's values and objectives. Ultimately, prioritizing the effective implementation of Professional Conduct and a code of ethics benefits employees, customers, stakeholders, and the organization as a whole.

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