

In and when having  
proper training to  
employees



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In a workplace all the employees should maintain good ethics without being lazy to come to work, should have a positive attitude towards employees, management and the customers, the employees should not destroy or misuse company property, all the employees should respect every other employees, management and the customers. In the workplace all the employees should have ethical behavior. When having good ethical behavior in the workplace it is easy to communicate with every employee, management and with the customers and it will help to have a good relationship between other employees, it helps to deal with problems easily and employees will have good qualities and will be loyal to their work with the other employees and with the customers, having training program can give positive influence to the employees on about ethical behavior, and when having proper training to employees it teaches the employees how to deal with the job and to behave ethically in the work place.

When having good ethics in the workplace the employees will be loyal to the work in the work place and will deliver good and quality products to the customers in the workplace. Ethical behavior is the key to success for the workplace and it can also gain success to the employees because the customers would recommend others about the quality and about the services in the company which will help the organization to achieve their vision. (M. Geeta, 2016)

To have ethical behavior in the workplace all the employees should come on time to work without being late, should be self-motivated and should have a goal or an aim so that the employees will tend to work for their goals and aims, the management should be strict about the rules and regulations in the workplace and must give

warnings for the employees who are getting late and violating the rules. The management should not let the employee's misuse company property and company network for downloading personal needs, when they download documents from the internet viruses can be also downloaded for the devices and it can also harm company property. The management should block all the unwanted sites so that the employees cannot login and the management should strictly advise that the employees cannot use or log in to social media in work hours so that the employees can concentrate on their work without being distracted. In a company all the employees have to be treated the same way and all the employees have to respect every other employee and to the management equally, if not they should be warned about their behavior towards other people and all the employees should have a positive attitude when working and towards other employees when giving their opinion or ideas if not the management should arrange training programs, organized more team work projects so that the employees will feel comfortable between every other employees, management and with the customers. Employee theft is the one of the dangerous things that can happen in a workplace.

It can destroy the company by sharing company information. The company should inform all the employees about what will happen if an employee shares company details and should apply strict rules so that the employees won't try to send or share company information. When a customer places an order to develop software the customer expects a quality product from the employees if not the company will not get profits or more customers due to this the employees should provide quality products. All the employees should have a training program once a year. When giving training programs to the

employees it will give positive influence. Employees are not properly motivated when the employees don't get proper facilities from the workplace and when the employee does not get facilities they tend to work less than they use to. The management should provide proper facilities to the company by giving promotions, providing new technology so that it would be easy to the employees to do their work fast and efficiently, all the employees should get a fair or a reasonable amount when it comes to salary without getting paid a fixed price whereby when the employees get a fair amount they will get self-motivated to do their work without been lazy or demotivated towards work.

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

When having less facilities and benefits employees are demotivated to do their work. Even when the employees do not get a fair salary for the work that they have done the employee or the employers does not feel confident to do their work in the same workplace. In IT companies, the employees do not get paid extra when they are doing over time (OT) work so

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they tend to work only for the time they are requested. Some IT companies does not give facilities such as vacations, family vacations, medical facilities and does not provide new technology equipment's to the company. (R. R. Sims, 2014).

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

When downloading certain documents such as videos, movies or applications viruses can be also downloaded with the files to the devices or to the desktop and it can harm the company property. Some employees do not have positive attitude towards other employees and some employees does not respect other employees or to the senior management, due to this, negative attitude can be seen towards the work, to the employees 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 <https://assignbuster.com/in-and-when-having-proper-training-to-employees/>

same regent. In the work place all the employers are expected to be loyal, faithful and to be honest in their work. (Wah, 2008) Loyalty is one of the most important factors that the employee should have in the work place. For example sometimes a computing professional's orders computer equipment for the company and they are responsible when it comes for buying equipment to the company or when it comes to developing a software the employee should be honest on the task that is given and should deliver a quality product or good service to the customer wants and customer needs (G. Genova, 2006).

The main point that a workplace should be warned of is employee theft. Employee theft is employees stealing company property or data, documents and selling or sharing it among other people or other companies. In modern time or in the modern days having ethical behavior is the most important thing in the work place. Having ethical behavior is the key to success in life and in the work place. Ethical behavior defines as having good or right behavior including honesty, good qualities, loyalty, equality, diversity and individual rights as employees in the workplace. In the organization, all the employees should be honest with their work without being dishonest 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 their work or tasks that is given to them, the employees should be treated equally not differently so that the employees will also treat the other employees or the management the same way.

When having good or ethical behavior in the workplace it's easy to communicate with each of the employees and to the management in the <https://assignbuster.com/in-and-when-having-proper-training-to-employees/>

workplace. Having ethical behavior helps the employees to achieve their personal goals in the workplace as well as in their personal life goals and helps the organization to achieve their vision and goals when having good values within the employees and workplace. (M. Geeta, 2016)