THE IMPORTANCE OF BUSINESS ETHICS TOWARDS EMPLOYEE PRODUCTIVITY: A CASE OF PRIDE MICROFINANCE LIMITED MUKONO

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DECLARATION

I **NATASHA MACKLEAN** declare that this is my original work and to the best of my knowledge, it has never been submitted to any University or institution for a degree award.

Signed ……………………………………………………… **Date**
……18th |04| 2024………………………………

NATASHA MACKLEAN

S20B42/004

APPROVAL

This is to certify that this research report was done by Natasha Macklean Reg No: S20B42/004 on a topic THE IMPORTANCE OF BUSINESS ETHICS TOWARDS EMPLOYEE PRODUCTIVITY: A CASE OF PRIDE MICROFINANCE LIMITED MUKONO and I hereby approve it for submission for the award of the degree of Human Resource Management.

Signed .... **Date** 17th/April/2024.

MS. NAMAKULA BETTY

(Academic supervisor)

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I acknowledge that my success is due to the Almighty God who has enabled me to produce this work and the entire course at large for His mercy and good will.

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DEDICATION

I dedicate this research report to my family, relatives, friends and loved ones for the love, care and support they have rendered to me during my academic journey and in the process of writing this research report, may all might God bless you all abundantly.

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CHAPTER ONE

1.0 Introduction

This chapter deals with the background of the study, the problem statement, objectives of the study; research question, scope of the study, justification of the study, significance of the study, conceptual framework and limitations/ delimitations, definition of the operational terms.

1.1 Background of the study

Employees play a significant role in an organization. He or she is pivotal to building an atmosphere of hope, confidence and trust towards it is a known fact that an employee either makes or breaks the operation of a certain business. A company cannot operate on its own without a workforce, that is, employees. But what makes an employee stay in a particular company despite many difficulties encountered at work? What makes him or her productive and help achieve the goal of the company to succeed in business even though the take-home pay is just good enough to finance his and his family's basic needs in life? The employees' willingness to work for an employer may involve certain factors, one of these is Business Ethics. Ethics in business plays a significant role in business. Ethics is a practice of applied or professional ethics which investigates values and moral problems that usually crossed in a business environment and applies to all aspects of individual conduct and of the entire organization (Stanford Encyclopedia of Philosophy, 2008; Vittell, 2006; Singhapakdi, A., Gopinath, M., Marta, J.K. et al., 2008),

Companies who are committed to promote ethics in the workplace enjoy distinctive advantages in the marketplace, including attracting and retaining employees who are assets of the company. Furthermore, such business ethics controls the increase, if not eliminates, distractions among employees as they feel satisfaction in the environment where they are engaged in which further results transform them into productive individuals geared toward the success of their company (Osborne and Hammoud, 2017; Musgrove, Ellinger, & Ellinger, 2014). If the company administration believes that employees are truly the company's best assets, then leaders and managers should make caring for them a priority. At this present time where people look on high-paying jobs and other benefits which they might enjoy while staying in a particular company, it is at this point that the researchers find it timely to dig deeper into the importance of business ethics and how it impacts to the behavior and productivity of employees. Many of the companies whether private or government-owned do not realize many things specifically about the relationship of the Administrations and its employees (rank and files). This study may improve a lot more in particular the humane relationship between the two parties the utmost respect, discipline and understanding most especially when we talk about working relationship inside and outside of the office. Moreover, as Business Ethics being emphasized and empowered within any business or institution, many employees and personnel would rather stay and prolong their services within the same institution not to mention the better salary and promotional guarantee offered.

For organizational growth and profitable development, the implementation of business ethics is essential locally and globally. To have the country as an overriding destination, they must adhere to international standards, and business ethics are among them. Approximately 98% of the UAE employees claimed that after experiencing ethical culture, they are competent enough to manage ethical issues professionally (Bateman & Majdalawieh, 2009). The development of business policies and strategies based on the values framework is known as Business Ethics. This framework describes the employees' behavior and their interactions with each other and outsiders. Business ethics are of utmost importance in organizational growth. Business ethics increase consumers' trust and cause huge profits and economic gains for organizations. Ahn et al. (2020) mention that most consumers buy products from organizations that casts a positive impact on the environment. Business ethics circumscribe multiple outlooks of organizational business operations and tools. Upgraded business ethics of organizations to maximize shareholders, consumers, and employees' trust and involvement in investment, corporate affairs, project management, and product purchase (Majumdar, 2017). Business ethics develop an efficient, productive, and fair workplace that enchants several stakeholders, employees, and consumers. Business ethics are the major contributors to the economic bottom lines of the organizations (Gupta & Agarwal, 2022). In multi-national corporation, business ethics are important as they help the organization to ensure the accomplishment of projects with the highest standards. It offers upgraded customer service throughout the consumers' journey. Because of upgraded business ethics and project management tools, these corporation are globally well-known and developed organization. Multinational Corporation provides consumers required products and necessary flexibilities to the employees according to business ethics principles which have led the corporate to enhance its place in the local and global market (Bodolica et al., 2018). Furthermore, business ethics not only has contributed to more employees' morale and loyalty, but it has also increased profitability in the two terms, the short and long and reflected a positive image of the corporate. To add on, it has a major impact on the company's good reputation that characterized by integrity and trustworthiness in addition to its social responsibility (Alabbar & Safarik, 2018).140 Asian Management and Business

The problem statement is to observe the impact of business ethics on organizational growth specific at Emaar Properties. The main objective is to assess the importance of business ethics principles for the treatment of stakeholders, consumers, and employees. The significance of business ethics and its impact on Emaar Properties' growth are the main objectives (Emaar Properties Report, 2021). After the qualitative comparisons among Emaar properties and other gulf corporations, the research hypothesis eventually well states that business ethics cause a positive impact on Emaar employee's productivity (Morrissette, 2020). Thus, it is better to do thorough research and analyze the precision of the hypothesis. An observational research model will be used to assess the authenticity of the hypothesis. An observational research model is based on non-experimental research where behaviors are orderly observed and recorded. Its primary goal is to elaborate the list of variables (Lozano, 2012).

1.2 Problem statement.

The study problem revolves by reviewing the previous studies and the educational literature which related to business ethics. It showed there is great importance to evaluate the level of commitment to business ethics for employees but it did not deal with the impact of this commitment to the progress of business in organizations in particular because of the lack of studies that dealt with the level of business ethics and its impact on the process of employees performance evaluation in the universities on the local level, and what it has of importance on the educational process , so This study comes to focus on the level of commitment to business ethics and its impact in enhancing the performance of employees in Jordanian universities. And this aim is to recognize the nature of that level, and to reveal whether there were changes have occurred in this field, which may benefit the progress of the educational process.

Notwithstanding the significance of SMEs globally, these enterprises are reported to often have both a high birth rate and at the same time high death rate (Turyahebwa, Sunday & Sekajugo, 2013; Fatoki, 2014). Over the years, several SMEs in mukono Uganda, especially shopping mall, apply financial literacy in managing their businesses to ensure growth in terms of increase in sales revenue, number of branches and/or accumulated assets. Yet, most of them are not
growing and seldom survive for more than three years (Ahmed, Opusunju & Murat, 2020).

Recent studies ascertained that most small and medium enterprises fail to keep proper books of accounts , banking upkeep and the general business. Problem was that small and medium enterprises owners did not always have the expertise to manage the financial aspect of their businesses. The specific business problem was that some small and medium business owners lacked financial literacy strategies to sustain business growth over time. As a result, they are not able to portray the exact financial position of their businesses. The small and medium enterprises have greatly failed to maintain proper businesses sustenance through financial literacy and yet the absence of proper financial literacy does not only impair their growth but also reduces the chances of obtaining enough profits and also the development of their businesses hence need for redress through a study “ the impact of financial literacy on the growth of small and medium enterprises”

1.3 Main objective of the study

The main objective is to find out the importance of business ethics towards employee productivity.

1.4 Specific objectives of the study

To identify of the different business ethics prevalent in different business institutions

To determine the extent of employees commitment to business ethics and its impact on employee productivity

Establish the relationship between business ethics and employee productivity.

1.5 Research questions

What are the different business ethics prevalent in different business institutions?

What is the extent of employee commitment to business ethics and its impact on employee productivity?

What is the relationship between business ethics and employee productivity?

1.6 Significance of the study

The study will help to examine the extents of financial literacy among Kiko market vendors as well as recommend strategies to solve established business weaknesses among the same community and in addition to that, the study also will help the researcher to acquire practical skills that would help in carrying out more research in future time. This could happen when a researcher gathers new ideas from the problem of study.

1.7 Scope of the study

1.7.1 Geographical scope

The geographical scope of the will be around Kiko market , in Kiko village ,Mukono municipality, Mukono district.

1.7.2 Content scope

The study considered the impact of financial literacy on the growth of small and medium enterprises.

1.7.3 Time scope

The study was to take a period of three months, from July to September 20223. This period of time was chosen because it was long enough for the researcher to establish the impact financial literacy on the growth of small and medium enterprises

1.8 Justification of the study

Since this study is aimed at narrowing down both the concept of financial literacy and the growth of the small and medium enterprises, the beneficiaries will be the students, employees and the owners of the small and medium enterprises with the case study.

1.9 Limitations of the study

As with all studies, limitations exist and must be acknowledged. First of all, time may not allow the researcher to glean information from a number of small and medium enterprises and institutions.

Second, the outcomes will be based on the information solicited from the respondents and such might be subjected to human errors, omissions and possible miss-statements.

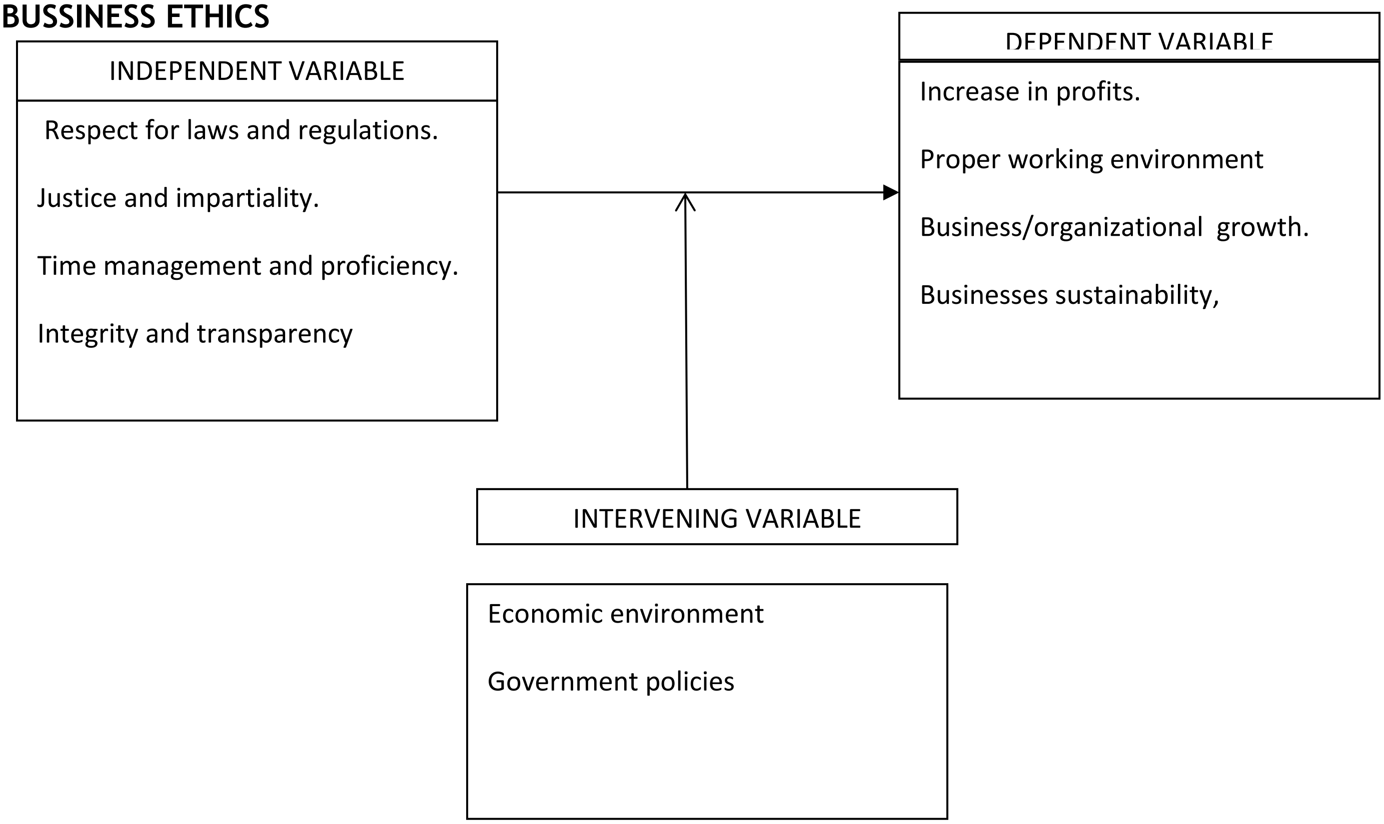
However, in spite of the above, the researcher will ensure that the research met all the relevant requirements for a scientific research and thereby reducing errors to the barest minimum.

1.10 Conceptual frame work

EMPLOYEE

PRODUCTIVITY

BUSSINESS ETHICS



CHAPTER TWO
LITERATURE REVIEW

2.0 Introduction

Literature review is a concise written account of what has been studied, argued and published on a topic by scholars and researchers. It highlights specific arguments and ideas in the field of study. The researcher presented arguments and attempt to show what has been studied in the field on the importance of business ethics on employee productivity. It demonstrates to the reader why the research is useful, necessary, and valid.

2.1 Concepts of key variables

2.1.1 Business ethics.

Ethics in business plays a significant role in business. Ethics is a practice of applied or professional ethics which investigates values and moral problems that usually crossed in a business environment and applies to all aspects of individual conduct and of the entire organization (Vittell, 2006; Singhapakdi, A., G et al., 2008),.Companies who are committed to promote ethics in the workplace enjoy distinctive advantages in the marketplace, including attracting and retaining employees who are assets of the company. Furthermore, such business ethics controls the increase, if not eliminates, distractions among employees as they feel satisfaction in the environment where they are engaged in which further results transform them into productive individuals geared toward the success of their company (Osborne and Hammoud, 2017). If the company administration believes that employees are truly the company's best assets, then leaders and managers should make caring for them a priority. At this present time where people look on high-paying jobs and other benefits which they might enjoy while staying in a particular company, it is at this point that the researchers find it timely to dig deeper into the importance of business ethics and how it impacts to the behavior and productivity of employees. relationship inside and outside of the business entities.

2.1.2 employee productivity.

Employees play a significant role in an organization. He or she is pivotal to building an atmosphere of hope, confidence and trust towards it is a known fact that an employee either makes or breaks the operation of a certain business. A company cannot operate on its own without a workforce, that is, employees. But what makes an employee stay in a particular company despite many difficulties encountered at work? What makes him or her productive and help achieve the goal of the company to succeed in business even though the take-home pay is just good enough to finance his and his family's basic needs in life? The employees' willingness to work for an employer may involve certain factors, one of these is Business Ethics.

Productivity can be referred to as the quantity of work that is attained in a unit of time by means of the factors of production. These factors include technology, capital, entrepreneurship, land and labour. It is the link between inputs and outputs and increases when an increase in output occurs with a lesser than comparative increase in input. It also occurs when equal amount of output is generated using fewer inputs (ILO, 2005).

2.2 Theoretical frame work

The Institutional Theory developed by William Richard Scot in 1995 provides valuable guidelines for analyzing organizational environment relationships with emphasis on the social expectations, values, rules and norms as the sources of pressure on organizations (Porter & Kramer, 2006). This theory is built on the concept of legitimacy rather than efficiency or influence as a primary organizational goal (Porter & Kramer, 2006). The institutional environment is conceptualized as the organizational field, represented by institutions like regulatory structures, government agencies, courts, professionals, professional norms, interest groups, public opinion, laws, rules and social values. Dacin et al. (2012) opines that this theory assumes that an organization conforms to its environment with pressures from stakeholder groups having an effect on how the firm behaves. Institutional theory is relevant to this study since it informs how the business ethics influence employee productivity. Such a setting may strongly affect the development of formal structures within an organisation. When there is a good working ethics , then this may influence the performance of employees. (Uyargil et al., 2010).

2.3 Different forms of business ethics prevalent in different business

Ethics, the search for ‘a good way of being’ for a wise course of action, as it could be practiced by business firms is called business ethics. Ethics in business deals with the ethical path business firms ought to adopt. Afflicting the least suffering to humans and the nature in its entirety, achieving the greatest net benefit to the society and economy enriching the capability of the system in which it is functioning, being fair in all its dealings with its proximate and remote stakeholders, being prepared to correct its mal-habits and nurturing an enduring virtuous corporate character in totality, can be called business ethics. It is often suggested from extended utilitarian/ consequentiality position that businesses can often attain short-lived gains by acting in an unethical fashion; however, such behaviors tend to undermine the economy over time. For those who uphold the principles of virtue ethics, all that matters is corporations maintaining character of honesty, fairness and humaneness than being ethical for the sake of better consequences. On the other hand, experts of deontological ethics and virtue ethics postulate that what matters is the motive to be ethical than the consequential fallout Jacques Cory, a noted business ethicist observes, “companies should behave ethically and be profitable in parallel, and even if ethics diminishes the profitability of the company, they should still behave ethically”.

2.3.1 Employee morality.

Morality has become the foundation of all individuals" lives and their consciences and; in a way, is synonymous with ethics (Wiid et al., 2013:1089). Bryant (2009:505) highlighted scarce resources, high uncertainty and risk, vague roles and continuous competitive strain as major determinants of employee morals. It can therefore be inferred that moral consciousness is the backbone of an individua's sense of moral behaviors and ethical decision making, and an individual who makes an ethical business choice is regarded a moral agent (Haque, Rahman & Khatibi, 2010:32). Moral character is an aspect of personality, which can structure an individual's ethical business conduct (Mujtaba, 2011:17). Morality is associated with loyalty, integrity, honesty, fairness, respect for others and trust and are valued and used by businesses to attain and preserve a disciplined business culture (Shahinpoor & Matt, 2007). Moral responsibility is influential as it is compelled by a sense of concern for others as opposed to selfishness (Lawrence, Pavlovich & Arunachalam, 2006.) According to Cicek (2012), stages of moral development, personal values and morals are among the factors affecting an individual's ethical business behaviors. Perks in Hellriegel et al. (2012) agrees that an individual's stage of moral development may influence how ethically they behave in business. Haque et al. (2010) state that individuals confronted with ethical problems usually attempt to resolve them by appealing to moral standards and moral reasoning. Hoffman, Bynum, Piccolo and Sutton (2011) confirmed that, aligning employees' personal values with business values enhances team competence. Schaefer, Williams and Blundel (2011) note that personal morals play an important role in how business managers respond to ethical issues. Hann (2012) regards the moral character of employees as exploitative since they do not value individual rights and responsibilities. The moral character of employees plays an important role in rules compliance, as evasion is seen to be more acceptable to businesses when driven by the desire to protect a struggling business from failure

2.3.2 Employee attributes.

Employee attributes Individual attributes is considered to be one of the most important factors affecting employee behaviors as an ethical value (Sinha & Mishra, 2011). Khalid, Omar, Agil, Omar and Khalid (2013:32) are of the opinion that the complexity of an individual's attributes influences ethical decision making greatly. Employees that value cooperation willingly share the workload with each other as a team and are able to produce products as quickly or provide services of the highest quality (Townsend, 2007). Several authors (Collins, 2009:102; Holtbrügge, Baron & Friedmann, 2015) indicate that personal attributes such as openness, social dominance, organizational citizenship behaviors, locus of control, extraversion, agreeableness, conscientiousness, neuroticism and Machiavellianism influence ethical business conduct. Elias (2013) related machiavellianists to unethical business behavior's‟, as these employees only look after themselves and tend to be manipulative, ruthless, uncooperative, and exploitative in relationships. Lin, Tang, Chui and Hsiao (2005) indicate that ego strength plays a role in explaining unethical business behaviors. Employees who embrace egoism focus on self-interest and have the potential to engage in unethical misconduct to benefit themselves (Ferrell & Ferrell, 2009). Research by several authors (Boshoff & Van Zyl, 2011:283; Hume, Smith & Stephen, 2006) confirm that there is a significant relationship between locus of control and ethical business behaviors. Employees with an external locus of control experience higher absenteeism, feel frustrated, are less involved in business tasks and blame others for their mishaps (Edwards, 2005). Sometimes an individual's view of what is ethical converges with the views of the business and the larger society. Ethical conflict in the minds of the employees often occurs when there is a conflict between business values and individuals' personal attributes (Sinha & Mishra, 2011). The most common moral issue that business entrepreneurs encounter is deciding between upholding normative business ethics (i.e.examining standards for what is right or wrong) and following their own egotism for their own self-interest (Bryant, 2009:505). According to Stefanescu and Doval (2010:39), if employees understand what are desired business values and moral practices, they are motivated towards increasing their performance and creating a better business image.

2.3.3 Employee attitude.

A person's attitude is the individual's evaluation of what is regarded as good or bad (Hess, 2007). Previous research has demonstrated that individuals differ based on their attitude whether an action is ethical or unethical (Miller & Cross, 2012). Treviño and Nelson (2011) recommended that ethical training be part of any orientation process so as to enforce ethical business conduct. Many businesses require employees to attend seminars regarding business conduct, which often include discussion of the business's policies, specific case studies and legal requirements (Lluka, 2010). Cambra-Fierro et al. (2008) noted that employee ethical training does not always meet real business needs as the training is mostly insufficient to identify the implications if not meeting regulations. According to Stefanescu and Doval (2010:), training for employees to understand and comprehend the values and moral practices of the business they are employed in encourages them to behave ethically, improve the business image and increase business performance. Manjunatha and Maqsud (2013) warned that ambition is a source for immoral conduct. According to Perks in Hellriegel et al. (2012:) employees are responsible for coordinating business resources and ensuring that business goals are met; this requires employees to have good supervisors to guide them in their ethical business behaviors. According to Treviño and Brown 131 (2005), employees can learn to be ethical by receiving guidance from leaders who stand up for doing what is right. Kalshoven, Den Hartog and De Hoogh (2011) observed that perceived leader effectiveness and trust in management are related to ethical business behaviors. Employees can only respect decisions of managers they trust. Telling the truth and being candid tells employees that they can trust your decisions (Lane, Malkin, Shanken & Cavendish, 2007). According to Cant (2012) employee attitudes influence employee ethical business conduct. Liu (2013:1093) concurs and adds that in China, managers do not value employee attitude; employees devote lots of effort to their daily jobs in the context of authority and obedience, but with less pay. Omolewu (2008:7) found that employees with less job satisfaction develop unethical behaviors to counteract their unsatisfactory feeling (Songbo & Wei, 2011). Yukl (2005) is of the opinion that unethical behaviors is more likely to occur in businesses with a strong focus on productivity. Gino, Scweitzer, Mead and Ariely (2011:) found that individuals with depleted self-control are more likely to lie about their performance. Businesses therefore need to provide performance appraisals that employees believe are fair and are not regarded as discriminatory (Jones, 2007).

2.4 To determine the extent of employee's commitment to business ethics and its impact on employee productivity.

Employee commitment is a degree to which employee feels attached, loyal and dedicated to the organization goals and objectives (Akintayo, 2010; Zheng and Sharan, 2010; Ongori, 2017). It is the attachment an employee has on the organization due to his/her experiences. Most organizations have realized that the employees' commitment is fundamental in determining organization performance and productivity (Zheng and Sharan, 2010; Biljana, 2014). The benefits of employee commitment to the organization are numerous including; reduced employee absenteeism, improved active engagement, reduced employee turnover and increased sustainable productivity (Bhatti, Nawabn& Akbar, 2011). Employee commitment facilitates increased productivity since employee morale is enhanced (Rajendran & Raduan, 2015). Employee commitment brings about loyalty, regular attendance of work, shared organizational goals by the employees and reduces chances of employees leaving the organization even in difficult times (Camilleri, 2012; Habib, Khursheed & Idrees, 2010). Employees are more committed to organizations, in which the top management represents highly ethical and credible standards, supporting and rewarding ethical conduct, and disciplining unethical behavior (Trevino et al., 2017). A study showed that managers, who believe in the credibility of their senior management, feel more attached and committed to the organization (Posner & Schmidt, 2012). Stevens et al, (2015) also found that financial managers are willing to consider the company's code of ethics in the decision- making process when they are obliged to do so, when faced with pressure from the company's stakeholders or, if and when they believe that a code can promote a better external image of the company. Much research has focused on understanding the factors that influence ethical conduct in organizations, specifically the conduct of its members. However, employees express the company's organizational ethics in the way they are personally treated (Trevino & Nelson, 2013). Understanding employee commitment as an employee attitude is important because it has an important effect on organizational performance (Rayton, 2006). The workplace is changing dramatically and demands for highest quality of products and service expectations are ever increasing. To remain competitive in the face of these pressures, employee commitment is crucial (Simpson, 2010). Commitment of the employees is very key for the success of the organization. For example, Ivancevich et al. (2015) found that "research evidence indicates that the absence of commitment can reduce organizational effectiveness

Attitude towards work is ethically about how employees feel regarding various aspects of their working surroundings (Carpeter et al, 2009). Each individual has unique attributes that distinguishes him from others. With the nature of organization where many people are recruited with different personalities, they may develop certain attitudes towards fellow employees and the organization. Various studies have been conducted about the relationship between work attitude and productivity, and various facts have been identified to be responsible for this. Studies done by Kenrick, Neuberg and Ciadini, (2005); Salau, Faiola, and Akinbode (2014); Aluko (2007) revealed that factors such as industrial harmony, affection, recognition, friendliness and freedom make argued that employees work attitude favorable to organizations thus, enhancing organizational productivity. In cases where these factors are ignored, intention leave, sabotage, absenteeism, labor turnover, low morale and productivity become rampant. Unfavorable work attitudes may also arise from the poor working relationship of employees with their managers that is associated with lack of lack of recognition and flextime, inequality, inconsistent promotion and payment of salary, lack of training, development and career opportunities (Kenrick, Neuberg & Ciadini, 2015; Obasi, 2013). Other factors that influence an employee's attitude towards work and organizational productivity include increased industrial hazard and inadequate employment protection (Salau, Faiola and Akinbode, 2014). An employee that is not given satisfactory pay, working under unfavorable environment and company policies may develop negative attitudes towards work which may affect their performance at work. When the performance of an employee is negatively affected, it hinders the achievement of set targets which ultimately affects the overall organizational performance. It is therefore important to note that the attitude of an employee towards work consequently affects his or her performance at work. Organizations therefore, should have formal and inform policies laying down the cultural and ethical values, procedures and standards which are established to guide the conduct, attitude and behavior of employees in the workplace (Kate and Masako, 2012).

2.5 Establish the relationship between business ethics and employee productivity.

Anith (2014) defined employee productivity as an indicator of financial or other outcome of the employee that has a direct connection with the performance of the organization as well as its achievement, further revealed that working atmosphere, leadership, team and co-worker relationship, training and career development, reward programme, guidelines and procedures and workstation wellbeing as well as employee engagement are major factors that determine employee performance . According to Ahmad and Shahzad (2011), apparent employee performance embodies the whole belief of the employee about their conduct and contributions to the accomplishment of the organization and further stated that compensation practices, performance evaluation and promotional practices as a determinant of employee performance . Employee's productivity is the level of individual employee productivity in relation to job related behavior or expectations , such performance could be judged excellent, good, average or poor when expectations are compared with actual output. Productivity in this sense relate to task performance which is behavior oriented depending on the attitude of job holder towards job (Werner 2000), ethical behavior refers to 'all human acts which are exhibited in work situation' . He opines that to have a good performance at a micro level there must be interaction between work and employees. Such interaction involves the behavioral aspect of the work (job content analysis) which if not properly guided could result into deviation from its initial planned activity in the form of poor performance. This guide is called 'business ethic'. When it is strong, it promotes excellent productivity of the job but if otherwise, that is weak, poor performance result whether in the short or long run. Business Ethics and Employee Productivity is the obligation of organizations to set guiding principles to direct employees as well as ensuring adherence and positive work attitude. These governing standards are Business Ethics. Business ethics is the set of values or moral principles regulating an individual's or a profession's conduct. There is a coherent expectation for every employee of an Organization to behave in a manner consistent with Organizational goals and objectives. Earlier studies indicate relationship between business ethics and employees' productivity. Business ethics inherently influences organizational practices which in turn influence employees' productivity. Business ethics once adhered to, solely has the power to improve organizational performance, employee job satisfaction and a sense of certainty about problem solving. Employers value a strong organizational ethic due to the economic benefits it provides to the organization (Ali.A 1995). This indicates that employees of an organization with insufficient commitment to work, poor organizational discipline and interpersonal skills would impact on the organization's productivity. Adeyeye, et al (2012) observed that business are in existence to provide goods and services

CHAPTER THREE
METHODOLOGY

3.0 Introduction

In this chapter the researcher will describe how the study will be conducted. Inclusive is the research design, the study area and the population, sampling procedures, sampling size and composition, data collection methods, data processing data analysis methods, data quality control, reliability and ethical consideration.

3.1 Research design

This study will use a cross-sectional research design. Under this design, data from respondents were collected at a single point in time without repetition from the representative population. In addition, cross-sectional design involves the use of correlation and regression analysis which were used to determine the relationship between business ethic and employee performance. It will be used because it reduces time wastage and costs and it also gives useful conclusions in the form of statistics and in-depth details about the study.

The mixed-method research combining quantitative and qualitative research approaches will be a used during the study. The quantitative study will conduct using questionnaires with the employees from different departments in pride micro finance. The quantitative approach will use with the objective of evaluating the relationship between business ethics and employee productivity. Qualitative study will conducted using interviews where the top management especially from human resource department was used as key informants in order to get an in-depth analysis about the topic and these were also considered as key informants since they have the relevant knowledge about the topic understudy.

3.2 Study area

The study will be carried out at pride micro finance limited mukono, P.O Box, 3990 Mukono, Uganda along Kampala Jinja high way. It was selected because it’s one of the financial institutions in Uganda that has tried to implement different business ethics towards employee productivity.

3.3 Study population

The staff of pride micro finance limited who are usually involved in strategic planning were included in the study totaling to 50 staff from departments like; Productions department, I.T department, accounts department, administration, auditing, procurement and sales and marketing among others. This was because they are the people expected to have the necessary information.

3.4 Sample size and sample size determination

A sample is part of the target or accessible population that has been procedurally selected to represent it (Oso and Onen 2009) defines a sample as a part of the population which is studied in order to make inferences about the whole population. The sample of the study was gotten from several departments including;Productions department, I.T department, accounts department, administration, auditing and sales and marketing among others.

The sample size was computed basing on the Taro Yamane (1973) method of calculation of sample size. The formula and computation were presented below;

$$n = \frac{N}{1 + N(e)^2}$$

"n" is sample size, "N" is population and "e" is error (0.05) or level of confidence 95%

$$n = \frac{1000}{1 + 1000(0.05)^2}$$

$$n = \frac{1000}{1 + 1000(0.0025)}$$

$$n = \frac{1000}{1 + (2.5)}$$

$$n = \frac{1000}{3.5}$$

n = 40

Therefore, the sample size will be comprised of 40 respondents

3.5 Sampling methods

The researcher will use both stratified and simple random sampling methods. Purposive sampling method was used to select the top administration and human resource management of pride micro finance. This was because of their knowledge about the subject study and given that they are few in number.

The lower management from the other departments in pride micro finance will be selected using simple random sampling given that these are big in number and using this method will ease their selection and give each person a chance to participate in the study, simple random sampling is preferred because its procedure is un biased and prevents bias in their work and makes research on large populations more practical.

3.6 Sources of data

While carrying out the research study, both primary and secondary data will be employed by the researcher.

3.6.1 Primary source

Primary data is important for all areas of research because it is unvarnished information about the results of an experiment or observation. Primary source provides first-hand information or direct evidence concerning a topic under investigation. This source will be created by witnesses or recorders who have experienced the events or conditions being documented often, this source will create at the time when the events or conditions were occurring, but primary source can include autobiographies, memoirs, and histories recorded later (Yale collections collaborative project (c)2008 Yale University. This source will be used to gather new information from the participants as regards the topic and area under study.

3.6.2 Secondary source

Secondary data is collecting and possibly processing data by people other than the researcher in question. For the purposes of a historical research project, secondary sources are generally scholarly books and articles. Also included were reference sources like encyclopedias. This source will be used to collect data from the already written literature for example text books, journals, newspapers and periodicals.

3.7 Data collection instruments

The researcher will collect data from respondents by use of a questionnaire guide which will be used as a tool or instrument of data of data collection.

3.7.1 Questionnaire guide

Ahuja (2009) define a questionnaire as a structured set of questions usually sent by mail, though sometimes it is delivered by hand. The researcher will use both open-ended and closed-ended questions which according to Ahuja (2009) refer to fixed choice questions which require the respondent to choose a response from those provided by the researcher. These questions will be good in a way that they provided a greater uniformity of the responses. Secondly, they will save time of answering since the responses were provided and the respondents were only required to tick.

3.7.2 Interview guide

The interview guide on the other hand will be used to obtain data from the key informants comprising mainly of the human resource management of pride micro finance since they make the financial decisions and strategies for employees. The interview guide will comprise of semi structured questions which are meant to get an in-depth analysis from the respondents about the study. The use of the interview guide will provide room for in depth analysis of the actual situation prevailing in the institution. The information obtained from this source will be used for validation of that obtained from other primary sources.

3.7.3 Documentary review

This is another method which will be used for the purpose of collecting the secondary data to supplement the primary data. This is information collected by other researchers and it may not be necessarily been analyzed or published. The researcher consulted various documents like the annual reports of Century Bottling Company which contain the relevant information about the study. Other sources included files, circulars, journals, manuals, website and pamphlets which contain relevant information for the study.

3.8 Data collection procedure

The researcher will get an introductory letter from the Faculty of Business and Administration. This letter will introduce the researcher to pride micro finance limited, and these in turn will introduce her to the study population. Informed consent will be obtained from all respondents before including them in the study. Confidentiality will also be promised and kept. The respondents will be informed about the nature and purpose of the study and their right to participate or not to participate. Upon agreeing to participate, the respondents will be notified of the time and date when questionnaires will be issued.

3.9 Data analysis

3.9.1 Quantitative data analysis

Data analysis will be done with the aid of the package (SPSS) which besides being user friendly, is appropriate for handling the correlations between the variables plus regressions in the study. All variables will be assigned with names and coded for computer entry. Secondly all the responses were coded to facilitate computer data in-put. Thirdly, after data entry is completed, negatively worded scales will be recorded and assigned with new values. Fourthly, in order to get composite scores for items on a scale, target variables were computed. Fifthly, data were screened in order to minimize data entry errors. Quantitative data was analyzed using descriptive statistics and Pearson Correlation to examine the relationship between the independent and the dependent variable in the study.

3.9.2 Analysis of qualitative data

This involves content analysis. Thus, qualitative data will be edited and reorganized into meaningful phrases. In other words, a thematic approach will be used to analyze qualitative data where themes, categories and patterns were identified. The recurrent themes, which emerged in relation to each guiding question from the interviews, were presented in the results, with selected direct quotations from participants presented as illustrations.

3.10 Ethical considerations

According to Nsubuga&Katamba (2013) ethical issues include setting clearances from the ethical body and consent of the respondent. It refers to the moral justification of the investigation or intervention; as regards the minimal about disregard, safety and psychological wellbeing of the person and or community. The researcher will exhibit a high level of ethical behavior in the course of implementing the study; confidentiality where the information got from the field will only use for academic purposes. There will also be anonymity of the respondents exhibited so that they got the freedom to express themselves. More so, informed consent was obtained from all respondents before including them in the study.

3.11 Limitations and the solutions

The cost of carrying out the study will be high considering that the researcher has limited resource like transport and stationary that was used in typesetting, printing and photocopying the proposal and dissertation. This challenge was however will be solved by appealing to relatives, friends and well-wishers for support of the study with a hope of being beneficial to them.

Time to conduct research study in depth wills not enough however; this will be solved by formulating appointments with the supervisor in addition to the researcher being committed.

The researcher will also encounter lack of enough data and information from the respondent for the study as some respondents will be reluctant and fearing to give out information about the study case. This will however solved by assuring such respondent that the information collected would be for academic purposes only and that it was treated with utmost confidentiality.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION OF THE FINDINGS

4.0 Introduction

This chapter consists of data presentation, analysis and interpretation of the findings on the themes of the study.

4.1 Response rate

Unlike as anticipated the study did not achieve a 100% response rate but attained a 75% response rate which is still significant to a small sample size according to (mugema 2010)

Table 4.1 showing the Response Rate

Category	Target sample	Percent
MALE	18	29
FEMALE	12	71
TOTAL	30	100

Source: primary data 2022

According to the table above, the response rate attained 100% results, the findings of the study indicated that 40% of the respondents were female while 60% of the respondents were male

4.2 Demographic analysis

Table 4.1 shows the gender of the respondents

Gender	Frequency	Percentage
Male	18	60%
female	12	40%
Total	30	100

Source: field data (2023)

The findings from the study reveal that 60% of the respondents were male, 40% of the respondents were female. The findings from the study show that there are more men in pride micro finance limited than women

Table 4. 2 shows the age bracket of the respondents

Gender	Frequency	Percentage
20-30 years	12	40%
31-40 years	10	33.3%
41 years and above	08	26.6%
Total	30	100%

Source: field data (2023)

The findings from the reveal that 40% of the respondents were in the age bracket of 20-30 years, 33.3% of the respondents were in the age bracket 31-40 years, 26.6% of the respondents were 41 years and above. The findings from the study imply that the average age of respondents in pride micro finance is 38 years.

Table 4.3 shows the education level of the respondents

Education level	Frequency	Percentage
Postgraduate	08	26.6%
Degree	10	33.3%
Diploma	12	40%
Total	30	100%

Source: field data (2023)

The findings from the study show that 33.3% of the respondents were degree holders, 26.6% of the respondents were postgraduate holders, 40% of the respondents were diploma holders, the findings from the study imply of the respondents from pride micro finance are fully educated to induct business ethics.

4.3 Different forms of business ethics prevalent at pride micro finance limited.

Table 4.6 shows the forms of business ethics prevalent at pride micro finance limited

	Statement	SA	A	N	D	SD	St De	Mean
1	Employee morality	51.9%	48.1 %	0%	0%	0%	.505	1.48
2	Employee attitude	34.6%	50%	15.4%	0%	0%	.687	1.81
3	Employee attribute	53.8%	0%	0%	46.2 %	0%	.503	1.54
4	Time management	38.5%	46.2 %	15.4%	0%	0%	1.007	1.92
5	Employee cooperation	69.2%	30.8 %	0%	0%	0%	.466	1.31

Source: field data (2023)

The findings from the study reveal that 51.9% strongly agreed that employee morality led to employee productivity, 48.1% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.05 and the *mean* is 1.48.

The findings from the study reveal that 50% of the respondents agreed that employee attitude encourages cooperative efforts among employees. 34.6% of the respondents also strongly agreed with the statement, 15.4% of the respondents were not sure about the statement. the above table revealed that the *standard deviation* is 0.687 and the *mean* is 1.81.

The findings of the study also reveal that 53.8% of the strongly agreed that better employee attributes condition become an important aspect of being effective amidst employees. 46.2% of the respondents disagreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.503 and the *mean* is 1.54.

The findings from the study further reveal that 46.2% of the respondents agreed that time management is an important business ethics.15.4% of the respondents were not sure about the statement and however, the same statement and the above table revealed that the *standard deviation* is 1.007 and the *mean* is 1.92.

The study further revealed that 69.2% of the respondents strongly agreed that employee coroperation r was important for an organizational and employee productivity and reflect on the willingness to defend employee rights.30.8% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.466 and the *mean* is 1.32

4.4 .Extent of employee's commitment to business ethics and its impact on employee productivity.

Table 4.7 shows the employees commitment to business ethics and its impact on employee productivity.

	Statement	SA	A	N	D	SD	St De	Mean
1	Loyal and dedication to company goals	57.7%	42.3 %	0%	0%	0%	.499	1.42
2	Reduced employee absenteeism	26.9%	46.2 %	3.8%	23.1 %	0%	1.096	2.23
3	High work morale and productivity	26.9%	65.4 %	0%	7.7%	0%	.758	1.88
4	Improved active engagement	30.8%	69.2 %	0%	0%	0%	.471	1.68
5	Increased employee attachment to the orgaisationa	76.9%	23.1 %	0%	0%	0%	.425	1.23

Source: field data (2023)

The findings from the study reveal that 57.7% of the respondents strongly agreed that that loyalty and dedication to company goals was a great commitment to business ethics, 43.3% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.499 and the *mean* is 1.42.

The study reveals that 46.2% of the respondents agreed that reduced employee absentiseem was a strong commitment to business ethics. 26.9% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 1.096 and the *mean* is 2.23.

The findings of the study reveal that 65.4% of the respondents agreed that high work morale and productivity was great essence of employee productivity towards organization sustainability which endowed employees to put together their preeminent use of skills, competences, and knowledge to execute efficiently in organizational productivity . 26.9% of the respondents strongly agreed with the statement,7.7% of the respondents disagreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.758 and the *mean* is 1.88.

The study further revealed that 69.2% of the respondents agreed that improved active engagement was etiquette of employee commitment towards business ethics which really enhanced employee productivity. 30.8% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.471 and the *mean* is 1.68.

The study further revealed that 76.9% of the respondents strongly agreed that increased employee attachment to the organization was a vital sense of commitment towards business ethics which improves employee productivity, poor employee attachment which characterized by unethical hierarchical dissemination of information was a challenge towards employee productivity as a business ethics.23.1% of the respondents agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.425 and the *mean* is 1.23.

4.5 The relationship between business ethics and employee productivity..

Table 4.8 shows the relationship between business ethics and employee productivity.

	Statement	SA	A	N	D	SD	St De	Mean
1	Provision of better working atmosphere	46.2%	53.8%	0%	0%	0%	.503	1.54
2	Improved employee pro9ductivity	57.7%	42.3%	0%	0%	0%	.499	1.42
3	Initiates positive employee attitude	50%	50%	0%	0%	0%	.505	1.50
4	Enhances professionalism	73.1%	26.9%	0%	0%	0%	.448	1.27
5	Draws employee reporting hierarchy	61.5%	38.5%	0%	0%	0%	.491	1.38

Source: field data (2022)

The study revealed that 53.8% of the respondents agreed that provision of better working atmosphere as a business ethic from the part of the employer enhanced employee productivity 46.2% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.05 and the *mean* is 1.54,

The study also revealed that 57.7% of the respondents strongly agreed that business ethics improved employee productivity. 42.3% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.499 and the *mean* is 1.42 .

The study also revealed that 50% of the respondents strongly agreed and agreed that business ethics initiated positive employee attitude which led to great employee productivity, however, the same statement and the above table revealed that the *standard deviation* is 0.505 and the *mean* is 1.50.

The study revealed that 73.1% of the respondents strongly agreed that business ethics enhances professionalism .26.9% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.448 and the *mean* is 1.27.

Lastly the study revealed that 61.5% of the respondents strongly agreed that business ethics drew a sustainable employee reporting hierarchy, where it channeled a sense where it was clear who reported to who.38.5% of your respodents also agreed to the statement. This achieved a standard deviation of 0.499 and a mean of 1.38.

CHAPTER FIVE
SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

The study was aimed at establishing the impact of business ethics on employee productivity, a case of pride micro finance limited. This chapter presents summary of the findings, conclusion and recommendations.

5.1 Discussion of the findings

5.1.1 The different forms of business ethics prevalent at pride micro finance limited.

Moral character is an aspect of personality, which can structure an individual's ethical business conduct, this is in line with the finding of (Mujtaba, 2011:17). Morality is associated with loyalty, integrity, honesty, fairness, respect for others and trust and are valued and used by businesses to attain and preserve a disciplined business culture, as realized by the findings of the study where 65.5% o9f the respondents agreed .

The majority of the respondents according to the findings from the study revealed that strongly agreed that a employee corporation was a great virtual of business ethics which strogly enhanced employee productivity for business sustainability in pride micro finance limited

The findings from the study reveal that majority of the respondents agreed that a business attributes and attitudes encouraged cooperative efforts rather than competitive ones. While other respondents the respondents also strongly agreed with these statement. This implied that there was appositive correlation between various forms business ethics and employee productivity.

This finding was still in line with the findings of (Sinha & Mishra, 2011).who confirmed that employee attributes, Individual attitudes were considered to be one of the most important factors affecting employee behaviors as an ethical value.

5.1.2 .Extent of employee's commitment to business ethics and its impact on employee productivity.

Most organizations have realized that the employees' commitment is fundamental in determining organization performance and employee productivity as confirmed by (Zheng and Sharan, 2010; Biljana, 2014).

The study reveals that 46.2% of the respondents agreed that reduced employee absent seem was a strong commitment to business ethics. 26.9% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 1.096 and the *mean* is 2.23. this was in line with the findings of (Bhatti, Nawabn& Akbar, 2011) who asserted that the benefits of employee commitment to the organization are numerous including; reduced employee absenteeism, improved active engagement, reduced employee turnover and increased sustainable productivity .

The findings of the study reveal that 65.4% of the respondents agreed that high work morale and productivity was great essence of employee productivity towards organization sustainability which endowed employees to put together their preeminent use of skills, competences, and knowledge to execute efficiently in organizational productivity . 26.9% of the respondents strongly agreed with the statement,7.7% of the respondents disagreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.758 and the *mean* is 1.88

5.1.3 The relationship between business ethics and employee productivities

The findings of the study where in line with the study of Ahmad and Shahzad (2011), who stated that apparent employee performance embodies the whole belief of the employee about their conduct and contributions to the accomplishment of the organization and further stated that compensation practices, performance evaluation and promotional practices as a determinant of employee performance. Therefore there was a strong positive correlation between business ethics an The study revealed that 53.8% of the respondents agreed that provision of better working atmosphere as a business ethic from the part of the employer enhanced employee productivity 46.2% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.05 and the *mean* is 1.54,

The study also revealed that 57.7% of the respondents strongly agreed that business ethics improved employee productivity. 42.3% of the respondents also agreed with the statement and however, the same statement and the above table revealed that the *standard deviation* is 0.499 and the *mean* is 1.42 d employee productivity.

Lastly, it is concluded that Ethics is the basic or fundamental consideration of the employees' moral decision on whether a particular action is right or wrong. And whatever course of action individuals will perceive as rightful will influence the organization's culture that would lead the organization to its success or failure and further damage its reputation.

5.2 Summary of the findings

Employee productivity is crucial for any organization. It allows organizations to prosper and use their employees' talents strategically. Every organization needs to give its best efforts to keep its employees motivated and engaged through the line of business ethics

Business ethics is one of the most effective ways to motivate employees. With appropriate recognition efforts, employees feel more connected and motivated.

Recognition platforms can help organizations recognize their employees most effectively in the line of business ethics. These platforms recognize employees accurately and immediately, which is crucial for motivating employees efficiently towards improving employee productivity.

5.3 Conclusions of the Study

The implication for this research result consist of several points that are presented as flows: Positive power and politics must be introduced in the organization as it enables the employees to participate in finalizing effective decisions. Management must encourage them and present them with rewards due to their high competence (Gupta & Agarwal, 2022). Conflict management must be done professionally. If any dispute occurs with a third party, it must be sorted out at the group level with all the legalized approaches. The board of directors must be involved if the dispute is not settled down by the management team (Morrissette, 2020). Quality of products and behaviors with clients must not undergo bottom line. Rather products must be updated and according to consumer demands and must be presented in a professional and ethical way (Bint-Tariq et al., 2020). Pride micro finance is well known due to its business ethics implementation. Business ethics improve the organization working standards and employee productivity enabling the managing team to handle every crisis effectively and according to ethical principles (Alabbar & Safarik, 2018). Business ethics casts a positive impact on shareholder involvement, consumer satisfaction and employees productivity. It reveals that the described hypothesis statement is proved correctly. Our main contribution in this study to investigate about how business ethics implementation is a reliable source of improving organizational growth. Hence, business ethics casts a positive impact on employee productivity and organizational growth, if professionally managed. As well as business ethics of organizations to maximize shareholders, consumers, and employees trust and involvement in investment, corporate affairs, project management, and product purchase. Our results confirm the theoretical literature review business ethics develop an efficient, productive, and fair workplace that enchants several stakeholders, employees, and consumers. Business ethics are the major contributors to the economic bottom lines of the organizations (Bodolica et al., 2018; Areiqat et al., 2018). This study has faced some difficulty in administering surveys to respondents. For instance, several follow up and reminder with the sample to encourage them be fill the online questionnaire this was a main obstacle faced by the researchers in the phase of data collection. The business ethics of this study can be improvised if a bigger sample size, acquiring responses from varied and different target sources consisting of entities not only limited to one company but take all the industries. The impact of such vast research sample size would result in having more valuable findings that would be beneficial for future researchers, and the public in common

5.4 Recommendations

1-Ethics as an important aspect in business will bring positive results in an organization. It is therefore recommended that business leaders especially those who directly communicates and meet their employees on a regular basis should consider Ethics as their fundamental asset in dealing with their employees as it will bring enhanced business relationship, good company image and impact to the community and industry, attract more customers and highly talented people bringing a long-term success for the business.

2.-Employees as professionals should also mind other people’s ethics so as to influence good work values and proper conduct to their colleagues. A selfless heart will not only help people understand the value of being good and doing good but how it works in one’s personal and professional life.

3- It is not always expensive to show appreciation and good deeds to those who deserve it. Respect, words of encouragement, recognition for a job well done, and building good human relationship are just part of ethics that every individual, whether you are a boss or a simple employee of the company, should always bring in themselves and believe that everything will work for the goodness of everyone and of the organization where they belong.

4.-For those who lead the company, always “walk the talk”. A good leader serves as a role model whom people look up. Plant good crops and you will harvest the good crops, if it’s not the best.

5-Whether individuals working as managers or an ordinary employee, regular or casual, male or female, belonging to boomers, gen-x or matures, always think that you are part of an organization, your Ethics will speak for who you are, the image you will create for the company, and the reputation you will earn from the community that you serve

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Appendix 1

RESEARCH INSTRUMENT

QUESTIONNAIRE

Dear Respondent,

The researcher is a student of Uganda Christian University pursuing Bachelors of Human resource

The questionnaire below is intended to facilitate the study entitled "IMPACT OF BUSINESS ETHICS ON EMPLOYEE PRODUCTIVITY " It is seeking for your views and responses thus you have been identified as a stakeholder in this study. The information you will give will be purely for academic purposes and will be treated and regarded as confidential. Your participation will be highly appreciated.

Instructions.

Tick in the box corresponding to your answer

SECTION A:

RESPONDENT'S PROFILE

1. Sex

a) Male ☐ b) Female ☐

2. Age

a) 20-30 ☐ b) 31 – 40 ☐

c) 41 and above ☐

3. Level of education

a) diploma ☐ c) post graduate ☐

b) degree ☐

d) others specify…………

Likert Scale

Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
5	4	3	2	1

SECTION B: Different forms of business ethics prevalent in different business

In the subsequent sections use the scale provided to tick or circle the number that describes your opinion. 1. Strongly disagree (SD) 2. Disagree (D) 3. Not sure (NS) 4. Agree (A) 5. Strongly agree

No.	Statements	SD	D	NS	A	SA
1	EMPLOYEE MORALITY					
2	EMPLOYEE ATTITUDE					
3	EMPLOYEE ATTRIBUTE					
4	TIME MANAGEMENT					
5	EMPLOYEE CORPERATION					

Section C. The extent of employee's commitment to business ethics and its impact on employee productivity

SA -strongly agree A-agree N-neutral SD-Strongly disagree D-disagree

No.	Statements	SA	A	N	D	SD
1	LOYAL AND DEDICATION TO COMPANY GOALS					
2	REDUCED EMPLOYEE ABSENTISM					
3	HIGH WORK MORALE AND PRODUCTIVITY					
4	IMPROVED ACTIVE ENGAGEMENT					
5	INCRESED EMPLOYEE ATTACHMENT TO THE ORGANISATION					

SECTION D Establish the relationship between business ethics and employee productivity

In the subsequent sections use the scale provided to tick or circle the number that describes your opinion. 1. Strongly disagree (SD) 2. Disagree (D) 3. Not sure (NS) 4. Agree (A) 5. Strongly agree

No.	Statements	SD	D	NS	A	SA
1	PROVISION ODF A BETTER WORKING ATMOSPHERE					
2	IMPROVED EMPLOYEE PRODUCTIVITY.					
3	INITIATES POSITIVE EMPLOYEE ATTITUDE					
4	ENHANCES PROFFESSIONALISM					
5	DRAWS EMPLOYEE HIERACHY					

<u>**Thank you for your cooperation.**</u>