

# Level of Work Ethics among Employees of Capiz State University- Mambusao Satellite College

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**Abstract-** The study aimed to determine the socio-demographic profile of employees as to sex, age, civil status, monthly salary and length of service; ascertain the level of work ethics of employees of CapSU-Mambusao Satellite College when classified according to variables and as a whole; and is there a significant difference on the level of work ethics of employees of CapSU-Mambusao Satellite College in terms of selected variables. The main instrument of the study was questionnaire consist of three parts. Part I was gathered information on socio-demographic profile, Part II was a 20-items statement that enabled to evaluate the level of the work ethics they possessed and Part III was a 4-items questions that measured their work productivity. Results of the study will be analyze using frequency count, percentage, standard deviation and mean. T-test and one-way ANNOVA was used to determine the significant difference on the level of work ethics of the government employees. Correlational analysis was used to find out the relationship of level of work ethics to productivity of employees. Most of the employees were married age within 21-30, 31-40, 41-50 and within 14 years and below in service. Most of the employees have a high level of work ethics when classified as to age, gender, civil status, length of service and monthly salary. There is no significant difference in level of work ethics when employees are categorized as to age, gender, civil status, monthly salary and length of service.

**Index Terms-** Work ethics, government employees

## I. INTRODUCTION

Work ethics is essentially a subjective practice, but employers usually agree as to the characteristics of "good" work ethics looked for in their employees. Personal ethics are defined as moral objectives or values that you believe in and practice as part of your life's philosophy. When it comes to work, your ethics also encompass your overall attitude about work. One definition of a person with good work ethics is a person who shows up on time with the willingness to do what it takes to get the job done without complaint (the nest, 1997).

In many cases, however, wrongdoing is done by people who are viewed as good employees, good managers, and even good leaders. The real challenge understands why "good" people do "bad" things. One reason is that they fail to recognize that the problem they are confronting has an ethical component and is not solely marketing or finance or other kind of problem. As a result, they often lack the ability to analyze the problem from an ethical perspective. Thus, the goal of ethics training is not to change people's ethics — that is, make bad people good — but, rather,

to enhance people's sensitivity to ethical issues and provide them with tools for resolving ethical dilemmas effectively.

The citizens wanted to have a better public service, enlarged responsibility of public officials. Employees also demanded to be treated well by their co-employees. They provide a better quality of life to people and build a good relationship to their co-workers so as to attain success in their public service. For this reason, this study will be conducted to measure the level of work ethics of employees apiz State University.

We live in a society that is very centered around our work. People are always rushing to work to spend majority of their time working. Since it is harder to keep and maintain jobs in our economic climate, it is very important for employees to remember what professional behavior is and what are not (Stevens, 2012).

Public officials and employees shall perform and discharge their duties with the highest degree of excellence, professionalism, intelligence and skill. They shall enter public service with utmost devotions and dedication to duty.

Ethical theories are devices which a worker may use to analyze and determine the moral goodness of his decision, what he should do or why he should refrain from doing an act. This help worker effectively respond to moral dilemma commonly encountered in the performance of work. (Articuloet., al., 2003) An ethical advocate of ethics is a person who is knowledgeable about business ethics, employed by the company and acts as the company's conscience. He sits at the board of directors and sees to it that every policy adopted conforms to ethical standards. As it is always possible for a group, like the board to commit the "group think" and "blind conformity" errors, the contribution of the ethical advocate cannot be discounted.

Science has proven that every individual has distinct personalities. Information can be obtained on each employee and on organization as a whole. Demographics information of respondents in the area covered by research is important to establish proof of existing condition and improve it. For instance, several researches find education, age and sex composition of the work force, among others, can affect, favorably or unfavorably, productivity rates. Participation in research and development between male and female explores educational background and personal and professional data. The so-called "gender gap" has not, empirically, been investigated before (<http://www.emeraldinsight.com/10.1108/02610150610719128>). Marcos ( 2016) conducted a study about women managers in the selected local government units in the province of Capiz and found out that most of the women managers/executives were middle age, married, bachelor's degree holders, had a family size of 4-6 members, government employment as their main source and farming as their secondary source of income earning a

monthly income from all sources of PhP30,000-39,999, were members of some organizations, had been in the government service for 12 - 25 years, occupying managerial positions with permanent status of appointment and attended many seminars/trainings.

Government employees of its traditional functions entrusted with public resources and authority to utilize them to achieved its desired goals, has moral responsibility to be fully accountable for its activities. The accountability of this person is deemed part of good and responsible government. Enhancing productivity of public service is commonly delegated to employees to achieve socio-economic development. The knowledge of how to enhance or improve productivity may contribute to solution and pressing problems of the country, thus, it contributes to social and economic progress.

## II. RESEARCH ELABORATIONS

This study was conducted in Capiz State University Mambusao Satellite College, Mambusao, Capiz. The respondents of the study were all the faculty and staff Capiz State University Mambusao Satellite College, Mambusao, Capiz. A survey questionnaire was used to gather data. Part I is focused on socio-demographic factors such as age, sex, civil status and length of service, Part II is Instrument Proper containing 20-item statements that enables to evaluate the level of the work ethics they possessed. A letter of request to the Campus Administrator was made to administer the questionnaire. The questionnaires were then personally administered to the respondents by the researcher. After the questionnaires were answered, these were immediately retrieved for coding and analysis. The researchers employed mean, frequency, percentage, t-test, one-way ANOVA and standard deviation.

## III. RESULTS OR FINDINGS

### Profile of the Respondents

As to gender, majority were females 37 or 66.07 % while 19 or 33.93 % were males. This shows that majority of the employees in Capiz State University, Mambusao Satellite College, Poblacion, Mambusao, Capiz were females.

As to age, most (19 or 33.93 %) of the respondents were within of 21 – 30 years old, 17 (30.36 %) were within of 41 – 50 years old, 11 (19.64 %) were within of 31 – 40 years old and only 9 (16.07 %) were within of 51 – 65 years old. The youngest respondent is 22 years old and the oldest respondent is 64 years old with the mean age of 33.96.

In terms of civil status, result revealed that 37 (66.07 %) were married, 15 (26.79 %) were single and 4 (7.14 %) were widowed/separated. This implies that most of the employees in Capiz State University, Mambusao Satellite College, Poblacion, Mambusao, Capiz were married.

In terms of monthly salary, result revealed that 21 (37.50 %) had a monthly salary of 10,001– 20,000, 15 (26.79 %) had a monthly salary of 30,001 and above, 13 (23.21 %) had a monthly salary of 5,001 – 10,000, 7 (12.50 %) had a monthly salary of 20,001 – 30,000, and there were no employee receiving a salary of 5,000 below. The lowest salary received by the respondents is

P6,314.00 and the highest salary is P67,690.00 with the mean of P22,819.00

In terms of length of service, most of the respondents (31 or 55.36 %) had served for 1 - 10 years, 19 (33.93 %) had served for 11 – 20 years and 6 (10.71 %) were in the bracket of 21 – 30 years. The shortest service rendered by the respondents was 1 year and the longest service is 30 years with the mean of 10 years.

### Level of Work Ethics of CapSUMambusao Satellite College Employees in terms of Selected Variables and as a whole

The level of work ethics of CapSUMambusao Satellite College Employees in terms of sex, age, civil status, monthly salary and length of service were “high”. When classified as a whole, results showed a mean of 3.62 indicates that the level of work ethics of CapSU employees were “high”.

### Differences in the Level of Work Ethics when grouped according to Variables

The difference in the level of work ethics of the respondents are similar regardless of their sex, age, civil status, monthly salary and length of service.

## IV. CONCLUSIONS

1. CapSU Employees composed of 19 males and 37 females. Most of the employee were married, age within 21-30, 31-40, 41-50 and within 14 years and below in service.
2. Most of the employees have a high level of work ethics when classified as to age, gender, civil status, length of service and monthly salary.
3. There is no significant difference in level of work ethics when employees are categorized as to age, gender, civil status, monthly salary and length of service.

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