



**Faculty of Administrative Science
& Policy Studies
Universiti Teknologi MARA**

Bachelor of Administrative Science

Title of Proposal

**Impact of Work Ethics on Job Performance Among the Employees in
Kuching**

Name of Student

**DAYANG TIARA ARDILLA BT ABANG AHMAD
2019796625**

JANUARY 2024

Abstract

This study investigates the relationship between work ethics and job performance among private sector employees in Kuching, Malaysia. The research aims to analyze how adherence to ethical principles in the workplace influences individual and organizational performance. The findings reveal significant correlations between work ethics and various dimensions of job performance. The study highlights the importance of fostering a strong ethical culture within private sector organizations to enhance employee performance and satisfaction. Moreover, the research identifies specific work ethic factors that have a pronounced impact on job performance in the Kuching context. The implications of this study extend to both academics and practitioners, providing insights into the pivotal role of work ethics in shaping employee behavior and performance within the private sector. The results underscore the need for organizational leaders to prioritize the development and reinforcement of ethical norms to foster a positive work environment and maximize overall job performance among employees in Kuching.

Table of contents

Chapter 1: Introduction

1.1	Introduction	8
1.2	Research Background	8
1.3	Problem Statement	9
1.4	Research Questions	12
1.5	Research Objectives	13
1.6	Scope of the study	13
1.7	Definition of terms/concepts	14

Chapter 2: Literature Review & Conceptual Framework

2.1	Introduction	16
2.2	Job Performance	16
2.3	Work Ethics	17
	2.3.1 Integrity	19
	2.3.2 Teamwork	20
	2.3.3 Responsibility	20
2.4	Conceptual framework	21
2.5	Conceptual framework definition	22
2.6	Hypothesis	24

Chapter 3: Research Method

3.1	Introduction	25
3.2	Research design	25
3.3	Unit of analysis	25
3.4	Population	26
3.5	Sample size	26
3.6	Sampling technique	26
3.7	Measurement/Instrumentation	27
3.8	Data collection	30
3.9	Data analysis	31

CHAPTER 1

INTRODUCTION

1.1 Introduction

In this chapter, the researcher will outline the components of the research. The presentation of this chapter begins with the research background, followed by the problem statement, research objectives and questions, scope of the study, and the definition of terms used in this study.

1.2 Research background

The purpose of this research was to find out the impact of work ethics on job performance among the employees in Kuching. In this study, there were three factors that can influence the job performance which were integrity, teamwork and responsibility. Ethics is an important problem in both private and governmental organizations, especially in human resource management. An organization with a strong ethical culture will provide direction and guidance in a range of areas, resulting in a cohesive, harmonious, and ethical workforce. The code of ethics is an excellent measure of an organization's performance to both adopting and executing ethical actions (Wood, 2000).

Besides ethics, contemporary businesses must take proactive measures to guarantee that their employees perform at an appropriate level while adhering to approved industry standards and best practices in their industry and country of operation. According to Osibanjo et al. (2015), one of these acts is known as ethicism, with work ethics being one of those actions that can help employees achieve the necessary level of job performance, regardless of the sharp behaviors and unethical work practices of competitors in the organization environment. While, performance management is a systematic approach for enhancing organizational performance via the development of individual and team performance (Armstrong, 2006). According to Miner (1988), individual performance can

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Introduction

This chapter provides a review of the literature on the impact of work ethics on job performance among the employees in Kuching. The presentation of this chapter begins with job performance, followed by determinants of work ethics in influencing the job performance among the employees: integrity, teamwork and responsibility. Following the review of relevant literature, the conceptual framework is discussed in details in relation to the conceptual definitions. Finally, hypotheses are proposed to support research questions and research objectives of this study.

2.2 Job Performance

Showing high performance when accomplishing tasks results in satisfaction, feelings of self-efficacy and mastery (Bandura, 1997; Kanfer et al. 2005). However, according to Van Scotter et al (2000), career opportunities for individuals who perform well are much better than those of moderate or low performing individuals. Individual performance has gained a great deal of scholarly research attention in the last 15 to 20 years. Researchers believe that performance must be seen as a multidimensional notion. On the most basic level one can distinguish between a process aspect (i.e behavioral) and an outcome aspect of performance (Borman and Motowidlo, 1993; Campbell, McCloy, Oppler and sager, 1993; Roe, 1999).