

# [In and when having proper training to employees](https://assignbuster.com/in-and-when-having-proper-training-to-employees/)

In a workplace all the employees should maintaingood ethics without been lazy to come to work, should have a positive attitudetowards employees, management and the customers, the employees should notdestroy or misuse company property, all the employees should respect everyother employees, management and the customers. In the workplace all theemployees should have ethical behavior. When having good ethical behavior inthe workplace it is easy to communicate with every employee, management andwith the customers and it will help to have a good relationship between otheremployees, it helps to deal with problems easily and employees will have goodqualities and will be loyal to their work with the other employees and with thecustomers, having training program can give positive influence to the employeeson about ethical behavior, and when having proper training to employees itteaches the employees how to deal with the job and to behave ethically in thework place.

When having good ethics in the workplace the employees will be loyalto the work in the work place and will deliver good and quality products to thecustomers in the workplace. Ethical behavior is the key to success for theworkplace and it can also gain success to the employees because the customerswould recommend others about the quality and about the services in the companywhich will help the organization to achieve their vision.  (M. Geeta, 2016)                                           To have ethical behavior in the workplace all theemployees should come on time to work without been late, should beself-motivated and should have a goal or an aim so that the employees will tendto work for their goals and aims, the management should be strict about therules and regulations in the workplace and must give warnings for the employeeswho are getting late and violating the rules. The management should not let theemployee’s misuse company property and company network for downloading personalneeds, when they download documents from the internet viruses can be alsodownloaded for the devises and it can also harm company property. Themanagement should block all the unwanted sites so that the employees cannotlogin and the management should strictly advise that the employees cannot useor log in to social media in work hours so that the employees can concentrateon their work without been distract. In a company all the employees has to betreated the same way and all the employees has to respect every other employeesand to the management equally, if not they should be warned about theirbehavior towards other people and all the employees should have positiveattitude when working and towards other employees when giving their opinion orideas if not the management should arrange training programs, organized moreteam work projects so that the employees will feel comfortable between everyother employers, management and with the customers. Employee theft is the oneof the dangerous things that can happen in a workplace.

It can destroy thecompany by sharing company information. The company should inform all theemployees about what will happen if an employee shares company details andshould apply strict rules so that the employees won’t try to send or sharecompany information. When a customer places an order to develop software thecustomer expect a quality product from the employees if not the company willnot get profits or more customers due to this the employees should providequality products. All the employees should have training program once a year. Whengiving training programs to the employees it will give positive influence. Employees are not properly motivated when the employees don’t get properfacilities from the workplace and when the employee does not get facilitiesthey tend to work less than they use to. The management should provide properfacilities to the company by giving promotions, providing new technology sothat it would be easy to the employees to do their work fast and efficiently, allthe employees should get a fair or a reasonable amount when it comes to salarywithout getting paid a fixed price whereby when the employees get a fair amountthey will get self-motivated to do their work without been lazy or demotivated towardswork.

When employees work over time the employees does not get paid for it, themanagement should pay for extra hours or for over time so that they canencourage the employees to work more and finish their task easily and fastwithout taking more time to their work without wasting time. (Dodig, 2017)The employers are responsible for what they do inthe workplace. Their main responsibility is to satisfy the customer wants andneeds and should deliver with a quality product to the customers. (G. Genova, 2006) . But the employeedoes not do their responsibilities and their duties properly due to lessfacility, less benefits given to the employees, less salary and bonuses in theworkplace.

When having less facilities and benefits employees are demotivatedto do their work. Even when the employees do not get a fair salary for the workthat they have done the employee or the employers does not feel confidents todo their work in the same workplace. In IT companies, the employees do not getpaid extra when they are doing over time (OT) work so they tend to work onlyfor the time they are requested. Some IT companies does not give facilitiessuch as vacations, family vacations, medical facilities and does not providenew technology equipment’s to the company.  (R. R. Sims, 2014).

Some employees do not get propertraining and promotions within the organization which demotivates the employeesto work in the company. Due to these reasons and lack of benefits andfacilities in the company the employees may behave unethically in theorganization when doing their tasks. In the IT industry, there are many unethicalbehaviors such as employees does not come on time because of many employees arelazy to come to work, does not like the other employees or the management atwork, does not like the task that they are given in the work place that theyare given to work. Employees use company properties such as computers, laptops, desktops and misuse company data or company network for their personal needssuch as using social media (Facebook, Instagram, WhatsApp, YouTube, etc.), downloading movies, videos and playing online video games using company networkto waste time without doing their task at work.

When downloading certaindocuments such as videos, movies or applications viruses can be also downloadedwith the files to the devices or to the desktop and it can harm the companyproperty. Some employees do not have positive attitude towards other employeesand some employees does not respect other employees or to the seniormanagement, due to this, negative attitude can be seen towards the work, to theemployees and for the employee ideas or opinions when it comes to group work. Some employees are not loyal and not trust worthy towards the management, customers and employees in the same regent. In the work place all the employersare expected to be loyal, faithful and to honest in their work.  (Wah, 2008)  Loyalty is one of the most important factorsthat the employee should have in the work place. For example sometimescomputing professional’s orders computer equipment for the company and they areresponsible when it comes for buying equipment to the company or when it comesto developing a software the employee should be honest on the task that isgiven and should deliver a quality product or good service to the customerwants and customer needs (G. Genova, 2006).

The main point that a workplace shouldbe warned of is employee theft. Employee theft is employees stealing companyproperty or data, documents and selling or sharing it among other people orother companies. In modern time or in the modem days having ethicalbehavior is the most important thing in the work place. Having ethical behavioris the key to success in life and in the work place. Ethical behavior definesas having good or right behavior including honesty, good qualities, loyalty, equality, diversity and individual rights as employees in the workplace. In theorganization, all the employees should be honest with their work without beendishonest when working and with the other employees or members in the workplace. All the employees should be loyal to each other and should be loyal to theirwork or tasks that is given to them, the employees should be treated equallynot differently so that the employees will also treat the other employees orthe management the same way.

When having good or ethical behavior in theworkplace it’s easy to communicate with each of the employees and to themanagement in the workplace. Having ethical behavior helps the employees toachieve their personal goals in the workplace as well as in their personal lifegoals and helps the organization to achieve their vision and goals when havinggood values within the employees and workplace. (M. Geeta, 2016)