

**WORKPLACE ETHICS AND ORGANIZATIONAL SUCCESS IN SELECTED
MANUFACTURING FIRMS OF SOUTH-SOUTH GEOPOLITICAL ZONE, NIGERIA.**

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ABSTRACT

The study examined Workplace Ethics and Organizational Success in manufacturing firms in south-south geopolitical zone, Nigeria. The study sought to determine how Transparency influences growth of manufacturing firms, accountability influences market share of manufacturing firms and how organizational culture moderate workplace ethics and organizational success. Cross sectional survey design method was adopted. The population comprises 8 selected manufacturing in south-south geopolitical zone, Nigeria and 60 senior staff were sample size drawn from the population using purposive sampling techniques. Instrument used for data collection was questionnaire, data were presented and analyzed using mean score rating to analyze the research questions and statistical tool used for testing their associated hypotheses were Pearson Product Moment Correlation Coefficient Analysis formula with Statistical Package for Social Science (SPSS) version 20. The finding shows that the respondents indicated high extent that transparency and accountability influences growth and market share in the selected manufacturing firms of South-South Zone, Nigeria. The study concludes that workplace ethics is the crucial part for the success of the organization to achieve its goals and objectives. The study revealed that organization has great challenge concerns with ethical issues, not all in organization really like the idea of having ethical standards that controls employees' morals at workplace, that is why in those selected nonprofit organizations, ethical standards were in place but not all interested on it or think that it influences performance of organization.

Keywords: Workplace, Ethics, Organization and Success

INTRODUCTION

Modern organizations are required to take purposeful actions in a proactive manner in order to achieve the desired level of performance from their workforce, while also taking into consideration the acceptable norms and best practices in the industry to which they belong and in the country in which they operate. Work ethics is one of such actions that can bring about the desired performance level of employees' job performance, regardless of the sharp practices and unethical work practices of competitors in the business environment issues of fraud, theft, corruption, manipulation of information, misconduct, and the likes are well reported now (Dietz & Den Hartog, 2006). Altham & Bulut (2008) stated that one of such action known as ethicism is increasing. Work ethics is one of such actions that can bring about the desired performance level of employees

According to the opinions of Zahid and Amatul (2015), ethics is an important concern in the modern workplace. It is impossible for firms to thrive if their bosses and employees do not regularly adhere to high standards of behaviour. The system of moral principles, norms, and behaviour is referred to as ethics. The Latin term ethicus or the Greek word ethicos served as the basis for the English word ethics. These two concepts are derived from the Greek word ethos,

which refers to a person's character or the ideal ideals by which humans should conduct themselves. An employee who steals organizational property or damages his or her coworkers engages in unethical behavior, assuming that criminal activity is regarded to be an example of unethical conduct.

Organizational ethics, according to Gupta and Kauffman (2005), are "rules," "beliefs," and "values" that outline the manner in which managers and workers should behave when confronted with a situation in which their action can either help or harm other people within and outside the organization. Gupta and Kauffman (2005) argued that organizational ethics are rules.' beliefs, and values that outline the manner in which In addition, ethical behavior has the potential to improve the well-being (happiness, health, and prosperity, etc.) of people, groups, organizations, and even the environment in which they sometimes work. An honest and objective analysis of the ethical culture already present in a business is the first step toward creating an ethical work environment. In his study, Trevino (2001) notes that Ethical Workplaces are intended to aid businesses in identifying, Staff perception of corporate policies and practices connected to ethics. This is something that Ethical Workplaces are created to do. Utilization of this approach in an appropriate manner will assist businesses in determining their strengths, shortcomings, and possibilities, as well as in initiating a conversation around ethics in the workplace.

Organization may be defined as either a social unit of people that is organized and controlled to fulfill a need or to achieve collective goals, or organization can be defined as the systematic arrangement of individuals to fulfill the same particular purpose (Garcia, 2002). People, objectives, and operational procedures are the three components that make up every organization. The purpose is communicated through goals in a generic sense. Their achievements have had an impact on the economy as well as a variety of aspects of the social scene. However, the success of a business is dependent on its ability to grow its human capital, which includes the employees as well as other resources, both material and intangible (Goffman, 1974). He went on to say that there is a growing body of information that supports a positive correlation between the growth of human capital and the success of organizations, and that this body of evidence is both substantial and rising. The belief that an organization's market worth depends less on tangible resources and more on intangible ones is reflected in the focus placed on human capital inside those businesses.

In the research conducted by Sartori (1984), it was shown that particularly with regard to human resources, finding and keeping the finest personnel is only a portion of the issue. This can be accomplished through the management of the organization, which is in a position to make decisions concerning the future of the organization as well as the individuals who are the primary forces behind the organization's success. The organization also needs to capitalize on the skills and capabilities of its employees by fostering individual as well as organizational learning and developing an environment that is supportive of the generation, dissemination, and application of knowledge.

Statement of the Problem

Workers' desire for fairness has inevitably influenced behavioral etiquette, honesty, self-discipline, and, by extension, the level of performance and productivity inside the structure of the company as firms frantically develop in order to reach their corporate goals and objectives. In the past, Nigerian employees were considered to be among the finest in the world because of the country's positive attitude toward work ethics. Today, the rating has

developed to be significantly lower than the average because Nigerian workers are only concerned about what they can benefit from employment relationships without minding if an ethical system exists in the organization. As the need for self-satisfaction tops the pyramid of their agenda against the pyramid objectives of the organization, the rating has developed to be significantly lower than the average. In the end, the purpose of this study was to determine whether or not higher standards and more favorable working conditions operate as a catalyst in enhancing the performance of employees, which ultimately contributes to the success of the business. Admittedly, modernization and its agents pose a potent challenge to organized labour to adhere to ethical principles, hence this study intend to investigate the relationship between workplace ethics and organizational success of manufacturing firms in South-South Zone, Nigeria.

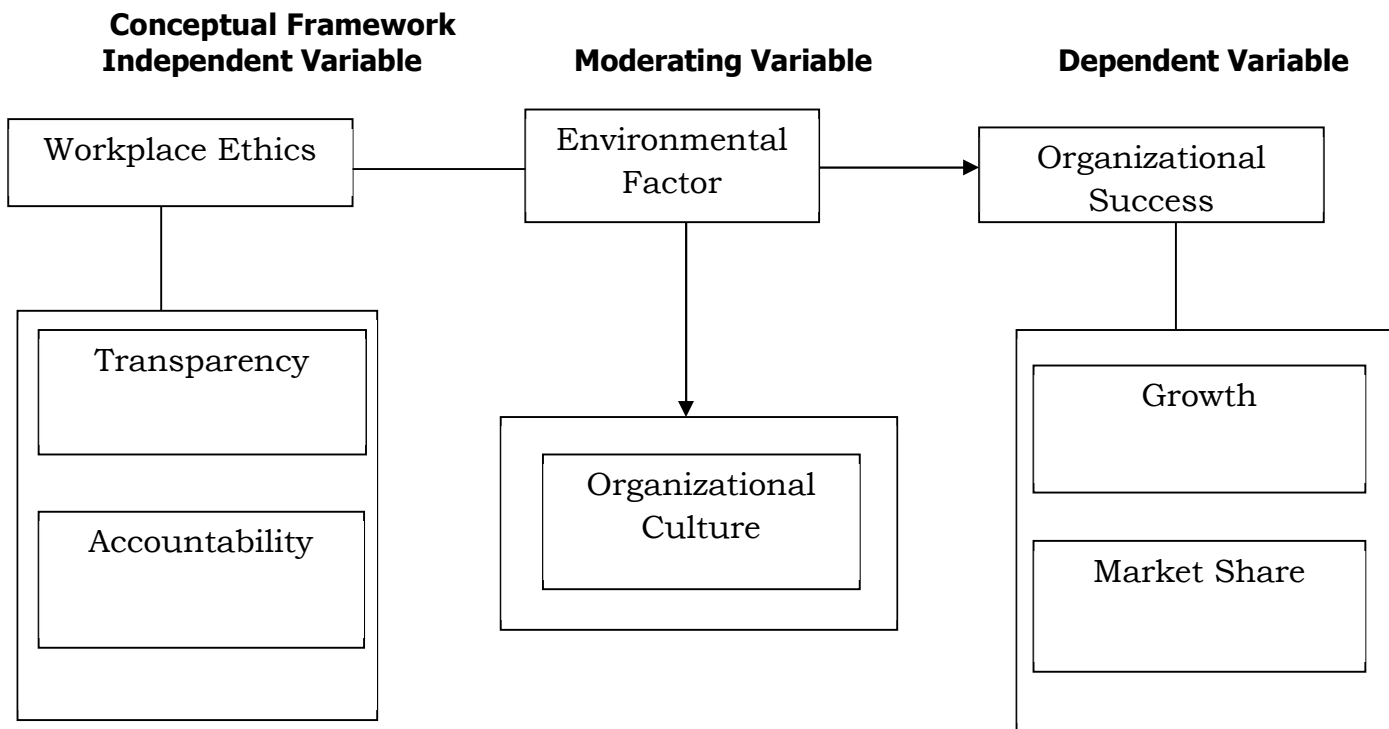


Fig 1: Conceptual Framework showing the independent and dependent variable of Workplace Ethics and Organizational Success.
Source: Researcher’s conceptualization, (2022).

Aim and Objectives of the Study

The aim of this study is to examine the relationship between Workplace Ethics and organizational success in manufacturing firms in South-South Geopolitical zone Nigeria. The specific objectives of this study includes as follows;

1. examine how transparency influences growth in manufacturing firms of south-south Geopolitical zone, Nigeria.
2. examine how Accountability influences market share in the manufacturing firms of South-South Geopolitical zone, Nigeria.
3. investigate how organizational culture moderates workplace ethics and organizational

success in manufacturing firms of South-South Geopolitical zone, Nigeria.

Research Questions

The following research questions guided the study:

- i.** To what extent does transparency influence growth in the manufacturing firms of South-South Geopolitical zone, Nigeria?
- ii.** To what extent does Accountability influence market share in the manufacturing firms of South-South Geopolitical zone, Nigeria?
- iii.** How does organizational culture influence workplace ethics and organizational success of manufacturing firms of South-South Geopolitical zone, Nigeria?

Research Hypotheses

The following research hypotheses are formulated to guide the study.

- H_{o1}:** There is no significant relationship between transparency and growth in the manufacturing firms of South-South Geopolitical zone, Nigeria.
- H_{o2}:** There is no significant relationship between Accountability and market share in the manufacturing firms of South-South Geopolitical zone, Nigeria.
- H_{o3}** Organizational culture has no significant influence between workplace ethics and organizational success of manufacturing firms of South-South Geopolitical zone, Nigeria

Scope of the Study

Content scope: The content scope concentrated on the independent variable (Workplace Ethics) and its dimensions (Transparency and Accountability) and the dependent variable (Organizational Success) and its measures (Growth and Market Share). **Geographical Scope:** The study is concentrated on 8 selected manufacturing firms in South-South, Nigeria. **Unit of Analysis:** The study presented the Senior Staff as the respondents. Therefore, the individual unit of analysis is adopted.

REVIEW OF RELATED LITERATURE

Conceptual I Review

Workplace Ethics

A set of moral standards that are implemented in the workplace is what is known as workplace ethics. It is an entirely new branch of the scientific community since it brings together philosophical and historical sources in addition to legal theory and political discourse. According to Schwartz (2007), the term "ethics" has grown increasingly fluid and may refer to a wide variety of facets. He went on to elaborate that ethics in the workplace offer rules for appropriate behavior by firms in the process of formulating strategies as well as in their day-to-day operations. Even more so, an ethical approach is increasingly vital not just for the success of businesses but also for a favorable image of such businesses. Particularly in this day and age, ethics in the workplace are required since many businesses are simply concerned in producing money, regardless of the ethical costs or the potential harm they might bring to people or even to nature (environmental pollution). The term "corporate social responsibility" refers to all the different instances of ethics that a corporation might successfully follow. A growing number of businesses have made the decision to go public with their support of ethical workplace practices by developing codes of conduct and operational standards. In order to accomplish this, they are required to put into

practice the ideas of individual and corporate accountability, charitable giving by corporations, and the governance of corporations. Broni (2010).

Transparency

According to Eijffinger and Geraats (2006), transparency is defined as the ease with which an outsider is able to make meaningful analysis of the transactions, economic fundamentals, and non-financial features that belong to a particular corporation. It is becoming increasingly important in recent times that organizations give detailed information about their activities, particularly those activities that cannot readily be quantified in terms of financial implications at that point in time but which nonetheless have far reaching implications on organizations. Not just in the audit data, but also in general reports and press releases, it is a measurement of how well management is at making information available in a manner that is frank, accurate, and timely. According to Winkler (2000), transparency necessitates the presence of clearness, honesty, and openness. It is the responsibility of civil officials, managers, and trustees to behave in a way that is transparent, consistent, and easy to comprehend. It is also a notion that individuals who are impacted by administrative decisions should be informed.

The capacity of the stock market to monitor the performance of a firm is directly impacted by transparency in that market. The vast majority of information on the performance of a business may be obtained exclusively from the corporation. Existing equity investors are unable to judge the success of management in the past, and prospective investors are unable to estimate the corporation's future cash flow if there is insufficient disclosure of financial performance. Equity investments are only viable if the company in question has strong corporate governance, and strong corporate governance needs the ability to provide reliable disclosure of financial outcomes. In the lack of efficient financial disclosure, a nation's potential to sustain stock markets and, in turn, significant sorts of business is hampered. This is because equity markets are dependent on reliable financial information. Transparency in ownership information is another type of disclosure that must exist for effective corporate governance. Shareholders may experience losses due to poor business performance; however, shareholders may also experience losses due to a controlling shareholder's diversion of earnings or opportunities to itself (Singh & Sirdeshmukh, 2000).

Disclosure: Disclosure is defined as the notion that important information is obtained in a timely manner. In the literature, a range of studies advocate for the use of disclosure as a core facet of transparency. Derlega & Chaikin (1977), they evaluate transparency expressly as a stakeholder's view that corporations freely communicate all important information. They also noted that perceptions of openness are created through a stakeholder's capacity to access required information about a business Davis, Schoorman, Mayer & Tan (2000). (2000). These perspectives are founded on the idea that unavailable information delimits the stakeholder's capacity to acquire a comprehensive picture of the company.

Clarity: Clarity is defined as the perceived level of clarity and comprehensibility of information received from a sender. Winkler (2000) argues that for an organization to be seen as transparent, the information it provides must be presented more clearly. Similarly, Street and Meister (2004), they also suggested that organizational information must be intelligible for it to be called transparent since key challenge for managers is lack of informational clarity rather than a lack of pure facts. Industry jargon, foreign languages, and complex mathematical procedures (Granados et al., 2010) are not conducive to information transparency, even if they are widely available, and

so highlight the significance of clarity. Flood et al. (1999) have stated, for instance, that in the world of financial markets, information must be published and explicit for market players to completely determine its worth.

Accountability

Responsibility means taking charge and making an effort. This signifies that an employee is reliable in that they follow through on their commitments. Having this attitude means understanding that your effort has a ripple effect throughout the team. Because the progress you've made on your promises has a direct bearing on the team's capacity to make progress on their own commitments, it's crucial that you keep everyone in the loop about it (Evans, Hannan, Krishnan & Moser, 2001). The accountability issue has been there since human societies first began to develop. It's possible that calls for transparency and accountability weren't as loud and insistent as they are now. During the time of foreign control in our nation, one of the most common complaints was that the various levels of government were authoritarian and did not care about the people's needs or desires. Their solution was a gradual shift toward popular rule. But it was always a calculated and organized one, with final say always resting with the align groups. Even the lowest-level employees in today's corporate and governmental companies constantly repeat the phrase "accountability" as a sign of the importance it is given (Gaa, 2009). According to Smith, Bruce, and Hague (1971), there is no universally accepted definition of responsibility in English because of cultural differences. The quest for a perfect idea that can be implemented internationally continues. In order to reveal the extent to which organizations carry out their actions and tasks, the key idea of accountability was developed (Smith, Bruce, & Hague, 2003). (1971). Indeed, accountability keeps the public informed and the government exposed, subject to inquiry about the performance of the institution.

Accountability is a very essential component of corporate governance. It would be difficult to overcome the agency problem without it. Having this boosts trust among key players. Integrity in reporting and other parts of good corporate governance are key. Many different laws and guidelines help ensure that the reporting is reliable (Normanton (1966). The accountability framework was discussed extensively in each of the aforementioned publications. In particular, they provide theoretical and empirical backing for the effectiveness of accountability in shaping and foreseeing employee behavior. Responsibility is widely recognized as a critical factor in social systems' ability to both foresee and regulate individual and group actions. Accountability in organizations is a topic that may be explored at various depths (e.g., individual, group, organization). There are others who think that focusing on responsibility at just one level is a mistake (Zahid & Amatual, 2015)..

Organizational Success

Corporations have matured into a hegemonic social force. They have impacted development on every continent, in a wide range of sizes and capacities. The economic and social landscapes have been altered as a result of their achievements. Human capital development, including both tangible and intangible resources like employees, is crucial to an organization's success, according to research by Germany and Putler (2002). In addition, there is a growing body of research showing that investing in employees is a surefire way to boost a company's bottom line. Its belief that an organization's greatest asset is its people is reflected in the fact that they place a premium on developing their human capital (Germany & Putler, 2002).

Growth

Increasing the top line (revenue) of a company by producing more of their goods or services is one way to improve the company's financial standing. Effective expansion, according to Street & Meiter (2004), guarantees the availability of managers who have received proper training and who are familiar with the company's goals, values, culture, and strategy. These executives have "grew up" in the (organization, identify with its mission, have assimilated its values and have been socialized into its culture). Better individual and group productivity has been linked to these traits. When considered and organized as a strategic and tactical process, corporate expansion may be a key factor in gaining a competitive edge, as Jahansoozi (2006) acknowledges. But he makes it clear that it can't be sluggish, ponderous, or overly concerned with what could happen in the future. Instead, it should have a focus on the future, be adaptable, have a small footprint, make quick decisions, and provide tangible outcomes.

According to (Saari (2011), Organizational development can have a variety of meanings depending on the type of business. Any successful business will have its own set of metrics through which to evaluate its progress. Most businesses will track their progress in terms of metrics like net profit, sales, and other financial indicators since making money is their top priority. Sales, staff count, square footage added, the success of a new product line, or an increase in market share are just few of the ways that other business owners measure their own expansion. What will determine a company's development and prosperity is how well it performs in comparison to its own objectives, (Saari (2011).

The benefits of expanding an organization are easy to see. Creates a need for new jobs. It's a great way to get the juices flowing at work. The opportunity for financial success is increased, benefiting both the business's creator and employees (Saari (2006a). Just as there are benefits to a flourishing firm, there are costs associated with expansion. Too much expansion can lead to anarchy. A corporation may have more sales but lower earnings under certain circumstances. Eventually, a company's leadership, staff, and advisors may be unable to keep up with the demands of the firm. Everyone engaged is likely to feel pressured as they strive to meet the increasing demands of the growth.

Market Share

It is the proportion of total sales that a business in a certain industry contributed to overall sales. By comparing a company's sales during a specific time frame to the sum sales of the industry over the same frame, market share can be determined (Agnew, Piquero & Cullen, 2009). This index is intended to compare one company's size to that of its contemporaries. Gains in market share boost a company's efficiency and profitability by allowing it to operate on a larger scale (Bansal & Kistruck, 2006). Businesses are always looking for new ways to expand their customer base, whether by targeting a broader demographic, reducing prices, or increasing their advertising efforts. Comparing a company's sales performance to that of its competitors is not necessarily a reliable indicator of success. However, shifts in sales volume may be directly attributed to alterations in the scope of the market or the state of the economy. Success in the marketplace relative to competitors can be measured by the share of the market that a certain firm is able to capture (Bennis, Goleman, & O'Toole, 2004).

According to Bloomfield and O'Hara (1970), a company's market share is the proportion of total revenues generated by the market in which it operates within a certain time period. Furthermore, market share is determined by dividing a company's sales for a certain time period by the industry's total sales over the same time period. Market share, as defined by Butler (2005), is the proportion of a market's total sales that a single brand, product, or business accounts for. It is also often regarded as a reliable barometer of a company's ability to compete successfully in its

industry. Managers can use this metric in conjunction with shifts in sales revenue to assess both top-level and bottom-level demand in their market. What this means is that they can evaluate not just the health of the market as a whole, but also the shifting preferences of consumers as they choose among various providers. Primary demand growth (total market growth) is typically less expensive and more lucrative than market share acquisition. Conversely, a decline in market share may indicate a more systemic issue that necessitates rethinking the company's long-term approach. Companies with too small of a percentage of the market could not survive. Within a company's product range, individual product market share patterns are also seen as precursors to either future success or failure (Fatoki, 2012). Industry share is a coveted commodity for businesses in a competitive market, according to studies.

Theoretical Review

The effectiveness of this investigation depends on an examination of the institutional theory of ethics. This research is grounded in the philosophy of institutionalized ethics.

Ethical procedures in the workplace should end exploitation of all employees, from the lowest-paid administrative assistants to the lowest-paid baristas. Ethics in the workplace should be ingrained at every stage, from hiring to product development through distribution (including international shipping). Both Aiken and Hage (1991). Some businesses benefit by exploiting their employees in various ways.

However, according to the research, the literature suggests that employees' dedication to the company is determined by emotional workplace ethical behaviors. When companies have strong ethical standards in place to direct and safeguard the interests of their employees and provide pleasant working conditions, employees are more likely to give their all in their jobs. Management is the intellectual activity of humans in a socially connected setting characterized by a predisposition to couple tasks, interpersonal dynamics, and external pressures in the workplace. Paul (2013). In a socio-organizational setting, the idea of interconnectedness implies that workers are purposeful individuals who collaborate in teams and whose shared experiences inform their shared practices.

Institutional ethical theory

William Richard Scott first proposed institutional theory in 1995. According to this idea, businesses and other organizations are "Definition: an end result of human activity, including social contact, as well as symbolic and relational structures, routines, and artifacts. It is a theory that examines the mechanisms via which structures like schemes, rules, norms, and routines get entrenched as authoritative directions for social behavior and therefore, how they may be changed without destroying the underlying social fabric. The development, dissemination, adoption, and adaptation of these features through time and space, as well as their eventual decline and obsolescence, are all topics addressed by many branches of institutional theory " (Freeman, 2008). "[T]here is no one and widely recognized concept of a 'institution' (workplace) in the institutional school of thought," Sartori (1987) said in his definition of institution. He argues that establishments are "Highly resilient social systems. They are made up of cultural-cognitive, normative, and regulative aspects that, along with related actions and means, provide people's lives structure and direction. Symbolic systems, relational systems, procedures and artifacts are all carriers that help spread institutional knowledge. From the international system to the most personal of interpersonal bonds, institutions function on a spectrum of scales.

Institutions by definition connote stability yet are prone to changing processes, both gradual and discontinuous".

According to (Freeman, 2008), "a generally recognized theoretical stance that prioritizes rational myths, isomorphism, and legitimacy" is institutional theory. Institutional theory is "policymaking

that stresses the institutional and legal features of government organizations," as outlined in Kraft's Public Policy (2007). In his assessment (Freeman, 2008), "pays attention to the most fundamental and long-lasting characteristics of society. Structures including schemas, rules, norms, and routines are examined, as well as the process by which they get institutionalized as standards for social behavior. It investigates the origins, spread, adoption, and adaptation of such things throughout space and time, as well as their eventual decline and abandonment".

The selection of this framework for this research is based on the fact that it offers a fresh perspective on the concept of fostering an ethical framework inside an organization. The foundations of workplace ethics are the schemes, procedures, standards, regulations, norms, and routines that have emerged via various socialization processes.

Empirical Review

Several empirical literatures examined the relationship between Organizational Ethics and Employee Performance in both developing and developed countries. For instance, a descriptive survey study conducted by Adeyeye, Adeniji, Osinbanjo, and Oludayo (2015) in Nigeria looked at how poor manners and unethical actions affected worker dedication and output. Structural Equation Modelling using descriptive statistics was used to examine the gathered data. Ethical standards were shown to have a substantial association with organizational productivity in Nigeria, but the opposite was found to be true for integrity and discipline. This discrepancy may be due to the intangible and unobservable character of these qualities. According to their findings, government agencies charged with enforcing workplace ethics, such as the National Pension Commission (PENCOM), the Nigerian Investment Promotion Commission (NIPC), the Economic and Financial Crimes Commission (EFCC), the Independent Corrupt Practices Commission (ICPC), etc., should be more vigilant in their duties and punish businesses found to have engaged in unethical practices.

It was found in the review by Agboola et al. (2015) that employee productivity is one of several potential effects of ethical difficulties in a business. An increased sense of loyalty is seen as a positive outcome of working for a company with strong ethical principles. In their article, they found that private universities in Nigeria with high levels of employee ethics also had high levels of production. Authors used a combination of exploratory and cross-sectional survey research methods to compile data. Frequency, percentage, and regular multiple regression analysis and correlation analysis were used to examine the data collected. No statistically significant relationship was found between time wasted, leisure, degree of gratification, independence, centrality of work, hard labor, or morality and employee compensation or hours worked. In order to boost productivity, the report suggests that private colleges introduce faculty-only break times. By taking into account creativity, support for innovation, and performance evaluation, Byoung et al. (2013) analyze the beneficial relationship between an organization's ethical atmosphere and its financial success. Employees and managers from 41 different South Korean companies of a conglomerate were surveyed to compile the data used in the study. Their research showed that an innovative culture is a key factor in creating an ethical environment, which in turn leads to better financial results. The results also suggest that the favorable effect of a company's ethical environment on its innovation is amplified when the organization has a high level of support for innovation.

Their research shows that a company's ethical culture is a strong indicator of its ability to innovate and succeed financially. Therefore, businesses need to consider how workers feel about the organization's commitment to ethics.

McManus and White (2011) conducted study based on a survey of topics and the literature published in Europe, North America, and Asia to discuss the difficulties businesses encounter when trying to integrate ethics into their strategic management processes. The research showed that businesses were ignoring their moral and ethical responsibilities while putting their strategies into action. Recent corporate crises and the accompanying fall in business ethics suggest that ethics should be reinstated as a central tenet of strategic management. The study concluded that in a globalized, competitive economy, the strategic choices made by any large-scale economic business will have both positive and negative consequences. Managers are accountable to the company's stakeholders for equitably distributing rewards and allocating costs. Some businesses do this without much thinking, but the only kind of analysis they're capable of doing it in is based on ethical principles. Evidence from academia indicating a firm's commitment to its future guarantees cooperation and creative efforts. Looking ahead, it is clear that there is more work to be done. Chye (2004) conducted research in Singapore titled "Organizational Ethics and Employee Satisfaction," which used justice theory and re-cognitive and dissonance theory to investigate the connection between organizational ethics and organizational results. The data set was obtained through a survey questionnaire sent to business leaders in Singapore. The decision tree findings show that ethical leadership may help businesses succeed. The findings also show a positive and significant correlation between ethical behavior and promotion opportunities within the company and overall job satisfaction. The results also show a link between ethics and loyalty to one's employer.

Conclusions Top-level managers have the power to affect both the level of organizational support for ethical behavior and the correlation between it and professional advancement. Therefore, top management may improve employee job satisfaction and organizational loyalty by focusing on the aforementioned factors. Results from this study demonstrate that ethical practices in the workplace might boost morale and dedication to the company. The data imply that there is a connection between ethical practices inside a firm and its success. This research likewise aims to do similar things, but it does so by putting this phenomena to the test in the real world, using DAWASCO as an example. According to "Effects of Ethical Behaviors on Organization Operations," written by a Nigerian researcher named Kehinde in 2010. The author outlines the myriad problems, including unlawful and unethical business activities in various commercial transactions, that 16 contemporary businesses currently confront. He describes the potential effects of a well-established and consistently enforced code of ethics on employee behavior. This work employs a quantitative approach, and it presents two null hypotheses. The results showed that ethical conduct has an impact on business operations, and that ethical behavior that is favorable for the business has a positive link with business outcomes. Policymakers in businesses and government agencies will find the suggestions made here to be quite helpful. This work is consistent with the study's central concept since it investigates the link between employees' ethical actions and the bottom line. The research, however, had mostly taken place in the setting of Nigeria, and more specifically, Lagos.

Based on their research titled "Decomposing organizational reputation: The influence of organization–public interaction outcomes on cognitive representations of organizations and perceptions of organizational performance," Yang and Grunig (2005) conducted a study in Korea. This research set out to separate conventional reputation assessment methods into their component parts, including the results of public perceptions of an organization's conduct, public perceptions of the organization's cognitive representations, and public evaluations of the organization's performance. Organizational outcomes (such as trust, contentment, commitment, and control mutuality) are hypothesized to be connected to public-facing entities' propensity for

active communication behavior and familiarity in the proposed model. The results of public relations efforts are speculated to have an impact on how people perceive an organization's performance both immediately and indirectly, through their already ideas about the business. Five Korean organizations were studied (two domestic firms in separate industries, a multinational corporation, a sports association, and a nonprofit), and their respective suggestions were assessed to verify the generalizability of the model. According to the results of this study, positive representations and assessments of an organization's success are the result of positive relationship outcomes. Schwartz's (2007) research suggested that employees' intrinsic motivations may be shaped by the organization's executive function to better serve organizational goals. A system is successful if its individual members and the organization as a whole work together toward common goals. People also tend to obey commands without evaluating whether or not they make sense, align with the organization's goals, serve the individual's best interests, or are within the individual's mental and physical capabilities.

Techniques for Conducting Studies

This research used a cross-sectional survey approach. Six (6) chosen manufacturing enterprises in Nigeria's South-South Geopolitical zone were used as the study's population. Purposive sampling was used to choose 60 senior personnel from the population of the selected manufacturing enterprises; 10 respondents were collected from each of the selected manufacturing firms' home states. Ten questionnaires were distributed to top executives of South-South Zone, Nigeria, manufacturing companies. Over the course of 60 individual interactions, we handed out surveys and then collected every single one. Data was gathered mostly through the use of questionnaires. The questionnaire was subjected to content and face validity testing, and it passed both thanks to validation by the dissertation's advisor and other specialists in the field of office and information management.

The dependability of the study instrument was determined by employing Cronbach's alpha correlation coefficient, which was calculated by the researcher. The Cronbach's Alpha Coefficient Correlation for the reliability test performed with version 20 of the Statistical Package for the Social Sciences (SPSS) was 0.80. In order to evaluate the data and provide answers to the research questions, the study used a mean score approach, and the Pearson Product Moment Correlation Coefficient was used to test the significance of the null hypotheses at the 0.05 level of significance. The option was used to investigate potential connections between ethical behavior in the workplace and business performance. If the mean was below 3.0, it was considered negative and discarded.

Data presentation and analysis

Research question 1: To what extent does transparency influence growth in the manufacturing firms of South-South Geopolitical zone, Nigeria?

Table 4.1: Extent to which transparency influence growth

SN	Transparency influence growth	n	\bar{X}	SD	Decision
1	My manufacturing firm practices transparency that leads to organizational growth.	60	2.75	0.88	High extent
2	My manufacturing firm practices transparency in terms of cleanness, honesty, and openness that results in organizational growth.	60	2.62	0.87	High extent

3	My manufacturing firm practices transparency in making information available in a candid, accurate, and timely manner that facilitates organizational growth.	60	2.98	1.00	High extent
4	My manufacturing firm practices provide transparency which the equity markets ability, disclose, past financial performance that enables them to forecast future cash flow that enhances growth.	60	2.65	0.84	High extent
	Grand mean \bar{X}	240	2.75	0.90	High extent

Source: Field Survey, 2022

Table 4.1: Summary of mean and standard deviation on extent of transparency influence growth in the manufacturing firms of South-South, Nigeria with grand mean of $M=2.75; SD=0.90$. The highest mean rating shows in item 3 that, manufacturing firm practices transparency in making information available in a candid, accurate, and timely manner that facilitates organizational growth ($M=2.98; SD=1.00$). This was followed by item 1 that, manufacturing firms practices transparency that leads to their organizational growth ($M=2.75; SD=0.88$). Next was item 4 that, manufacturing firm practices provide transparency which the equity markets ability, disclose, past financial performance that enables them to forecast future cash flow that enhances growth ($M=2.65; SD=0.84$). The last was item 2 that, manufacturing firms practices transparency in terms of cleanness, honesty, and openness that results in organizational growth ($M=2.65; SD=0.87$). Based on the responses from the respondents, it was concluded that transparency moderately influence growth in the selected manufacturing firms of South-South Zone, Nigeria, since all the items mean are above the cut-off point of 2.5, this implies that majority of the respondents used for the study indicated high extent to the items with grand mean score of $\bar{X}=2.75$.

Research question 2: To what extent does accountability influence market share in the selected manufacturing firms of South-South Geopolitical Zone, Nigeria?

Table 4.2: Extent to which Accountability influence Market share

SN	Accountability influence market share	n	\bar{X}	SD	Decision
5	My manufacturing firm achieves accountability by ensuring the availability of well-trained managers who understand the organization's mission, values, culture, and strategy as well as increase market share which contributes to the organizational success.	60	2.57	0.87	High extent
6	My manufacturing firm strives for accountability in order to practice market share in the organization.	60	2.73	0.95	High extent
7	My manufacturing firm practices accountability in terms of net profit, revenue, and financial income in other to achieve successful market share that leads to organizational success.	60	2.93	0.73	High extent
8	My manufacturing firm assesses accountability in form of sales, number of employees, physical expansion, and success of a product line or increased market share which enhances organizational success.	60	2.57	0.89	High extent
	Grand mean \bar{X}	240	2.70	0.86	High extent

Source: Field Survey, 2022

The table 4.2 above shows the summary of mean and standard deviation on extent to which accountability influence market share in the selected manufacturing firms of South-South Geopolitical Zone, Nigeria with grand mean of $\bar{X}=2.70$; $SD=0.86$. The highest mean rating was item 7 that, manufacturing firms practices accountability in terms of net profit, revenue, and financial income in other to achieve successful market share that leads to organizational success ($M=2.93$; $SD=0.73$). This was followed by item 6 that, manufacturing firm strives for accountability in order to practice market share organization ($M=2.73$; $SD=0.95$). Next was item 8 that, manufacturing firms assesses accountability in form of sales, number of employees, physical expansion, and success of a product line or increased market share which enhances organizational success ($M=2.57$; $SD=0.89$). The last was item 5 that, manufacturing firm achieves accountability by ensuring the availability of well-trained managers who understand the organization's mission, values, culture, and strategy as well as increase market share which contributes to the organizational success ($M=2.57$; $SD=0.87$). Based on the responses from the respondents, it was concluded that accountability moderately influence market share in the selected manufacturing firms of South-South Zone, Nigeria. Since all the items mean are above the cut-off point of 2.5, this implies that majority of the respondents used for the study indicated high extent to the items with grand mean score of $\bar{X}=2.70$.

Research question 3: How does organizational culture influence workplace ethics and organizational success of manufacturing firms of South-South, Nigeria?

Table 4. 3: Extent to which organizational culture influence workplace ethics and organizational success.

SN	Extent to which organizational culture influence workplace ethics and organizational success	n	\bar{X}	SD	Decision
9	My organization adopts an organizational culture that perhaps starts with some pre-existing mental conception of what we are seeking, which in turn will likely be shaped by our own predilection.	60	2.67	0.84	High extent
10	My manufacturing firm recommends valuable and accurate information that assists in the evaluation of product/service components and delivery which achieves organizational success.	60	2.87	0.91	High extent
11	Most people in this organization are encouraged to make suggestions for the improvement of organizational culture in manufacturing firms.	60	2.63	0.96	High extent
12	My manufacturing firm feels that some positive changes may come out of this continuous improvement of organizational culture.	60	3.28	0.85	High extent
Grand mean \bar{X}		240			High extent
			2.86	0.89	

Source: Field Survey, 2022

The table 4.3 above shows the summary of mean and standard deviation on organizational culture influence workplace ethics and organizational success in the selected manufacturing firms of South-South Zone, Nigeria with grand mean $\bar{X}=2.86$; $SD=0.89$. The highest mean rating was items 12 that, manufacturing firms feels that some positive changes may come out of this continuous

improvement of organizational culture (M=3.28; SD=0.85). This was followed by item 10 manufacturing firms recommends valuable and accurate information that assists in the evaluation of product/service components and delivery which achieves organizational success (M=2.87; SD=0.91). Next was item 9 that organization adopts an organizational culture that perhaps starts with some pre-existing mental conception of what we are seeking, which in turn will likely be shaped by our own predilection (M=2.67; SD=0.84). The last was item 11 that, most people in this organization are encouraged to make suggestions for the improvement of organizational culture in selected manufacturing firms (M=2.63; SD=0.96). Based on the responses from the respondents, it was concluded that organizational culture highly influence the workplace ethics and organizational success in the manufacturing firms of South-South Geopolitical zone, Nigeria to a great extent. Since all the items measuring the extent level was rated above the cut-off point of 2.5, this implies that majority of the respondents used for the study indicated high extent to the items with grand mean score of $\bar{X}=2.86$. **Testing of Research Hypotheses**

H₀₁: There is no significant relationship between transparency and growth in the selected manufacturing firms of South-South Geopolitical Zone, Nigeria.

Table 4.4: Pearson Product Moment Correlation coefficient on relationship between transparency and growth in the manufacturing firms of South-South, Nigeria.

VARIABLES		Correlations	
		TRANSPARENCY	GROWTH
TRANSPARENCY	Pearson Correlation	1	.361**
	Sig. (2-tailed)		.000
	N	60	60
GROWTH	Pearson Correlation	.361	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Output Data, 2022

The table 4.4 shows the Summary of Pearson Product Moment Correlation coefficient on relationship between transparency and growth in the selected manufacturing firms of South-South, Nigeria. It shows that the transparency has a strong and positive relationship with growth in the manufacturing firms of South-South, Nigeria ($\rho=.361$). The p-value of .000 shows that there is a significant relationship between transparency and growth in the manufacturing firms of South-South, Nigeria ($\rho=.361$, $p<.05$). The null hypothesis one was rejected at 0.05 alpha level.

H₀₂: There is no significant relationship between accountability and market share in the manufacturing firms of South-South Geopolitical zone, Nigeria.

Table 4.5: Pearson Product Moment Correlation coefficient on the relationship between accountability and market share in the manufacturing firms of South-South Geopolitical zone, Nigeria.

Variables		Correlations	
		ACCOUNTABILITY	MARKET SHARE
ACCOUNTABILITY	Pearson Correlation	1	.265*
	Sig. (2-tailed)		.041

MARKET SHARE	N	60	60
	Pearson Correlation	.265*	1
	Sig. (2-tailed)	.041	
	N	60	60

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS Output Data, 2022.

The result on table 5.5 showed the summary of Pearson Product Moment Correlation coefficient on relationship between accountability and market share. It shows that the accountability has a moderate and positive relationship with market share in the manufacturing firms of South-South, Nigeria ($\rho = .265$). The p-value of .000 shows that there is a significant relationship between accountability and market share in the manufacturing firms of South-South, Nigeria ($\rho = .265$, $p < .05$). The null hypothesis two was rejected at 0.05 alpha level.

H₀₃ Organizational culture does not significantly moderate the relationship between workplace ethics and organizational success of the selected manufacturing firms of South-South Geopolitical Zone, Nigeria.

Table 4.6: Summary of Pearson Product Moment Correlation coefficient on how Organizational culture moderate the relationship between workplace ethics and organizational success.

			Correlations	
Control Variables			WORKPLAC E ETHICS	ORGANIZATIONAL CULTURE
ORGANIZATIONAL CULTURE	WORKPLACE ETHICS	Correlation	1.000	.748
		Significance (1-tailed)	.	.000
		Df	0	57
	ORGANIZATIONAL SUCCESS	Correlation	.748	1.000
		Significance (1-tailed)	.000	.
		Df	57	0

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Output Data, 2022

The result on table 26 showed the summary of Pearson Product Moment Correlation coefficient on how organizational culture moderate the relationship between workplace ethics and organizational success. It shows that organizational culture positively moderates the relationship between workplace ethics and organizational success in the manufacturing firms of South-South, Nigeria ($\rho = .748$). The p-value of .000 shows that organizational culture does significantly moderate the relationship between workplace ethics and organizational success in the manufacturing firms of South-South Geopolitical zone, Nigeria ($\rho = .748$, $p < .05$). The null hypothesis four was rejected at 0.05 alpha level.

Discussion of Findings

The results of the analyzed data were presented in tables. The findings showed that:

1. In Research Question **1, table 4.1** – findings showed that, all items were above the cut-off point of 2.5, the respondents indicated high extent to the items that transparency moderately influence growth in the selected manufacturing firms in South-South Zone,

- Nigeria with grand mean score of (M=2.75) while **Ho₁, table 4.4** – findings showed that transparency has a strong and positive relationship with growth in the selected manufacturing firms in South-South Zone, Nigeria (p=.361), the p-value of .000 shows that here is a significant relationship between transparency and growth in the selected manufacturing firms of South-South Zone, Nigeria.
2. In Research Question **2, table 4.2** – findings showed that, all items were above the cut-off point of 2.5, the respondents indicated high extent to the items that accountability moderately influence market share in the selected manufacturing firms in South-South Zone, Nigeria with grand mean score of (M=2.70) while **Ho₂, table 4.5** – findings showed that accountability has a moderate and positive relationship with market share in the selected manufacturing firms in South-South Zone, Nigeria (p=.265), the p-value of .000 shows that here is a significant relationship between accountability and market share in the selected manufacturing firms of South-South Zone, Nigeria.
 3. In Research Question **3, table 4.3** – findings showed that, all items were above the cut-off point of 2.5, the respondents indicated high extent to the items that organizational culture highly influence workplace ethics and organizational success in the selected manufacturing firms in South-South Zone, Nigeria with grand mean score of (M=2.86) while **Ho₃, table 4.6** – findings showed that organizational culture positively moderate the relationship between workplace ethics and organizational success in the selected manufacturing firms in South-South Zone, Nigeria (p=.748), the p-value of .000 shows that organizational culture does significantly moderate the relationship between workplace ethics and organizational success in the selected manufacturing firms of South-South Zone, Nigeria.

CONCLUSION

Ethics at work is one of the most important parts of an organization's ability to reach its goals and objectives. The study showed that organizations face a lot of problems when it comes to ethical issues. Not everyone in an organization likes the idea of having ethical standards that control employees' morals at work. This is why ethical standards were in place in the selected nonprofit organizations, but not everyone was interested in them or thought they affected the performance of the organization.

So, the study comes to the conclusion that a company's success is a result of a number of factors coming together. Workplace ethics are one of those factors, but not the most important one. So, it is said that the employees are helpful and agree to take part in ethical awareness training, seminars, and meetings, which have helped them develop traits like openness and responsibility. At some point, they may be able to contribute intellectually and emotionally to these fields. However, this will take a higher level of personal involvement. The study of ethics in the workplace contributes in some way to the success of an organization and is essential to the success and sustainability of a nonprofit organization (Msanze 2013).

RECOMMENDATIONS

Based on this discussion on how effective communication could be a means of increasing organizational performance, it would be recommended that:

1. Leaders and senior managers should demonstrate ethical leadership at workplace. Not only have that also introduce workplace ethics restoration committees that can be under HR department of the organization in the workplace.
2. The management of the selected manufacturing firms should emphasize much on training

ethical conducts so that the graduate professionals can acquire adequate knowledge, skills on ethics and hence appreciate and adhere to workplace ethics.

3. The stakeholders in the selected manufacturing firms, such as government, religious, donor community and public institutions dealing with services delivery to the community and serves the public interest should also take a front role in ensuring adequate initiatives are in place to enhance workplace ethics.

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