

UPHOLDING THE RIGHT WORK ETHIC AND INTEGRITY WHILE WORKING FROM HOME

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Work from Home (WFH) is a term that all Malaysian workers are familiar with since the outbreak of the Covid-19 pandemic in 2020. As a result, the implementation of WFH has grown popular and has become a top priority for many private companies and civil services.

Many claimed that measuring the effectiveness and efficiency of the workers' performance was quite challenging since the deployment of WFH. This is due to the lack of a specific method or tool for monitoring staff integrity while working at home. Furthermore, many employees perceive that it is difficult and challenging to stay focused on work due to family members' interference and poor internet connection. Those were the issues regarding the employee's working quality and performance queried by the employers.

Whether they are in the public or private sectors, the principle of integrity and ethics become the most essential pillars in ensuring successful and efficient service delivery. Despite the adoption of WFH, the CUEPACS public employees' trade union promised work productivity that involves nearly 750,000 civil servants nationwide would be at its peak. However, there is no doubt that a small percentage of government servants would somehow deviate from the right path and commit misconduct regarding their job discipline.



As a result of the rising number of daily reported cases during February 2022, the government has chosen to keep the work-from-home (WFH) policy in place as part of the Covid-19 virus prevention efforts. Furthermore, Health Minister Khairy Jamaluddin stated that the WFH practice should be carried out with the least amount of interference to the organisations' everyday activities and practices. Nevertheless, are the employees adhering to the 'company's policy through the opportunity of WFH? There is no doubt that many people will take advantage of this chance for personal matters. As many employees take work ethic and honesty for granted, the government has come out with a new term and enforcement for isolation regarding covid-19 positive cases and no quarantine for close contact persons with covid-19 positive patients, which is effective on 1st March 2022. This enforcement is viewed as highly acceptable due to some irresponsible employees who abuse and take advantage of the opportunities given to them, as well as making reasons for not going to work. Some people are also believed to take advantage by reporting their health status through the MySejahtera system as close contact, which will then be a reason for them not being able to come to the office. Worryingly, some individuals reported themselves as positive Covid 19 by only updating the MySejahtera system when the government allows self-testing at home for everyone infected.

"Think before you leap", where we should not act without first considering the possible consequences ahead. Employees should fully adhere to their employer's trust as this will not only cultivate unity and confidence but also involves productivity and organisational performance now and in the future.