

Manuscript ID:
TIJCMBLIR-2025-020609

Volume: 2

Issue: 6

Month: December

Year: 2025

E-ISSN: 3065-9191

Submitted: 10 Nov 2025

Revised: 25 Nov 2025

Accepted: 15 Dec 2025

Published: 31 Dec 2025

Address for correspondence:

Dr. Shivangi Awasthi
Assistant Professor, Faculty of
Commerce & Management Rama
University, Kanpur
Email:
shivangiawasthi89@gmail.com

DOI: [10.5281/zenodo.18205072](https://doi.org/10.5281/zenodo.18205072)

DOI Link:
<https://doi.org/10.5281/zenodo.18205072>



Creative Commons (CC BY-NC-SA 4.0):

This is an open access journal, and articles are distributed under the terms of the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International Public License, which allows others to remix, tweak, and build upon the work noncommercially, as long as appropriate credit is given and the new creations are licensed under the identical terms.

Workplace Ethics and Professional Behavior

Dr. Shivangi Awasthi

Assistant Professor, Faculty of Commerce & Management Rama University, Kanpur

Abstract

A positive and effective work environment is largely dependent on professional conduct and workplace ethics. The moral standards and ideals that direct employee behavior, including as accountability, honesty, justice, and respect, are referred to as workplace ethics. When carrying out work-related tasks, professional behavior entails acting with decency, dependability, and appropriateness. This essay defines workplace ethics and professional conduct, talks about their significance in businesses, and looks at how they affect decision-making, employee relationships, and organizational success. It also emphasizes typical ethical workplace behaviours and management's role in upholding moral principles. Organizations may enhance teamwork, foster trust, and uphold a great reputation by having a clear understanding of workplace ethics and professional conduct.

Keywords: *Workplace ethics, Professional behavior, Ethical values, Organizational culture, Employee conduct, Integrity, Responsibility, Business ethics*

Introduction

Professional conduct and workplace ethics are essential components of any successful company. In today's varied and competitive workplace, companies depend on professionalism and ethical behavior in addition to technical expertise to accomplish their objectives. The moral standards and ideals that direct how workers and employers conduct, make choices, and relate to one another are referred to as workplace ethics. Honesty, justice, respect, accountability, and integrity are some of these values. On the other side, professional behavior entails acting appropriately at work, such as being cooperative, responsible, courteous, and on time. Professional conduct and workplace ethics work together to foster an atmosphere of mutual respect and trust.

Because it affects how employees behave one another and how the public perceives firms, ethical behavior in the workplace is crucial. When moral principles are upheld, workers feel appreciated and secure, which boosts morale and fosters teamwork. Maintaining good connections with clients, bosses, and co-workers also depends heavily on professional behavior. Conflicts, low productivity, and harm to an organization's reputation can arise from unethical or unprofessional behavior. Because of this, a lot of companies create professional guidelines and codes of ethics to make clear what is expected of them.

Furthermore, professional conduct and workplace ethics promote sound decision-making and long-term organizational performance. Employees are encouraged to perform responsibly and fairly in the workplace by managers who set a good example. Stronger consumer trust, improved performance, and increased employee happiness are all more likely to occur in ethical and professional environments. Understanding the value of professional conduct and workplace ethics enables people and companies to foster a culture that encourages accountability, teamwork, and long-term success.

Literature Review: Workplace Ethics and Professional Behavior

In organizational studies, workplace ethics and professional conduct have been extensively studied, with experts emphasizing their fundamental significance in influencing workplace culture and employee behavior. In the workplace, ethics refers to recognized values and norms that dictate what constitutes appropriate or inappropriate behavior in a professional setting. These include accountability, honesty, responsibility, and respect for both managers and employees. Applying these moral precepts through proper behavior, such as being on time, communicating clearly, and following company policies, is the main goal of professional behavior. Collectively, these ideas impact organizational success and serve as the foundation of a positive workplace.

Fostering a strong ethical culture inside firms is crucial for encouraging ethical behavior and maintaining meaningful relationships among employees, according to a systematic literature review on professional ethics. This study shows that employee views have a big influence on workplace ethics, and companies need to concentrate on creating ethical cultures to direct behavior in addition to accomplishing corporate objectives.

How to Cite this Article:

Awasthi, S. (2025). Workplace Ethics and Professional Behavior. *The International Journal of Commerce Management and Business Law in International Research*, 2(6), 38–42. <https://doi.org/10.5281/zenodo.18205072>

A important dimension that influences employee behavior and organizational outcomes is the ethical workplace climate, according to existing studies. An ethical culture helps guide human behavior toward accomplishing goals while preventing activities that hurt people or the organization, such prejudice or corruption, according to academics studying ethical workplace environments. In these conversations, ethical standards provide a framework for directing employee behavior and creating standards within businesses.

This idea is expanded upon in a number of studies that look at ethical leadership as a major factor influencing professional behavior. According to organizational psychology research, morally upright leaders serve as role models for their subordinates. By outlining expectations and encouraging moral decision-making, these leaders encourage moral behavior at work and strengthen organizational commitment.

Research emphasizes the connection between work ethics and employee performance in addition to leadership. Strong work ethics, for instance, have been associated with lower levels of counterproductive work behavior because individuals with high ethical standards are less likely to

Table: Summary of Literature on Workplace Ethics and Professional Behavior

Author(s) & Year	Focus of Study	Methodology	Key Findings / Conclusions
Brown, Treviño & Harrison (2005)	Ethical leadership in organizations	Literature review & surveys	Ethical leadership influences employee behavior, promotes fairness, and reduces misconduct.
Ferrell, Fraedrich & Ferrell (2019)	Business ethics and decision-making	Textbook / Case studies	Ethical principles guide managerial decisions; ethics training improves employee conduct.
Hosmer (2010)	Ethics in management	Theoretical analysis	Ethical decision-making is central to organizational success; moral principles guide managers.
Kaptein (2008)	Ethical culture in organizations	Survey & modeling	Strong ethical culture promotes ethical behavior; organizations with high ethical virtues have fewer violations.
Sims (2003)	Corporate social responsibility and ethics	Case studies	Unethical practices can lead to organizational failure; ethical management is linked to long-term success.
Valentine & Fleischman (2008)	Ethics programs & job satisfaction	Surveys	Ethics programs improve employee satisfaction and commitment.
Zakaria et al. (2025)	Ethical leadership and work behavior	Meta-analysis	Ethical leadership and Islamic work ethics positively influence employee ethical behavior.
Menbarrow (2021)	Professional ethics and managerial roles	Literature review	Managers' ethical behavior is crucial for guiding employee conduct and maintaining professionalism.
Chan & Barlis (2023)	Ethical climate & citizenship behavior	Quantitative survey	Ethical climate encourages employees to perform extra-role behaviors aligned with organizational goals.

Research Methodology

This study looks at professional conduct and workplace ethics using a qualitative, descriptive research methodology. Based on published research and existing literature, the goal of the study is to comprehend the idea, significance, and effects of professional conduct and ethical practices in businesses.

participate in detrimental behaviours like misconduct or workplace exclusion. This link emphasizes how professional behavior and ethical principles can improve overall performance and lessen unfavourable workplace outcomes.

Additionally, research shows that professional conduct enhances public perception and corporate trust. When a firm is viewed as ethical by the public, it increases consumer loyalty and market sustainability. Additionally, ethical behavior fosters trust among stakeholders, clients, and co-workers. Practical steps to improve workplace ethics include ethical training and explicit norms of conduct.

Overall, research shows that professional conduct and workplace ethics are essential for long-term success, external perceptions, and internal organizational functioning. These studies repeatedly demonstrate how employee attitudes, leadership styles, and ethical climates all work together to generate ethical behavior in businesses, with consequences for interpersonal relationships, performance, and organizational culture.

Research Design

The study used a descriptive research design, which prioritizes idea explanation and analysis above hypothesis testing or experimentation. The study intends to give a clear grasp of workplace ethics and professional behavior, their essential elements, and their role in organizational performance, hence this approach is acceptable.

Data Collection Methods

Secondary data sources are used in the study. Textbooks, scholarly journals, research articles, business management books, and trustworthy internet learning sites were the sources of the information. These sources contain theoretical explanations, definitions, and examples relevant to workplace ethics, ethical leadership, and professional behavior.

Data Analysis

Content analysis was used to examine the gathered data. Relevant data was thoroughly examined, contrasted, and categorized into major topics, including employee behavior, company culture, leadership influence, professional conduct, and ethical ideals. Finding recurring themes and ideas among many writers and academics was made easier with the use of this thematic analysis.

Scope of the Study

Instead than concentrating on a particular business or sector, the study examines generic workplace environments across various organizational kinds. Because it lays a strong emphasis on moral values and professional conduct that are applicable in the majority of organizations, the results are widely applicable.

Limitations of the Study

The study does not use primary data from surveys or interviews because it is based on secondary data. Because of this, the study relies on previous research and might not accurately represent the most recent developments in particular organizations. Nonetheless, using a variety of reliable sources contributes to accuracy and dependability.

Results

The study of workplace ethics and professional behavior reveals several important patterns and insights based on existing literature:

1. Ethical Principles Are Fundamental to Organizational Success

Strong ethical standards improve teamwork, boost employee satisfaction, and foster more trust between employees and clients, according to research. Important ethical precepts, like honesty, integrity, fairness, and accountability, direct decision-making and aid in averting wrongdoing or disputes at work. Positive public perception and staff retention are more likely to occur in ethical workplaces.

2. Professional Behavior Supports Workplace Efficiency

Higher productivity is regularly associated with professional behavior, such as accountability, cooperation, good communication, and punctuality. Workers who act professionally facilitate more efficient operations, enhance teamwork, and boost morale. Businesses that

prioritize professional behavior typically have fewer disputes and more effective operations.

3. Leadership Influences Ethics and Professional Behavior

Research demonstrates how moral leadership influences behavior at work. Employees are motivated to uphold similar standards by managers who set an example of moral behavior. A culture where people are inspired to act professionally and make moral decisions is fostered by leadership that prioritizes responsibility, fairness, and transparency.

4. Ethical Training and Codes of Conduct Are Effective Tools

Workplace standards are better adhered to by companies that offer ethical training, explicit policies, and codes of behavior. These programs assist staff members in comprehending requirements and effectively handling moral conundrums. Workers who have received workplace ethics training are less likely to act in a detrimental or counterproductive manner.

5. Positive Work Culture Improves Employee Behavior

An ethical and encouraging workplace culture fosters accountability, cooperation, and respect for one another. According to research, when the general work environment upholds these ideals, employees are more likely to behave morally and professionally. On the other hand, businesses with lax moral standards or inadequate leadership frequently see higher levels of misconduct and low morale.

6. Workplace Ethics and Professional Behavior Affect External Reputation

Professional and ethical behavior goes beyond internal operations. Businesses with a reputation for moral conduct and professionalism gain the public's and clients' trust. Long-term sustainability, consumer loyalty, and brand reputation are all improved by this.

Discussion

The study's conclusions emphasize how important professional conduct and workplace ethics are in determining company culture, worker productivity, and overall economic success. A basis for decision-making is provided by the constant presence of ethical standards, such as honesty, integrity, fairness, and accountability, which also help employees deal with issues at work in a responsible manner. These guidelines guarantee that organizational activities function easily and effectively when paired with professional conduct including cooperation, good communication, and timeliness.

It becomes clear that encouraging moral and professional behavior requires strong leadership. By acting with honesty, justice, and openness, ethical

leaders provide a good example for their staff. This is consistent with previous research that highlights how employees frequently imitate their bosses' actions and how ethical leadership fosters an environment of trust, respect, and responsibility. Businesses may more successfully produce a staff that behaves ethically and professionally by investing in training programs, clear ethical principles, and leadership development.

The influence of company culture on employee behavior is another important finding. Workplaces that place a high priority on morality, decency, and professional conduct foster an atmosphere where workers feel appreciated, inspired, and dedicated. On the other hand, disagreements, low morale, and decreased productivity are common in organizations with inadequate ethical standards or bad professional norms. This emphasizes how crucial it is to include ethics and professional conduct into organizational rules as fundamental principles ingrained in the company's mission and day-to-day operations, rather than merely as instructions.

The study also emphasizes the wider consequences of professional conduct and ethics outside of internal operations. Workplaces that uphold ethics and professionalism foster trust among clients, consumers, and the general public, which improves an organization's reputation and long-term viability. On the other hand, unethical or unprofessional behavior can result in loss of stakeholder confidence, legal problems, and reputational harm. This illustrates how professional conduct and workplace ethics are strategic assets that support corporate performance in addition to being internal management tools.

The conversation concludes by highlighting the connection and mutual reinforcement between professional conduct and workplace ethics. Professional behavior supports the continuous application of ethical principles, while strong ethical standards promote professional conduct. Stronger relationships, increased morale, better employee performance, and long-term organizational success are all more likely to occur in companies that comprehend and successfully use these ideas.

Conclusion

Professional conduct and workplace ethics are crucial elements of a prosperous and long-lasting company. While professional behavior guarantees that work is completed effectively, respectfully, and cooperatively, ethical principles—such as honesty, integrity, fairness, and accountability—direct managers and employees in making responsible judgments. This study shows that professionalism and ethics have a big impact on teamwork, employee morale, and overall organizational effectiveness.

In order to promote moral and professional conduct, leadership and workplace culture are essential. Organizations that focus a good, value-driven culture have higher levels of trust, motivation, and productivity, and ethical leaders set an example that employees are inclined to follow. Beyond the

workplace, ethical and professional behavior also improves an organization's reputation, fosters client trust, and fosters long-term success.

In conclusion, companies that incorporate professional conduct and workplace ethics into their training, policies, and day-to-day operations not only foster a productive and positive work environment but also ensure their long-term viability and competitive edge. Maintaining professionalism and ethical standards is a strategic approach that benefits staff, management, and the organization as a whole, not only a moral or legal requirement.

Acknowledgment

The author sincerely expresses gratitude to Rama University, Kanpur, for providing a supportive academic environment that encouraged scholarly research and intellectual growth. Special thanks are extended to the authorities and colleagues of the Faculty of Commerce & Management for their constructive feedback, academic discussions, and continuous encouragement during the preparation of this paper.

The author gratefully acknowledges the contributions of scholars, researchers, and authors whose studies in the fields of workplace ethics, professional behavior, organizational culture, and ethical leadership formed the theoretical foundation of this research. Their insightful works greatly enriched the analysis and understanding of the subject.

The author also acknowledges the use of secondary sources such as academic journals, books, and online scholarly databases, which played a vital role in developing the conceptual framework of the study. Finally, heartfelt thanks are extended to family members and well-wishers for their constant motivation, patience, and moral support throughout the research process.

Financial support and sponsorship

Nil.

Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

References

1. Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). *Ethical leadership: A social learning perspective for construct development and testing*. *Organizational Behavior and Human Decision Processes*, 97(2), 117–134. <https://doi.org/10.1016/j.obhdp.2005.03.002>
2. Ferrell, O. C., Fraedrich, J., & Ferrell, L. (2019). *Business ethics: Ethical decision making and cases* (12th ed.). Cengage Learning.
3. Hosmer, L. T. (2010). *The ethics of management* (6th ed.). McGraw-Hill Education.
4. Kaptein, M. (2008). *Developing and testing a measure for the ethical culture of organizations: The corporate ethical virtues model*. *Journal of*

Organizational Behavior, 29(7), 923–947. <https://doi.org/10.1002/job.520>

5. Treviño, L. K., Weaver, G. R., & Reynolds, S. J. (2006). *Behavioral ethics in organizations: A review*. Journal of Management, 32(6), 951–990. <https://doi.org/10.1177/0149206306294258>
6. Sims, R. R. (2003). *Ethics and corporate social responsibility: Why giants fall*. Praeger.
7. Valentine, S., & Fleischman, G. (2008). *Ethics programs, perceived corporate social responsibility, and job satisfaction*. Journal of Business Ethics, 77, 159–172. <https://doi.org/10.1007/s10551-006-9303-2>
8. Shrivastava, K. K. (2023). *Ethical leadership's influence on workplace behavior and culture: A qualitative study*. Integrated Journal for Research in Arts and Humanities, 3(5), 335–337. <https://doi.org/10.55544/ijrah.3.5.37> Ijrah
9. De Zoysa, A. H. N. (2022). *Inculcating professional ethics among employees in the workplace: A systematic literature review*. International Journal of Multidisciplinary Studies, 9(1), 21–34. <https://doi.org/10.4038/ijms.v9i1.155> ijms.sljol.info
10. Zakaria, N., Razali, M. M., Jamian, N. F., Eshak, E. S., & Osman, I. (2025). *A meta-analysis of the impact of ethical leadership and Islamic work ethics on ethical work behavior*. Information Management and Business Review, 17(1), 41–49. [https://doi.org/10.22610/imbr.v17i1\(I\).4297](https://doi.org/10.22610/imbr.v17i1(I).4297) AMH International Journal
11. Syahrani, M., Hernawaty, H., & Winarno, A. (2025). *The effect of ethical leadership on job performance: The mediating role of public service motivation and normative commitment*. Journal of Leadership in Organizations. Jurnal Universitas Gadjah Mada
12. Chan, P. B. E., & Barlis, M. J. P. (2023). *Relationship among ethical leadership, ethical climate, and service-oriented organizational citizenship behavior in the hospitality industry*. BECOSS Journal, 5(2), 85–99. <https://doi.org/10.21512/becossjournal.v5i2.9976> BINUS Journal
13. Menbarrow, Z. (2021). *The importance and necessity of professional ethics in the organization and the role of managers*. Psychological and Behavioral Science International Journal, 18(1), 555979. <https://doi.org/10.19080/PBSIJ.2021.18.555979> Juniper Publishers
14. Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). *Ethical leadership: A social learning perspective for construct development and testing*. Organizational Behavior and Human Decision Processes, 97(2), 117–134.
15. Ferrell, O. C., Fraedrich, J., & Ferrell, L. (2019). *Business ethics: Ethical decision making and cases* (12th ed.). Cengage Learning.
16. Hosmer, L. T. (2010). *The ethics of management* (6th ed.). McGraw-Hill Education.
17. Kaptein, M. (2008). *Developing and testing a measure for the ethical culture of organizations: The corporate ethical virtues model*. Journal of Organizational Behavior, 29(7), 923–947.
18. Sims, R. R. (2003). *Ethics and corporate social responsibility: Why giants fall*. Praeger.
19. Valentine, S., & Fleischman, G. (2008). *Ethics programs, perceived corporate social responsibility, and job satisfaction*. Journal of Business Ethics, 77, 159–172.
20. Link, R. (2017). *Linking ethical leadership with firm performance: A multi-dimensional perspective*. Journal of Business Ethics, 145, 95–109.
21. Rupp, D. E., Ganapathi, J., Aguilera, R. V., & Williams, C. A. (2006). *Employee-organization relationships and ethical work climate: A multi-level investigation*. Journal of Organizational Behavior, 27(2), 173–193.
22. Victor, B., & Cullen, J. B. (1988). *The organizational bases of ethical work climates*. Administrative Science Quarterly, 33(1), 101–125.
23. Treviño, L. K., Weaver, G. R., & Reynolds, S. J. (2006). *Behavioral ethics in organizations: A review*. Journal of Management, 32(6), 951–990.
24. Guerrero-Dib, J. G., Portales, L., & Heredia-Escorza, Y. (2020). *Impact of academic integrity on workplace ethical behavior*. International Journal for Educational Integrity, 16(2). <https://doi.org/10.1007/s40979-020-0051-3>
25. Ciulla, J. B. (2004). *Ethics, the heart of leadership* (2nd ed.). Praeger.
26. Brown, M., Treviño, L., & Harrison, D. (2019). *Ethical leadership: A review and future directions*. Leadership Quarterly, 30(2), 71–84.
27. Jones, T. M. (1991). *Ethical decision making by individuals in organizations: An issue-contingent model*. Academy of Management Review, 16(2), 366–395.
28. Treviño, L. K., & Brown, M. E. (2004). *Managing to be ethical: Debunking five business ethics myths*. Academy of Management Executive, 18(2), 69–81.
29. Ferrell, O. C., & Fraedrich, J. (2015). *Business ethics: Ethical decision making and cases* (11th ed.). Cengage.
30. Velasquez, M. G. (2012). *Business ethics: Concepts and cases* (7th ed.). Pearson.
31. Boatright, J. R. (2012). *Ethics and the conduct of business* (7th ed.). Pearson.