

## **Study and assessment of best work ethics practices in public and private Institutions of Ghana (Ghana Police Service and Thomas Security)**

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### **Abstract**

The purpose of this study is to determine and assess best work ethic practices for service provision in the Police and Thomas security a private institution in Ghana, and further discover if workers in the two institutions adopt ethical principles in the workplace. The study also stratified the age groups to unearth any pattern for future decision making in combating crime. The assumption is that efficiency and effective delivery is more prevalent in ethical institutions than those institutions that have not adopted such codes. The study adopted the descriptive survey method to conduct a research on the Inspectorate Rank of the Police Service, in 10 regions since the inspectorate serves as the link between the junior and senior police officers and a private security institution (Thomas security) in Ghana. Data were collected through questionnaires, at 5% error significance using Yamane's statistical formular. A pre-test on the questionnaire was conducted to ascertain the reliability of the questionnaire and the validity of instrument. For the estimation of reliability and demographic of personnel, the study adapted the SPSS analysis of cronbach alpha of range 0.7 as reliable and frequencies, means and standard deviations for testing the existence of ethical practices and how frequently practiced in the two institutions. Findings indicate ethical principles are practiced most often in the institutions which impacts on the individual employee's efficiency. Findings enable the researcher identified good ethical practice that can be shared with both the individuals and the institutions. Directions for future research are also suggested.

**Keywords,** (work ethic practices, service provision, inspectorate rank, institutions, effective and efficiency delivery)

## **1.0 INTRODUCTION**

In response to the increasingly competitive marketplace, institutions and organizations continue to invest in ethical principles capable of unleashing superior performance from their employee (Den Hartog and Belschak 2012; Gruman and Saks, 2011). The extant human resources management literature suggested some degree of association between employee ethical behaviour and organizational performance (Adebayo Adeyinka, 2014; Oyende Adeleke 2015). The evidence that ethical behaviour (good leadership) improves employee morale and ultimately drives organizational performance is overwhelming (Oyende Adeleke 2015; Omisore, et al, 2015). Ethical standards are used as guiding precepts for any institution and organizations, (Omisore, et al, 2015). Further, efficiency and effective delivery is more prevalent in ethical institutions than those institutions that have not adopted such codes. Sadly most of these studies use Multi-National Companies (MNCs) as a test case (Kamran Khan Azad, et al. 2011).

Existing knowledge on ethical practices shows that public service institutions such as the Police service that develop and sustains ethical character and personality at the workplace are highly efficient and effective in service delivery. Despite differences in custom and practice from institution to institution, there is and has been basic agreement on a large number of ethical issues. For instance, claim that all institutions endorse such principles as “people treated fairly” IGE, (2015).

Consequently, codes of ethics and conduct tend to have a focus narrowly defined by each profession’s own concerns, (Adebayo A.O. 2014). The Ghana Police and other security services in Ghana, strictly adhered to its professional ethics, and deviation by any of its personnel attracts serious sanctions.

Notwithstanding the worries of researchers in the field of corporate ethics, unethical practices are evincing in public services, and this can be seen from bad decisions taken by leadership in institutions and organizations leading to bad faith on leadership and showing less effort to organization’s goals, (Bello S.M. 2012). Sadly, unethical practices have manifested in some corporations in the public sector that one may suitable talk of ethical crisis in the public services (EzigboI, C.A, 2012).

Survey conducted among United Kingdom and some continental Europe corporations in 2010, revealed that bribery and corruption, discrimination, and harassment are the most ethical issues organisations are experiencing, (Webley, Basran, Hayward & Harris, 2011).

Similarly, cases of unethical practices have been observed in Africa countries; Cited example is Nigeria, a developing country in the sub-Sahara Africa has seen increases in the rate of institutional or organizational failures which were attributed to unethical practices of corporate leaders, (Bello S.M. 2012). Notwithstanding, cases of wrongdoings, such as large scale frauds, misconducts and irregularities in various corporations have resurrected work ethics practices in the workplaces, (Asma Zaineb, 2016). These concerns have prompted a great deal of attention to the need of best work ethic practices; that is, in a way which may allow the institutions and individuals to be more productive than those without work ethics. It is asserted by the Institute for

Global Ethics, (2015) “An organization formed without ethics is like a cabin built without nails; no matter how solid it may appear, it will slowly crumble.

The argument on and vigorous attempt to check ethical breach and hold people accountable have been intensified in Africa in recent years, (Ezigbo C.A. 2012) and the Ghana Police in particular due to the obvious reason of unethical practices contributed to poor service delivery in the Police Service of Ghana.

The police service constitutes one of the largest public service in most countries. Few studies that examined the morale of the police service show that, the moral fiber of this important public service is eroding an astonishing rate. Most police officers in Ghana are less motivated which has resulted in a dysfunctional public service with associated increase in crime rate, corruption, etc.

The poor delivery of the police service is attributed to a number of related factors, such as unethical behaviour (Bello S.M. 2012). The critical issue which needs to be recognized in building and developing nationwide security globally is the number of police professionals for service delivery. Although organizations are growing, work ethic issues do not seem to be addressed with an appropriate sense of priority in the Police service. This has been a major concern to the Ghanaian community and international community as well. It is in this context that the Ghana Police Service is driven by the desire to identify and use ethical principles to improve attitudinal behaviour of police professionals.

However, in spite of all these considerations, good work ethic practice is far from being a reality in most Ghanaian institutions and the Ghana Police, (Javed J.I. et al.2012).

This study aims at contributing to the literature by first, determining good work ethics practices in the workplace and how frequently ethical principles are practiced, Secondly, to ascertain the impact of ethical principles on the individuals and institutional efficiencies.

## **2.0 LITERATURE REVIEW**

A growing interest in codes of ethics in institutions is evident over the past decades. Ethics encompasses a set of moral principles and rules of conduct that provide guidance for our behavior (Bernard et al, 2015; GLS, 2015; Ezigbo, 2012).

Moral principles or ethical principle relates to human conduct as regards the rightness or wrongness of a specific action and ends thereof, or beliefs regarding what is good or bad (Bartels, et al. 2015; Bernard et al, 2015; Ezigbo, 2012). This means that ethics is a moral principle that governs a person’s behaviour in attaining a common goal in the provision of safety to members of the community (Oyende Adeleke, 2015; Soleymani N, et al. 2012), as well as shared beliefs regarding standards of behavior expected or required by a community or societal group. However, ethics is not only about distinguishing right from wrong but also with the commitment to do what is suitable (Getachew and Mohan, 2016). This means that to be ethical is not a matter

of following one's interests or feelings, that is, police officers who follow their feelings may recoil from doing what is right; in fact, one's interests might deviate from what is considered ethical by members of the public. Therefore, work ethics are set of rules outlining the social norms and rules and responsibilities of, or proper practices for, an individual, organisation, group or the society, and are morally accepted by the majority of the people of an organization, or community (Asma Zaineb, 2016; Getachew and Mohan, 2016; Oyende Adeleke, 2015; Müller, et al. 2014). By being moral, employees harness their potentials and efficient service delivery.

However, law enforcement careers come with a number of duties and responsibilities for which moral behaviour is mandatory. It is the moral principles and or ethical stance that shape the police officers' decision making and the exercise of discretion.

Widely acknowledged ethical principles include honesty, integrity, openness, fairness, diligence, and respect for the rights of others, (Seid and Mohan, 2016; McCartney, S., & Parent, R. 2015).

In his research paper; *Assessing Enforcement of Ethical Principles in the Work Place*; (Ezigbo, 2012) revealed that, by developing ethics code, companies can influence their workers and managements to use set of ethical standards in making important decisions. Thus, a company's ethical code is a formal statement of its ethics and values designed to govern employee's behaviour in discharging activities, and to examine the impact of rules and regulations which include how well behaviors are affected, Stuart C.G. (2005).

Irwin, (2009) posits that the principles or rules may take different forms depending on the organization. For instance, rules of conduct specified by an institution, such as the police, identify how police personnel should behave in certain situations. The Police institutions have rules and regulations governing the service and conduct of its employees. Differences in rules/regulations may reflect differences in beliefs and values, (Irwin, 2009). It is assumed that good work ethics show a vision or standard of excellence of what the police personnel and societies aspire to be and their achievements, and the failure to good security ethics practices can result in a failure to reduce crime, (Seid and Mohan, 2016; Ferrell et al. 2012; Francis and Mishra, 2009).

According to Johnson and Cox (2004) "The organizational culture of Police service is the biggest obstacle to change. It acts as a protective web around departments to discourage deviation from the standard mode of operation; this makes any proposal for change difficult to implement". Thus control through the classic bureaucratic mechanisms of reporting and documentation provides avenues for corrupt officers to cheat the system. Johnson and Cox (2004) argument is in variance with Harrison (1999) who posits that, officers do not necessarily intend to act outside the law rather they fail to recognize the profound boundaries between right and wrong in the discharge of their duties and enforcement of Law.

This reasoning supports the recommendations which opined that for ethical standards to be practical an individual must be ethically sound from the beginning, and lack of

ethical behaviour on the part of managers loses respect of employees and absence of ethical practices at the workplace loses organization's credibility, IGE, (2015), which is unvarying with Jack Welch, (2009) assertion that in obtaining an excellent performance for an assigned duties one must be ethically sound with a good reward system; Hence "An organization formed without ethics is like a cabin built without nails: no matter how solid it may appear, it will slowly crumble" Institute for Global Ethics, (2015).

### **3.0 Conceptual Framework of Work Ethics Practices**

The Institute of Business Ethics (2016), posits that work ethics describe "the quality of effort a person puts into his or her work" and a strong work ethics personnel equates "doing a good job". The framework consists of, first, defining the major categories of work ethic practices in the workplace and how frequently is practiced. Second, identify the performance measures to address the objective of best work ethic practices for service provision in public and private institutions.

#### **3.1 Categories of Ethical Principles in the Workplace**

It is imperatively a subjective practice, in determining precisely a good work ethics. However, employers determine what attributes of good work ethics needed from their employees. Every organization, irrespective of the nature, has certain principles which must be adhered to by its employees (Lord P.B. 2014). Some common workplace ethics include optimistic attitude towards work, Teamwork, Neatly dressed professionally, integrity, honesty, objective, accountability, and teamwork) advocated by (Lord Paul B. 2014; Maya Angelou, 2014; Amico S.2016). The researchers are of the opinion that the principles be used in all institutions because they argued that the principles occasion results that are higher in contrast to other means of results achieved. This has been widely accepted and become a yardstick of doing things (Amico S. 2016; Maya A. 2014). The ethical principles are briefly discussed below;

#### **Integrity**

Integrity is a salient element of workplace ethics. It is about doing what is right all times. In order not to be influenced in executing ones duties, it is prudent for public office holders not to indulge in financial and other obligations to institutions and other individuals. For example, personnel who work with the security services must possess a high degree of integrity. Integrity is essentially reliability, and trustworthy person is one with personal integrity, who never reneges on his or her promises.

#### **Objectivity**

Office holders in executing corporate duties such as appointments or promotions, individual recommendations for rewards, and awarding of contracts should be based on merit.

**Accountability**

Accountability is whereby every segment of the economy and the individual workers are made to account for their stewardships. One who exhibit accountability is a person who works towards a solution when things go bad whilst remaining resolute and professional.

**Openness**

Office holders should have a clear conscience in their doings and operates in a transparent manner. Their decisions should be made known when the public requested.

**Honesty**

Good work ethics start with moral correctness. Honesty is being truthful, which includes being principle and truthful in whatever you do and say at workplaces or outside workplaces. A person who is not straightforward to others and his seniors at work is considered a dishonest person. Honesty is a trait which is valued by organizations, and is often a stated core value (IBE, 2015). Ethics should accompany individual upbringing to enable a workable standard principles.

**Teamwork**

Working effectively with friends, supervisors and colleague workers at the workplace is an important aspect of workplace efficiency. Though their minds may not always be in agreement, to achieve organizational objectives, individual differences be negated. There are occasions where individuals who could not cope with others at the workplace are relieved, whilst those who team up effectively increases productivity and advances in carrier.

**Commitment**

Being dedicated to a task at workplace is associated with ethical behaviour. A person with a strong work ethics, being optimistic and couple with the ability to do something well advances in his or carrier. Employees who work wholeheartedly motivate other employees for effective service delivery. According to (Piccolo, et al. 2010) well dedicated leaders in organizations impact positively on all segment of the job functions.

**Leadership**

A leader with good work ethics positively influence employee service delivery (Resick et al., 2011) and the preparedness of employees to relay information on issues

encountered in the course of executing assigned task (Brown et al., 2005). Office holders should adhere to and actively encourage the principles of good leadership, and be prepared to stand against any unethical behaviour. The effective link between workers behaviour and their managers at workplace is ethical leadership (Amos S. Engelbrecht, 2014).

### **Professional conduct**

Professionalism is required in every profession, which the Police service is no exception as stated in the service code of conduct, and certain standards from Police required by the community given the role play by Police in maintaining “Law and order”. However, reports indicate Police professional conduct is inconsistent with its service delivery. Low morale is attributed to poor work conduct which intend lead to poor service delivery (Nzulma, 2014).

### **Codes of conduct/behavior in the Police Service**

The Ghana Police Service has an ethic code in addition to certain norms with regulations under the category discipline (Ghana Police Service Regulations, 2012; C.I. 76). The Constitutional instrument (C.I), passed by Ghana’s parliament in 2012 carries comprehensive definitions of bad conducts that might be detrimental to efficient service delivery in the police service, for instance, untruthful person, sleeping on duty, disobedient, drunkenness, neglect of duty and insubordination. These habits subject any personnel to instant reprimand, reduction or removal.

### **3.2 Effective Measures of Performance**

Measures of performance consist of identifying effective measures of performance associated with work ethic practices. In ascertaining how good or bad a task is executed a given benchmark is required (Arowolo 2012). This study sees performance as the actions of employees at the workplace and its efficient service delivery (Fatile, 2013). Two different sets of measurements are proposed; the first dealing with institutional outcomes and the other, individual outcomes. Since work ethics practices basically attempts to seek congruency between institutional and individual objectives, it is believe this taxonomy is to be useful. The performance measurements of the institutional outcomes chosen in the application of this framework are; 1. Enhance productivity, 2. Attract and retain a quality workforce, 3. Improve efficiency/Job performance, 4. Build teamwork, and 5. Important for organization’s vision and mission

Second, the performance measurements for individual outcomes selected were; a. Shape individual behaviour, b. Encourage loyalty in employees, c. Increase individual’s efficiency, and e. Career prospects.

Knowledge in existing studies seems to suggest that individuals with good work ethics are often highly efficient and productive (Mehwis A. et al. 2011). Based on this preposition the hypothesis for the study is developed.

### **Hypotheses framed from the objectives**

These hypotheses were proposed for the study:

1. Employees in Police and Thomas Institutions adopt ethical principles
2. Ethical principles are frequently practiced in the two Institutions
3. Ethical practices positively affect behavior and employee's efficiency
4. Good work ethic practices do enhanced institutions service delivery

## **4. METHODOLOGY**

### **4.1 Data collection, classification and tabulation**

This study is a survey (descriptive) research to determine and assess best work ethics for service provision in public and private institutions for the future. The study was conducted on the Inspectorate Rank of the Police Service, in ten Police Regions, namely Ashanti, Accra, Western, Eastern, Brong Ahafo, Tema, Northern, Central, Volta, and Upper West. The study was also conducted in a private security institution (Thomas security) in Ghana. The Inspectorate level was considered under the study, because they are the link between the junior officer rank and the senior officer rank in the police service.

#### **Data Collection (Primary)**

Collection of data was done in two phases. The first phase covers a pilot study done to carry out analysis by testing the stableness and consistency of the questionnaire. Questionnaires were distributed to five senior Police officers in five Police Divisions (Odorkor, Dansoman, Nima, Amasaman, and Kpeshie). Responses were received from the five senior Police officers and based on the response few minor modifications like the simplification of questions were made. In framing the questionnaire to ensure personnel with at least ordinary level and senior secondary school (SSS) level could fill the questionnaire, due care was taken.

The second phase of the primary data on ethical decision making was collected through the questionnaire method and interviews. The interview method is to supplement the questionnaire. In phase two of the study, four hundred questionnaires and forty questionnaires were distributed to the police inspectorate ranks and Thomas security services respectively. Responses from 235 inspectorates and 39 Thomas security personnel were received. Nonetheless, data from 5 respondents of the inspectorates were not added for the final analysis, as their information was inchoate. The final analysis was done with the data of 230 of the inspectorate level and 38 of the Thomas security employees provided by the respondents.

**Size and the design of sample**

The stratified random sampling technique was used to prepare a representative sample when different parameters of demographics are being considered. The current total police personnel stood at 34,000, while total employees of Thomas security services stood at 950. Using Yaro Tayame mathematical model, the representative sample size of population of 34,000 police personnel, and 950 Thomas security personnel are; 400 police personnel and 40 Thomas security personnel.

**Instrument for Collection of Data – Questionnaire**

The method of questionnaire was used in collection of data on best work ethic practices. First, the questionnaire covers the purpose and nature of the work. Information such as gender, age, and employment period was collected. Brief explanations were given to some ethical principles.

The second part carries 38 questions and distributed in seven different sections. These are Ethical decision making principles, ethical impact on individual efficiency and organization/institutions effectiveness, ethical decisions to ensure work goes on work, and ethical practices frequency. For each question on likert five point scale respondents were to select one response that indicates their level of agreement. Respondents were asked to give additional information in addition to two open-ended questions on the best work ethic practices.

**Classification of data:** Data was classified into in various categories. For instance, group aged; 20 – 24yrs, 25 – 29yrs, and every response has a category. The sample classification as per the various demographic, aided in the understanding of work ethics in the various level of respondents in the police service. The statistical package for social sciences (SPSS) was used for data tabulation.

**5. IMPLEMENTATION OF SOLUTION PROCEDURE**

**Table (5.1) Statistics Reliability**

<b>Reliability Statistics</b>	
Cronbach's Alpha	Number of Items
.894	38

Source : Field work 2016

The cronbach alpha"s test value of 0.75 or higher is considered a comparative value or acceptable value for the reliability of the variables. The reliability test value using SPSS Analysis, of the cronbach"s alpha is .894 which is equal to 1. The Cronbach alpha test of 0.894 measures the internal consistency of the set scale.

**5.1 The Police Inspectorate Level****Table 5.2 (Gender Composition)**

Gender	Frequency	Percent
Male	163	70.7
Female	67	29.3
Total	230	100.0

Source: Field work, 2016

The table (5.2) above indicates the gender of the respondents. The study categorized gender into male and female. It is obvious from the table (5.2) that majority of the respondents are male which constitute 70.7% of the sampled population and the minority (29.3%) are female.

**Analysis of ethical practices impact on Police and Thomas security**

For the analysis of ethical practices been exhibited by police personnel and Thomas security, the descriptive statistics of mean and standard deviation on the demographics is adopted. Mean range of 1-3 is considered good. The figures shown in Table (5.3) and Table (5.4) depict the results of ethical values through descriptive statistics of mean values.

**Table 5.3 (Ethics Practices in the Police service)**

Descriptive Statistics	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Std. Error	Statistic
Ethical principles in institutions	1.00	4.00	1.9174	.04431	.67206
Work ethics impact on individuals	1.00	5.00	1.9370	.04946	.75007
Work ethics impact on the Institutions	1.00	5.00	2.6022	.04984	.75591
Unit to ensure ethic practices works	1.00	5.00	1.7000	.04983	.75576

Source: Field Work, (2016)

Table (5.3) represents the summarized assessment of best work ethic practices for service provision in police institutions. The minimum of 1 indicates that the sampled population strongly agrees to the work ethic whilst a maximum of 4 and 5 represent that they disagree and strongly disagree respectively to the work ethic practices.

The respondent assessment of ethical principles in the institution of an average mean (1.9174), with a standard error (0.04431) indicates that the respondents agree to ethical principles in the institution. On the issue of work ethics impacts on individuals in the institution, the average mean (1.937) with a standard error (0.04946) as shown in Table (5.3) indicates that the respondents agree work ethics impacts on the individual efficiency and effectiveness in the institution.

More so, on the issue of work ethics impacts on the institution, an average mean (2.6022) with a standard error (0.04984) shown in table (5.3) indicates that the respondents are somewhat undecided on the ethical impacts on the Police service delivery. The respondents also agree that with an average mean (1.70) and a standard error (0.04983) as shown in table (5.3) there is a clear indication that a system existed in the police service that ensures ethical principles are adhered to in the institution.

**PRIVATE SECURITY SERVICE (Thomas Security)**

**Table 5.4 (Gender)**

Gender	Frequency	Percent
Male	28	71.8
Female	11	28.2
Total	39	100.0

Source: Field work, 2016

The table (5.4) above indicates the gender of the respondents. The study categorized gender into male and female. It is obvious from the table (5.4) that majority of the respondents are male which constitute 71.8% of the sampled population and the minority (28.2%) are female.

**Table 5.5 Ethic practices in Thomas security**

Descriptive Statistics	Minimum	Maximum	Mean	Std. Deviation	
	Statistic	Statistic	Statistic	Std. Error	Statistic
Ethical principles	1.00	4.50	1.8590	.12177	.76044
work ethic impact on individuals	1.00	5.00	1.8590	.12451	.77755
work ethic impact on the institution	2.00	5.00	2.6795	.10942	.68333
Unit to ensure ethic practices work	1.00	5.00	1.9231	.12120	.75688

Source: Field Work, (2016)

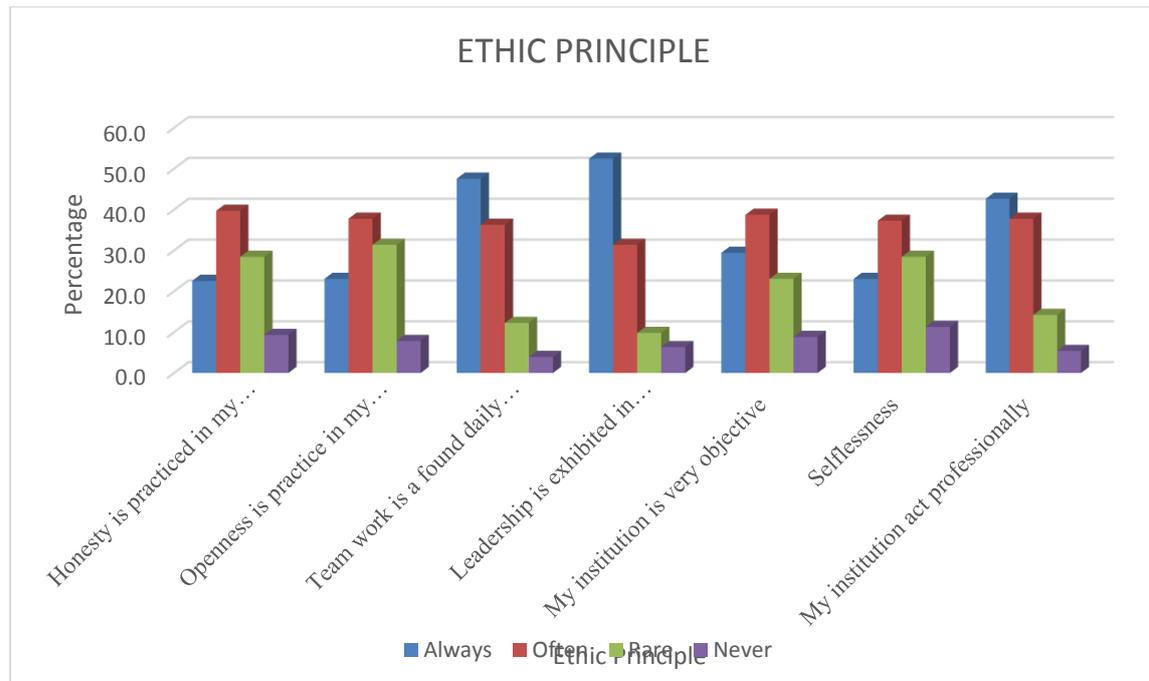
Table (5.5) represents the summarized assessment of best work ethic practices for service provision in Thomas private security services. The minimum of 1 indicates that the sampled population strongly agrees to the work ethic whilst a maximum of 4 and 5 indicate that the respondents disagree and strongly disagree respectively to the work ethic practices.

Findings of the respondent assessments of ethical principles in the service, indicates that an average mean (1.8590), with a standard error (0.12177) as shown in table (5.5) shows the respondents agree to the existence of ethical principles in the private security services.

On the issue of work ethics impacts on individuals in the service, the average mean (1.8590) with a standard error (0.12451), as shown in table (5.5) indicates that on the average the respondents agree to the fact that work ethics impacts on individuals in Thomas security.

The study revealed that the respondents are undecided on ethical impacts on the service whilst it claims the respondents agreed to an existence of a system that ensures ethical principles are adhered to in the service, given their respective average means (2.6795), (1.9231) and the standard errors (0.10942), (0.12120) respectively, as shown in table (5.5).

**Ethical principles practiced frequently (Police Service)**

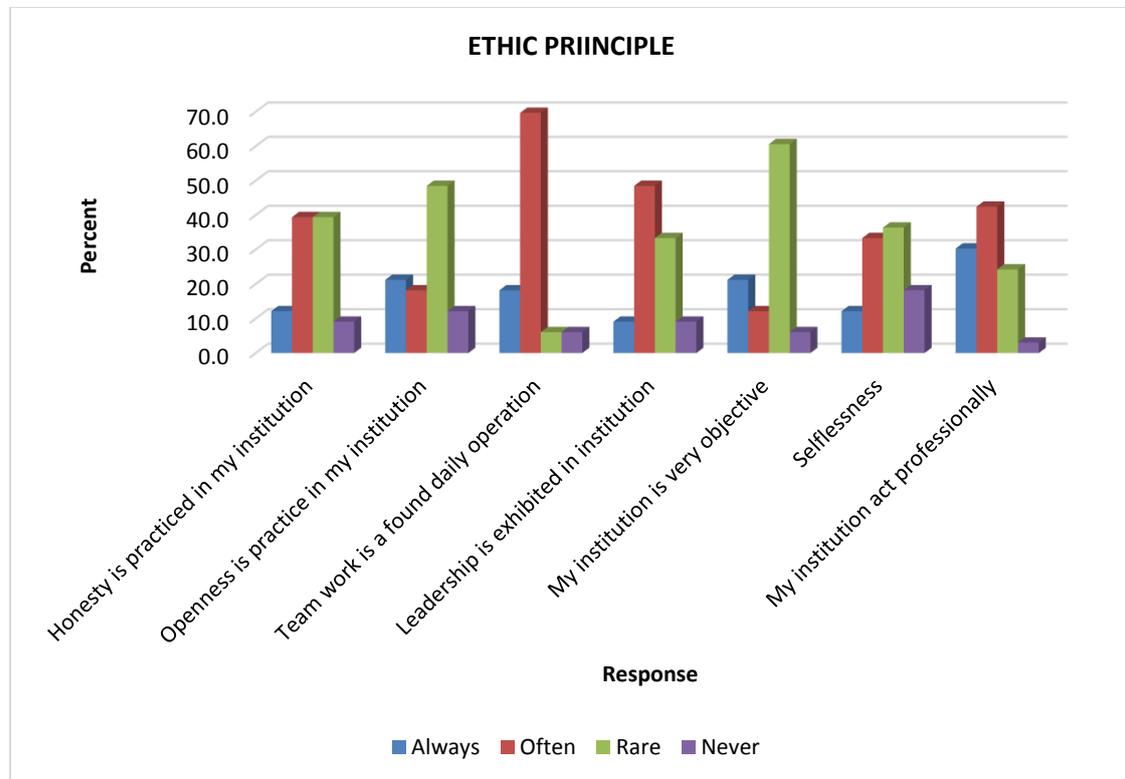


**Figure (5.1) Ethical principles practiced (Police)**

The respondents posited that often honesty, openness, objectiveness and selflessness are practiced in their institution. The study indicated that majority of the respondents

said Leadership are exhibited in institution, team work is always at work in their daily operations, and their institution act professionally.

**Ethical principles are practiced frequently (Private Security services)**



**Figure (5.2) Ethical principles practiced (Private Security)**

The majority of respondents posited that often honesty is practiced in their institutions, teamwork is a daily practice, leadership is exhibited in their institution and their institution often acts professionally.

The study indicated that openness and selflessness are rarely practiced in their institution.

**Data Stratification of age group**

The data was stratified into age group and the rationale was to reveal the impact of the age composition to unearth any pattern for future decision making in combating crime. The assumption is that Efficiency and Effective delivery is more prevalent in institutions that have adopted codes of ethics than it is in those institutions that have not adopted such codes

**Table 5.6 (Aged assessment on ethical principles) police**

Age		Minimum	Maximum	Mean		Std.
		Statistic	Statistic	Statistic	Std. Error	Deviation
.	Ethical principles in institution	1.00	3.50	1.9643	.18505	.69238
	work ethics impact on individuals	1.50	3.50	1.8929	.14043	.52545
	work ethic impact on the institution	1.00	3.50	2.1786	.19334	.72343
	unit to ensure ethic practices work	1.50	5.00	2.6429	.30305	1.13389
21 -25	Ethical principles in institution	1.00	3.50	1.9167	.35158	.86120
	work ethics impact on individuals	1.00	2.50	1.6667	.24721	.60553
	work ethics impact on the organisation	1.50	3.00	2.3333	.21082	.51640
	unit to ensure ethic practices work	1.00	1.50	1.2500	.11180	.27386
26-30	Ethical principles in institution	1.50	4.00	2.3889	.24689	.74068
	work ethic impact on individuals	1.00	3.50	1.8889	.30932	.92796
	work ethic impact on the institution	1.00	4.00	2.4444	.35789	1.07367
	unit to ensure ethic practices work in the institution	1.00	3.00	1.7222	.26498	.79495
31-35	Ethical principle in institution	1.00	3.00	1.7083	.15641	.54181
	work ethic impact on individuals	1.00	3.00	1.7917	.22578	.78214
	Work ethic impact on the institution	1.00	3.50	2.4167	.24490	.84835
	unit to ensure ethic practices work in the institution	1.00	3.00	1.8750	.23936	.82916
36-40	Ethical principles in institution	1.00	3.50	1.8333	.12650	.61972
	work ethic impact on individuals	1.00	3.50	1.8333	.14009	.68630
	work ethic impact on the institution	1.00	3.50	2.6250	.14821	.72607
	unit to ensure ethic practices work in the institution	1.00	3.50	1.7917	.13090	.64127

41 and over	Ethical principles in institution	1.00	3.50	1.9152	.05240	.67314
	work ethics impact on individuals	1.00	5.00	1.9788	.06008	.77174
	work ethics impact on the organisation	1.00	5.00	2.6667	.05740	.73736
	unit to ensure ethic practices work in the institution	1.00	4.00	1.6091	.05301	.68091

Source: Field work (2016)

In this table (5.6), the findings are based on age perceptive, that is, aged 21-25, aged 26-30, aged 31-35, aged 36-40 and aged 40 and beyond. Respectively, considering aged structure composition on the issue of ethical principles in the service, all the aged categories opined that they agree ethical practices existed.

**Table 4.7 (Aged assessment of ethical principles) Thomas**

Age		Minimum	Maximum	Mean		Std.
		Statistic	Statistic	Statistic	Std. Error	Deviation
.	Ethical principles	2.00	4.50	1.9643	.18505	.69238
	Work ethic impact on individuals	1.50	3.50	1.3299	.14304	.22603
	work ethic impact on the institution	2.00	3.50	2.1786	.16897	.75463
	unit to ensure ethic practices work	1.00	5.00	2.6429	.40315	1.1009
21 -25	Ethical principles	1.00	3.00	2.2500	.21409	.52440
	work ethic impact on individuals	1.00	3.00	2.0833	.20069	.49160
	work ethic impact on the institution	2.00	3.00	2.3333	.16667	.25820
	unit to ensure ethic practices work	2.00	2.50	2.4167	.08330	.20412
26-30	Ethical principles	1.00	2.00	1.75	.17078	.41833
	work ethic impact on individuals	1.00	2.00	1.5833	.15366	.37639
	work ethic impact on the institution	1.00	3.00	2.3333	.16667	.40825
	unit to ensure ethic practices work	1.00	2.50	1.8333	.30732	.75277

31-35	Ethical principles	1.00	2.00	1.7083	.10641	.54181
	work ethic impact on individuals	1.00	3.00	1.0917	.23208	.78914
	work ethic impact on the institution	2.00	3.50	2.4167	.20590	.43095
	unit to ensure ethic practices work	1.00	3.00	1.8750	.23936	.30386
36-40	Ethical principles	1.00	2.00	1.500	.12650	.61972
	work ethic impact on individuals	1.00	2.00	1.8333	.10541	.68630
	work ethic impact on the institution	1.00	3.50	2.6250	.14821	.72607
	unit to ensure ethic practices work	1.00	2.00	1.500	.13090	.44321
41 and over	Ethical principles	1.00	4.50	1.8810	.20385	.93414
	work ethic impact on individuals	1.00	5.00	1.8810	.06008	.77174
	work ethic impact on the institution	1.00	5.00	3.000	.05740	.73736
	unit to ensure ethic practices work	1.00	4.00	1.9286	.18988	.87014

**Source: Field work (2016)**

In this table (5.7), findings are based on age perceptive, that is, aged 21-25, aged 26-30, aged 31-35, aged 36-40 and aged 40 and beyond. Generally, the overall aged structured compositions, of the respondents agree to ethical principles existence in the service, as well as its impacts on individuals and the institution in general.

## **6. RESULTS AND DISCUSSION**

The study results revealed that majority of the respondents are aged 40 and over, with male dominance sampled population (70.7%, 71.8%) of the two institutions (Police and Thomas) respectively, see Tables (5.1) and Table (5.4). The study further revealed that majority of the police personnel have served between 30-39 years with most (30%). This indicates their high level of practical experience due to the number of years served. On the contrary, with Thomas security majority of the personnel have served between 20-29 years (41%). The analysis revealed work ethics existed in both institutions, and are frequently practiced. This assertion was based on their respective means and standard errors (1.9174, 0.04431) respectively as shown in table (5.3 and 5.5), and this conclusion support the gender assertion.

Findings revealed that honesty, openness, objectiveness and selflessness are often practiced whilst majority of respondents claimed Leadership are exhibited always in the police service, team work is always at work in their daily operations, and their institution always act professionally, in the police service (Fig 5.1). This indicates that there is always preparedness of police personnel to relay information on issues encountered in the course of executing assigned task and to stand against any unethical behaviour.

Contrary to the Police service claim, majority of the respondents in Thomas security claimed that, teamwork, leadership and professionalism are often practiced while openness and selflessness are rarely practiced in their institution (Fig 5.2). This revealed that the public institution (police) have more positive attitude towards ethical practices in contrast to private institution (Thomas security). This shows ethical practices is more beneficial to police in discharging its duties efficiently compared to Thomas institution (private)

Respectively, considering the aged structure composition on the issue of ethical principles in the Police service, all the age categories (aged 21-25, aged 26-30, aged 31-35, aged 36-40 and aged 40 and beyond shown in table (5.6) opined that they agree work ethics impacts on individuals efficiency and effectiveness as compared to the institution as a whole. This assertion was based on their respective means and standard errors as shown in table (5.6). However, with their respective means, the youth (aged 21-25) are more potentially enhanced with ethical principles than the aged officers (40 years and beyond) as shown in table (5.6), means (1.6667, 1.9788) respectively. Since ethical practices impact more on the youth efficiency it will go a long way to affect the institutions service delivery in the near future. Conversely, with the aged composition of Thomas security (private) the age group (31-35) is more potentially enhanced with ethical practices compared to the other age groups, as shown in table (5.7) means (1.0917). Whilst the police service will depend more on the youth (aged 21-25) on ethical impact for the institutions efficiency, the private security (Thomas) will fall on the age group (aged 31-35).

Findings from the survey conducted on Police and Thomas security institutions indicate that ethics existed and are frequently practiced. Ethics impacts on the individuals, but undecided on the institutions in general. This conformed to hypothesis (1) which states that ethics existed and do not differ in the two institutions. The study also conformed to hypothesis (2) and (3) on the issues of ethical frequency practiced, and positive ethical impact on the individual respectively. However, findings do not conform to hypothesis (4) on the issue of positive ethical impact on the institutions, which avers that they are undecided on the issue of ethical impact on the institutions.

Findings of ethical principles in the Ghana Police service indicate that, personnel agree to ethical principles in the institution, and opined that work ethics impact positively on the individual efficiency and effectiveness. However, the study claimed respondents are undecided on the issue of ethical impact on the institution, but agreed that a unit existed to check unethical behaviours in the service. It is gainsaying that if

a unit existed to ensure adherence to ethical principles and work ethics effect is not seen on the Police service delivery then the unit is not discharging its duties to perfection. Therefore, the unit in place to ensure adherence to ethical principles in both institutions needs to be strengthened to monitor these ethical principles since their effects are not being seen in the institutions delivery. The claims are backed by coherent research, though of modest scope.

Similarly, in Thomas security services, the study claimed whilst work ethics impact on individual efficiency in the service, it is contrary on the institution in general. The study also claimed there is a system in place which checks unethical behaviours. It is gainsaying that the system is not well functioned as can be seen from the ethical impact on the institutions. Hence, need to be strengthened.

The finding is central to the behavioural perspective because it provides some evidence that codes of ethics have effects on the individual and in the work place when properly monitored

## **7.0 CONCLUSION**

Ethics are key factor enhancing the effectiveness of employees to productivity in the public and private institution. In ensuring an ethical system of management, it is suggested an established standard institutional codes of ethics which are monitored and supported by institutional leaders. These standards should include the individuals and institutions expectations concerning the ethics of establishing and attaining goals. Decision-making ethics encourages loyalty, brings discipline, increases efficiency and productivity, boosts institution reputation and enhance advancement.

It is concluded that public and private institutions employees who have been aware are more likely to say that honesty is practiced often in their institutions. Efficiency and Effective delivery is more prevalent in institutions that have adopted codes of ethics than it is in those institutions that have not adopted such codes.

### **Way forward**

More research work on ethical practices on other public and private institutions is needed. Sanctions and punishment should be imposed to serve as a deterrent to those who put up unethical behavior at their work places.

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