

# Perceptions of Employers on Employee ethics of fast food industry in Nueva Ecija

Angelo R. Santos, MBA; Shaira Mei F. Villas; Enrico B. Cabral; Margarita C. Villar; Carla Marie S. Angeles

\*Ph. DBA Candidate in Nueva Ecija University of Science and Technology, Instructor, College of Management and Business Technology, Nueva Ecija University of Science and Technology, Philippines

**Abstract**— Ethics is one of the critical principles of business as and an important issue of practical and theoretical importance, it is the awareness of the types of causes that promote ethical behavior and minimize unethical behavior in the work place. The study described the employers' role in employee ethics, supervisors' perceptions on employee ethics, employee's behavior towards ethics. This study used the descriptive method. The researchers distributed survey questionnaires to a total 79 management representatives (27 managers and 52 supervisors) which adapted Likert-scale type responses and analyzed it through statistical data treatment such as mean and weighted mean. Based on the results of the study, the researcher concluded that employers or higher positions in the company play an important role in employee ethics by simply following up ethical concerns reported by employees and regularly showing that their care about ethics. Ethics rules and office practices are consistent as perceived by supervisors. Furthermore, it is also concluded that employees make decisions that comply with ethics policies because of the ethics program that is in place. It is then recommended that ethics policy should be disseminated to all the employees of an organization. Persistent practice of ethics should be seen from the higher positions down to lower positions. Communication barriers should be eliminated between employers, supervisors and employees so that everyone feels secure and will not be afraid to tell if someone go against with the ethics of the company. And, employees at all levels in this office are held accountable for adhering to ethical standards. Thus, those who have violated employee ethics be fairly disciplined according to organization's policy.

**Keywords**— Ethics, Employee Ethics, Ethics Policies, Company Ethics, Organizational Ethics.

## I. INTRODUCTION

Ethics is one of the critical principles of business as and an important issue of practical and theoretical importance, it is the awareness of the types of causes that promote ethical behavior and minimize unethical behavior in the work place. Corporations will have the same positive approach to their ethical values as they do when marketing their goods (Svensson & Wood, 2005).

Although it is the joint duty of both employee and employer, to minimize employee turnover, the organization should provide the operating structure for high ethical behavior and business environment (Sapovadia & Patel, 2013). Morally engaged managers and employees clearly recognize the danger of unethical behavior and are therefore more likely to

exhibit ethical leadership and think about it (Bonner et al., 2016).

An organization should have managers who promote and model ethical behavior, and processes that reward ethical behavior and discourage unethical behavior in order to improve ethical behavior (Lu & Lin, 2014). Through training sessions and role-playing drills, top management can devise ethical training programs that express standards of good employee behavior as such regular training will illustrate ethical issues affecting the work environment (Lee et al., 2014).

One of the factors that can contribute to job burnout is emotional exhaustion which can be seen through feeling restless, having difficulty in concentration and finding it increasingly difficult to make decisions (Santos & De Jesus,

2020). In relation to work ethics, when an employee is in the middle of deciding whether to tell or not an observation of unethical doings of his or her co-employees or supervisors, this will bear burden to himself or herself.

## II. CONCEPTUAL FRAMEWORK

Ethics in organizations is critical for quality of work and can contribute to more favorable employment-related outcomes for employees both directly and indirectly by quality of work life (Koonmee et al., 2010).

Through putting out strong ethical messages and setting up consistent incentive and punishment mechanisms to keep the employees accountable for their actions, leaders can do a lot to build an ethical organizational framework (Ofori, 2009).

Employees' ethical behavioral purpose was related to their moral beliefs, to their supervisor's role modeling, and to their employer's formal ethics policies and procedures (Ruiz-Palomino & Martinez- Cañas, 2011).

## III. OBJECTIVES OF THE STUDY

The study described the employers' role in employee ethics, supervisors' perceptions on employee ethics, employee's behavior towards ethics.

## IV. METHODOLOGY

This study used the descriptive method. Descriptive Method is designed for the researcher to gather information about presenting existing conditions and to describe the nature of the situation as it exists at the time of the study and to explore the causes of particular phenomena (Camic et al., 2003). The researchers distributed survey questionnaires to a total 79 management representatives (27 managers and 52 supervisors) which adapted Likert-scale type responses (Vagias, 2006) and analyzed it through statistical data treatment such as mean and weighted mean.

## V. RESULTS AND DISCUSSIONS

Table 1. Employers' Role in Employee Ethics

	Mean (X)	Verbal Interpretation (VI)
1. The head of the office includes discussions of ethics when having a meeting with the employees.	3.21	Often
2. Our officers follow up on ethical concerns that are reported by employees.	4.34	Always
3. Leadership of this office regularly shows that it cares about ethics.	4.24	Always
4. Senior officials discipline employees for violating ethical standards .	3.42	Often
5. Higher positions at my work location usually pay little attention to ethics.	2.58	Rarely
6. This office makes a serious effort to detect violations of ethics standards.	3.53	Often
7. If ethics concerns are reported to the office, action is taken to resolve them.	3.26	Sometimes
<b>Average Mean</b>	<b>3.51</b>	<b>Often</b>

### Legend Verbal Interpretation

4.20 – 5.00	Always	2.60 – 3.39	Sometimes	1.00 – 1.79	Never	,
3.40 – 4.19	Often	1.80 – 2.59	Rarely			

Table 1 shows how the supervisors perceived their employers handle their roles in employee ethics. Based on the result, employers often handle their roles in employee ethics with an average mean of 3.51. This is shown on Item 2 and Item 3

where their officers follow up on ethical concerns that are reported by employees ( $X = 4.34$ ,  $VI = 'always'$ ) and leadership in their office regularly shows that it cares about ethics ( $X = 4.24$ ,  $VI = 'always'$ ). Item 5 got the lowest mean

which shows that the higher positions at their work location usually pay little attention to ethics.

Table 2. Supervisors' Perceptions on Employee Ethics

	Mean (X)	Verbal Interpretation (VI)
1. The office practices what it preaches when it comes to ethics.	3.04	Sometimes
2. Employees in this office feel comfortable talking about ethics.	2.28	Rarely
3. You can ignore ethics and still get ahead in the office.	2.49	Rarely
4. Employees who are caught violating ethics policies are disciplined.	3.25	Sometimes
5. Employees in the office openly discuss the ethics of their decisions and actions.	2.56	Rarely
6. Ethics rules and office practices are consistent.	4.24	Always
7. Employees in this office are expected to do as they are told, no matter what.	3.69	Often
8. Employees at all levels in this office are held accountable for adhering to ethical standards.	3.69	Often
<b>Average Mean</b>	<b>3.16</b>	<b>Sometimes</b>

#### Legend

#### Verbal Interpretation

4.20 – 5.00	Always	2.60 – 3.39	Sometimes	1.00 – 1.79	Never
3.40 – 4.19	Often	1.80 – 2.59	Rarely		

As shown in Table 2, Supervisors' perceptions on employee ethics got an average mean of 3.16 and with verbal interpretation of 'sometimes'. Result illustrates that ethics rules and their office practices are consistent ( $X = 4.24$ ,  $VI = 'always'$ ). This is further supported with employees in their office are expected to do as they are told, no matter what ( $X =$

$3.69$ ,  $VI = 'often'$ ) and employees at all levels in their office are held accountable for adhering to ethical standards ( $X = 3.69$ ,  $VI = 'often'$ ). On the other hand, employees in their office feel comfortable talking about ethics ( $X = 2.28$ ,  $VI = 'rarely'$ ).

Table 3. Employees' Behavior towards Ethics

	Mean (X)	Verbal Interpretation (VI)
1. Employees in the office recognize ethics issues when they arise	2.94	Often
2. When the ethics issues arise, employees seek advice within the office	2.85	Often
3. Employees are comfortable delivering bad news to their supervisors	2.24	Sometimes
4. Employees make decisions that comply with ethics policies because of the ethics program that is in place.	3.31	Always
5. Employees talk with supervisors about problems without fear of having their comments held against them.	2.36	Sometimes
6. Employees feel comfortable reporting ethics violations.	2.90	Often
<b>Average Mean</b>	<b>2.77</b>	<b>Often</b>

Legend	Verbal Interpretation		
3.25 – 4.00	Always	1.75 – 2.49	Sometimes
2.50 – 3.24	Often	1.00 – 1.74	Rarely

Table 3 presents the perceptions of supervisors on the employees' behavior towards ethics. Based on the results, employee's behavior towards ethics got an average mean of 2.77 and with a verbal interpretation of often. This demonstrates that employees make decisions that comply with ethics policies because of the ethics program that is in place ( $X = 3.31$ ,  $VI = 'always'$ ). However, Item 3 and Item 5 got the lowest mean wherein employees are comfortable delivering bad news to their supervisors ( $X = 2.24$ ,  $VI = 'sometimes'$ ) and employees talk with supervisors about problems without fear of having their comments held against them ( $X = 2.36$ ,  $VI = 'sometimes'$ ).

## VI. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the study, the researcher concluded that employers or higher positions in the company play an important role in employee ethics by simply following up ethical concerns reported by employees and regularly showing that their care about ethics. Ethics rules and office practices are consistent as perceived by supervisors. Furthermore, it is also concluded that employees make decisions that comply with ethics policies because of the ethics program that is in place.

It is then recommended that ethics policy should be disseminated to all the employees of an organization. Persistent practice of ethics should be seen from the higher positions down to lower positions. Communication barriers should be eliminated between employers, supervisors and employees so that everyone feels secure and will not be afraid to tell if someone go against with the ethics of the company. And, employees at all levels in this office are held accountable for adhering to ethical standards. Thus, those who have violated employee ethics be fairly disciplined according to organization's policy.

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