## **Supporting Ethical Issues at Organization**

**This section of the report takes an overview at how organization support different ethical issues. Participants were asked whether their organization have any written ethics policy. They were also asked how their organization treat on unethical conduct.**

**Further different questions were also asked to overview how organization support ethical issues**.

## **Ethical policy at organization**

Respondents were asked whether their organization follows any ethical policy to support different ethical issues. Almost two thirds of respondents (73%) indicated that their organization follows different ethical policy. And 15% of respondents indicated that their organization does not follow any ethics policy. Moreover 11% of the respondents indicated that they follow some ethics policy but not strictly.

The majority of the respondents says that they have follow ethical policy in their organization.

Figure 1: Ethical policy in business organization

## **Code of conduct**

Code of conduct generally a set of rules outlining the social works, religious rules and different responsibilities. Respondents were asked whether it is necessary for employees to sign code of conduct statements in the organization. Above half of the respondent (53.8%) are indicated that they have signed code of conduct in organization. And 34.6% respondents indicated that they have signed code of conducts for some special case. Moreover, 11.5% of the respondents indicated that they do not have signed any code of conducts statements.

Figure 2 Code of conduct statements in business organization

## **Trained ethical knowledge**

To support ethical issues in business organization, it is important to trained employees about ethical knowledge and behavior. In competitive business world its necessary to treat customer more ethically. So, in our survey we asked the respondents whether the organization require trained ethical knowledge. About 46.2% of the respondents indicated that their organization require ethical knowledge training. And 34.2% of the respondents indicated that they do not need any training about ethical knowledge. Moreover about 19.2% of the respondents indicated that their organization require training on ethical knowledge.

Figure 3 Require Ethical knowledge training

## **Monitoring Unethical Activities**

In business organization every employee should behave ethically. Because it is necessary to create good working environment in the organization. There are some common unethical behaviors that observed in the organization. For example, Misusing company time, Abusive behavior, Employee theft, lying to managers, violate company internet policies.

We asked the respondents whether their organization have any monitoring system for the employee’s unethical activities. Above half of the respondents (57.7%) indicated that their organization maintain monitoring system for the employee’s unethical activities. And 23.1% of the respondents indicated that their organization maintain monitoring system for employee’s unethical activities in some sectors. Moreover, 19.2% of the respondents said No on that questions.

Figure 4 Monitoring system in business organization

## **Penalty System Against Unethical Behavior**

As unethical behavior is not excepted from employees in business organization. So, unethical behavior needs to be punished so that all employees behave ethically and make a good work full environment. For that on our survey we asked the respondents whether there any penalty system against unethical behavior in organization. Above two third of the respondents (84.6%) indicated that they have penalty system in their organization. And 15.4% of the respondents indicated that they do not have any penalty system.

Figure 5 Penalty system against unethical behavior

**Integrity in Organization**

Organization integrity is mainly ethical integrity of individual employees, ethical quality in their actions and decision making. To make an advantage of competitive business world, every employee in the organization should act with integrity. So, organization need to encourage employee or rewarded employee to work with integrity. So, we ask the respondents whether their integrity rewarded in their organization. About 15.4% of the respondents indicated that they have always rewarded. About 38.5% of the respondent indicated that they have rewarded most of the time. And 38.5% of the respondents indicated that they have rewarded sometimes in the organization. Moreover, about 7.7% of the respondents indicated that they never gain any rewarded.

Figure 6 Integrity rewarded percentage in organization

**Control on Whistle Blowing**

Whistle Blowing is an effort to attract public attention to a negligent, illegal, unethical, abusive or dangerous act by a company. It is an important ethical issue for individuals and organization. So, we asked the respondents how much their organization confidentially control on whistle Blowing. About 34.6% of the respondents indicated that their organizations are very much confident. Almost half of the respondents (46.2%) indicated that their organization are confident but fails sometime. And 19.2% of the respondents said that they do not know about this.

Figure 7 Control on whistle blowing

**Importance on software piracy**

Respondents were asked how much importance their organizations give on software piracy. Above half of the respondents (53.8%) indicated that their organizations give significant importance on software piracy. About 34.6% of the respondents indicated that their organizations give strong importance and 11.5% indicated weak importance on software piracy.

Figure 8 Importance on software piracy

**Avoiding Unfavorable publicity**

Unfavorable publicity is another ethical issue that need to support in business organization. So, we asked the respondents whether their organizations follow any policy to avoid unfavorable publicity. Above half of the respondents (56%) indicated that they have policy to avoid unfavorable publicity. About 24% of the respondents indicated that they do not follow any policy. And 20% of the respondents indicated that they may have some policy.

Figure 9 Avoid unfavorable publicity

**Risk Assessment policy**

Risk assessment policy for the business organization is the set of procedures or steps that will be taken to provide with their employees with least amount of risks when they performing their jobs. The procedure may be including employee training, good working environment, upgrade quality products. We asked the respondents whether their organizations maintain any ethical risk assessment policy. About 65.4% of the respondents indicated that they have risk assessment policy. About 30.8% of the respondents indicated that they do not have any policy and other indicated they do not care about any risk assessment policy.

Figure 10 Ethical risk assessment policy