



Expanding Motivation Vision on the Business Ethics and Functional Behavior

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Abstract: Employees face a variability of ethical concerns in daily decision making. Environmental worries, employee and community well-being and other business interests (customers, suppliers and competitors) are just a few examples. However, the company does not always address how employees assess the ethical importance of behavior and incorporate these considerations into decision making. Consequence, moral considerations are overlooked, leading to unethical practices that can hurt the long-term interests of human rights. This research will support in understanding the main issues related to development of ethical culture and functional behavior in the organization. Moreover, it will also allow us to find the motivating factors that are involved in motivation business ethics and functional behavior within staffs and the business organization. This way recommendations and strategies can be developed which will allow us to understand how to motivate employees to develop business ethics and have functional behavior.

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Introduction:

People expend most of their time at work. Ethical work is important because it allows employees to touch their goals and their loyalty to work. According to a recent survey, 38% of employees believe that "ethical standards" are the first and most important attributes in the workplace. An ethical reputation supports minimize revenue costs while attracting and retaining the greatest talent. When workers become an integral part of their job, the corporate culture thrives, improving morale, motivation and productivity. Despite the value of ethical behavior, it is still difficult to promote ethics in the workplace.

Motivation is the power to empower and lead. Stay personal. Apply to moral behavior, motivate people to motivate them to take ethical action or obtain ethical effects, convince moral choices, maintain a moral purpose or a moral line of conduct. Adequate human resources are vital to increase productivity and business performance. Employee motivation is the basic key to the success of any organization. Everybody has a unique and individual motivation to work effectively (Scholl, Mederer, Scholl, Springer, 2016). Some staffs may be motivated by auditing and business ethics, while others may be motivated by cash inducements. There is a lot of motivation to work, and the money is not. Employee motivation programs and appropriate

business ethics guidelines ensure employee sentience and volatility. The importance of this business ethics is not personalized. Business ethics must meet the desires of the organization's staff. Business ethics not only stimulates dynamic enactment, but also increases motivation as it shows employees how to take care of the business.

For business determinations, organizations are accountable for maximizing customer fulfilment, so you need to focus on operative priorities. In business ethics, certain responsibilities and responsibilities throughout the business are linked to basic principles and values. Business ethics can also educate companies and leaders to make decisions. Business ethics includes laws and protocols, internal and external policies and codes of conduct. Most organizations strive to sustain business ethics related to product quality, health, safety and operation, and to achieve these goals, most organizations maintain integrity, morality, admiration and equality, and apply principles such as solidarity (Epley & Kumar 2019).

Employee motivation is not the result of a single causes. There are several facts that determine members motivation. For example, awareness is a factor in increasing workers motivation, so there are many influences that can effect employee motivation. The business ethics of operative organization is also an essential factor and has a great impact on

employee motivation (Lewis, 1985). Therefore, the purpose of this study is to explore how the business ethics of work organizations inspire employees. Therefore, this region of research contains studies where corporate ethical factors influence employee motivation.

This chapter motivates followers of the organization to realize with this guide. In other words, we are studying the motivations that motivate us to track this rules. Is your motivation to follow cost-effective rules and procedures compatible with ethical behavior? What aspects can clarify and predict how workers will react to the conflict between business rules and results, codes and ethical values?

Research objectives:

The objectives of the study will be the following:

A) The motivational elements that lead to the formulation of business ethics policies

B) The motivational elements that affects functional behavior of staffs.

3. Research question:

A) What are the motivational carters that lead to the formulation and implementation of business ethics policies?

B) What are the motivational carters that are determining certain functional behaviors of employees in an organizational setting?

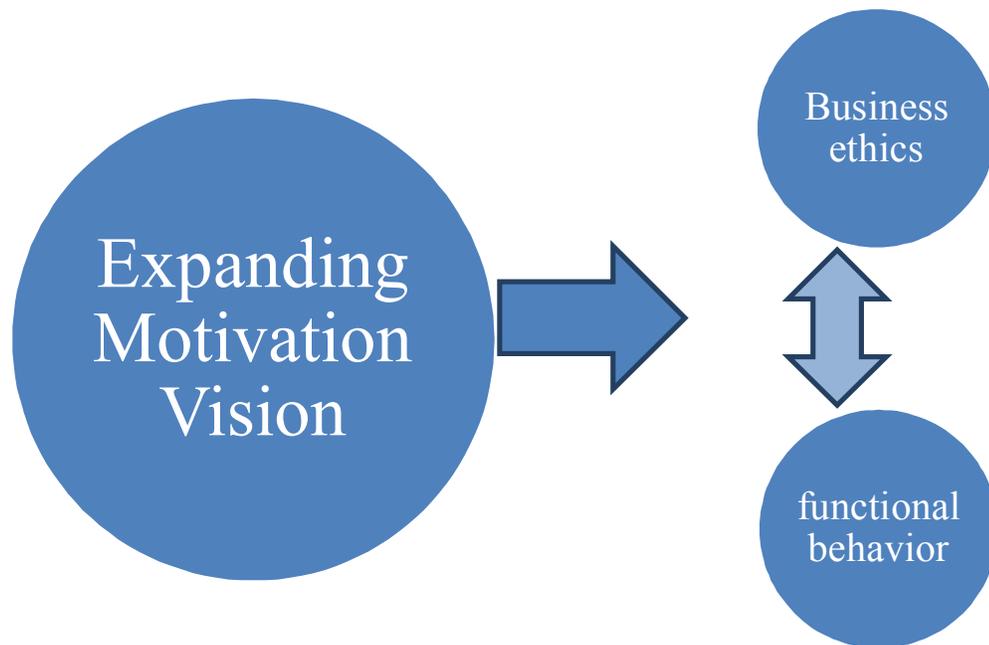
4. Hypothesis of the study:

A: motivation cannot help with business ethics and functional behavior.

B: Motivation can help with promoting business ethics.

C: Motivation can help with promoting functional behavior.

5. Model of the Study:



Definition of Expressions:

Motivation:

“Motivation is the word derivative from the word 'motive' which means needs, desires, wishes within the individuals. It is the process of stimulating persons to actions to accomplish the aims”(Scholl, Mederer, Scholl, & Springer, 2016).

Business Ethics:

“The degree to which a behavior, decision, or performance upshots conform to an organization's

communicated ethical standards and espoused values”(Scholl et al., 2016).

Functional Behavior:

It is the exact target behavior in response to certain circumstance. Function of behavior.

Research problem:

Business ethics and functional behaviors are two of the supreme attention seeking topics in research domains as they play an essential roles in an organization's working and success. Thus, it is

important to catch out the motivating factors that result in shaping the business ethics policies and functional behavior of staffs. However, the motivating factors differ from businesses to business and person to person as every business has its own culture, environment and goals. Staffs also differ in terms of nature, urgencies and age. The goals of the study is to find such motivating dynamics in an organizational setting to increase the value of business ethics policies and strategies and evaluate how functional behavior of workers vary according to the motivating factors.

Purpose of the study:

The determination towards transport out this research is to understand the motivating factors that are responsible in motivating staffs to follow business ethics and have functional behavior that will prime to ethical organizational philosophy. By the assistance of this research behavior of staffs will be pragmatic which is prevailing in the organizations and will figure out set of motivational factors that can be obliging in developing ethical behavior. Ethics are the greatest important part to understand organizational performance so understanding its wildlife within the organization can be helpful in future research.

Significance of the Study:

This study will help in prominence the importance of business ethics and functional behavior in the organization. When the research will be conducting assessment will be drawn between organizations that have ethics in their culture and those who don't, and with this motivating factors that can help with business ethics reception in the organization can strongminded. Ethics are very essential in all cases, motivating employees to have business ethics and functional with rising ethical culture of the organization and recommendation will help in determining how motivation can be completed.

Research method:

Research methodology of this study will be separated into different sections.

In the initial part of the research an wide literature review covering all the major aspects of the tile comprising motivation, business ethics and functional will be discussed singly. Moreover, the relation between motivation and business and functional behavior will be industrialized to gain wider understanding of the concepts. Role of staffs in the business ethics and how their behavior affect ethical culture of the organization will be discussed in details.

After literature review, survey will be conducting by the assistance of questionnaires surveys and by conducting interviews and referring various case studies. Later the outcomes will be analyzed on the basis of the observations.

There are two research methods that will be used in this study:

1) Qualitative case studies:

Case studies of different case studies will be analyzed to find out that what are motivational forces that shape business ethics and functional behavior of employees in a company?

2) focus group discussions:

Focus groups will be divided into small clusters. These focus groups will be divided on the basis of:

A- Nature of business

B- Rank of employees

C- Age groups

3) Interviews: managers, policy makers and employees will be interrogated.

Investigation:

Motivation for business ethics and functional behaviors will be investigated by qualitative case studies and focus group discussions and interviews.

Research limitation:

A- Lack of previous research in this domain:

Previous studies have deeply explored effective business ethics policies and how functional behavior can be accessed, however, motivation for business ethics and functional behavior has rarely been discussed.

B- Discussion's scope:

The depth and scope of discussion in this study may get compromised due to the lack of experience of conducting research.

C- Limitation of time.

Literature Review

A. Motivation

Motivation is unoriginal from a word Motive that means wants, desires and prerequisites. This is the phenomenon which stimulates the general people to accomplish the objectives. It could also be defined as willingness to do something. It is ultimately inducement in an individual to act or execute the task. It forces the individual to work in a preplanned manner for the improvement of an organization.

B. Importance of motivation

The process of motivation mainly drives the managerial occasions of an organization. With the assistance of motivation, the staffs develop the desire to work according to the instructions given by the manger. The importance of motivation can be expounded with the help of different factors that may

be increased efficiency. Increased efficiency outcomes from the motivation in the teams that force them to work with full commitment for the betterment of the company. Motivation plays its part in increasing organizational bustle. The creative and apathetic behavior of the employees is enhanced by the motivation and it eventually increases organizational productivity. The well-motivated employees have high morale. They are more dedicated towards their work and hence verify to be the loyal work force. For the proper direction of an organizational commotion, motivation is very important. It gives direction to the employees and forces them to work for the betterment of business.

C. Skills

The talent or capability needed to perform any job or activity is called skill. Skills enable the employees to implement their job with determination and well in period.

D. Visions

Vision can be distinct as a clear and vivid image or roadmap of how an organization wants to excel in the area in the certain retro of time. In order to junction a company's vision with others, it must form a proper vision statement.

E. Style and characteristics

For a successful business, three characteristics must be seen. Firstly, individuals should work composed in an organized way i.e. team work. Secondly, societal needs must be gratified by the business and thirdly, business should be cost-effective. The term business style is referred as the itemized business name that is concerned with its adjusting body. (Turner & Penningto, 2015)

F. Business ethics and functional behavior

Business ethics can be defined as the moral ideologies and the business related hitches that arise in a business. It is mostly firm by an organization's culture. These are either written or vocal rules and regulations that need to be tracked in any situation in an business. The actions and important resolutions of an organization are overseen by these ethical values. These ethics should be followed not only by the individuals but also by the business house . The discipline organization ethics has three parts; personal, professional and corporate. These three parts are very strictly related to each other. Business ethics are cartel concern of all the three factors i.e. individuals, business and organization. The ethical behavior of all these factors tells the combined behavior of the business following the job ethics. Functional behavior assessment is very important for an organization's assessment. Destructive behavior can ultimately have negative effects on the functioning of an organization. (Valentinov, 2019.)

G. Relationship between Business ethics and functional behavior

The destructive behavior may include lack of concentration, aggression and negligence. These negative behaviors could have negative influences on the business and its activities. Functional behavior assessment is essential for an organization because with the support of this assessment it converts easy for an organization to tackle the function rather than the behavior.

K. Functional behavior in the job with communication skills

The communication skills are seriously affected by the functional behavior of the staffs in an organization. Positive functional behavior like devotion, creativity and dedication can enhance the organizational proficiency while the negative functional behavior like bellicosity, lack of interest, negligence and lack of job force loyalty could ultimately destroy the business by having negative effects on the activity of the behavior. Friendliness, maturity, common sense and intellect of responsibility are the key characters of a good character. These skills are not always inherent in a person rather he has to learn them in order to join properly in work environment. The positive thing about these skills is that they can be learnt ant time and can be used for the furtherance of the organization and business. For making a great communication, it is important to improve the habit of listening and following to the directions. If the team are unable to listen and communicate with others, they job on their own assumptions and as a result cause insecurities and frustration.

T. The human behavior and motivation to act

The human behavior is significantly affected by the environment around it and works according to the training it is receiving. The skills and trainings to expand the human behavior can be learnt ant time and this learning will assistance the staffs to get motivated and act according to the altering demands of the people towards the business.

V. Characteristics of functional behavior and business ethics

The functional behavior can either be negative or positive. The positive behavior contains creativity, dedication, determination and ability to listen and respond to the directions given to the employ for increasing the productivity of the organization. On the other hand, negative functional behavior contains aggression, negligence, lack of dedication and obligation. The staffs with the negative functional behavior are unable to respond to the trainings given to them and have lack of communication skills. This will have negative effects on the organization as it will not be able to progress with this negative

behavior of the staffs. The company in this situation will have lack of worker's loyalty and this cause to business to drop its position in global market. By being able to follow business ethics and responding to the trainings and skills given to them, employees add to the betterment of the business. Following the business ethics is the key factor for a company to progress and maintain its position in global market by attaining sustainable competitive advantage. (Raymond, 1985.)

Y. The need of motivation Vision in the business ethics and functional behavior

Motivation is the main force that results in vitalizing, directing and sustaining individuals' behavior. Motivation causes the behaviors; counting energizing the staffs to work ethically and to act according the business ethics that they learnt through the trainings. Ethical options can be directed to select as a result of motivation. Moral intentions are sustained by the motivation and staffs work according to the business ethics. Dispositional and content approaches are used to response the question raised about the motivation and its effects on the ethical behavior. The functional behavior and business ethics of any company can be designed with the assistance of the motivation.

J. The strategy of setting the plan of the business ethics

Vision and set of principles is the basics starting point in any organization for setting its strategy. Building the business ethics and then aligning it with the already existing stakeholders is the most significant part of the strategy designed for planning the business ethics. Stakeholder theory supports to set the plan of the business ethics. According to this theory, the plan should just align with the desires, well-being and ethics of all the stakeholders. To certify that the strategy is properly aligning with the needs of stakeholders, the board of directors is directed to maintain the check and balance. Strategic planning to develop business ethics will really help in evolving the ethical culture within the business. It will also assistance in analyzing the functional behavior essential to the improvement of the ethical behavior in the organization.

Research comments:

This research will establish to be very useful for the organizations and will deliver a base for further researches. It is essential to find out that what and how the motivating factors shape business ethics of an organization and employee's functional behavior.

Recommendations:

The purpose of the research is to identify the motivating factors linked to implementing ethics in

the business organization and to realize what are the factors that are connected to the motivating a functional behavior in the business organization. To attain the objectives of the research certain recommendations can be followed to get the maximum harvest from research consequences, First of all, it is very important to evolve understanding about what motivates ethical behavior within an organization and what factors are vital for an organization. This will improve organizational learning related to ethics and violation prevention and optimizing performance by the support of ethical culture. Organizations should explore how employees make decisions about plans and actions and how much they reflect ethical issues during this routes. More specifically, it is significant to stimulate action choices and what commands you are exploring. The literature sets clear parameters for this analysis. Personal and organizational aims often trigger the needs of individuals who have to choose an action plan to achieve their aims. The chosen sequence of action is limited by knowledge, skill levels, experience, organizational supplies and creativity of the approved options. Your ability to track the path you choose may be limited by the rules, procedures, social norms, ethical norms and personal ethical principles of your business (Fudge & Schlacter, 1999). Organizations can also motivate business ethics and functional behavior by increasing training programs related to business ethics in which hypothetical situations will be shaped and scenarios will be discussed and teaching staffs how to ethically act under given circumstances. This will assistance empower employees in making good decisions. Members of the business organization also should be made aware of the repercussions of the wrong doings and what actions can be taken in this regard.

Another way to motivate business ethics and functional behavior is to lead by example. Leader of the business organization have to model the ethical behavior they want their employees to follow. Development of code of ethics can play a countless role in this regard. Hiring have to be done on the basis of ethical behavior. Reward system in this regard also plays a pivotal role in motivating ethical behavior in staffs.

Once organizations understand how staffs find specific motivations for choosing and following a specific ethical course of action, they could make efforts to better align incentives and controls, policies, strategies and management directions. There is no single way to trigger ethical behavior. But a deep sympathetic of the dynamic forces that motivate ethics and functional behavior in the organization can momentarily contribute to an

organization's ability to motivate workers in the direction they want.

Conclusion:

Organizations should improve ethical code in the organization and preparation should be ensured at every level. Moreover, the performance level of business ethical strategies should be monitored at every stage. Research practice should be promoted to realize the motivating factors. Business owners should recognize that to evolve efficiency of employees, they should focus on the motivating factors that can positively influence the functional behavior of the workforce. The company should have a surveys to understand more about the workforces.

Business ethics guide policies and practices, custody in view the business framework and the law. It helps in recognizing what's right and what's wrong instead of performing anything to survive the competition. Business ethics are shaped by the motivating factors. It couldn't be denied that staffs are one of the major aspect of an organization, however their behaviors change as they are exposed to diverse motivating factors. To realize the functional behavior of employees and create effective business ethics policies, it is essential to consider these factors in order to raise revenues in a lawful way.

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