ROLE OF ETHICS IN PERSONAL, TEAM AND ORGANIZATIONAL EFFECTIVENESS

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By
POONAM KHURANA

Under the Supervision of
DR. KAVITA SINGH

FACULTY OF MANAGEMENT STUDIES
UNIVERSITY OF DELHI
DELHI- 110007
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ABSTRACT

There is widespread recognition that personal ethics deserve special attention and there is a need for the education for the same. The present study has set out to analyze the role of ethics in personal, team and organizational effectiveness. More specifically, the objective is to propose a model of personal ethics in relation to personal, team and organizational effectiveness. The sample for the present study consisted of executives at different levels working in three sectors (Information Technology, Banking and Telecom) in and around Delhi. The findings of the study are based on the quantitative analysis of the data relating to the selected variables of the study. Results indicate that Personal Ethics are significantly positively correlated to Personal Effectiveness, Team Effectiveness and Organizational Effectiveness. Among the all three, personal ethics are found to be highly correlated with organizational effectiveness followed by team effectiveness and lastly by the personal effectiveness. There is a significant difference in the computed ethical values in the three sectors under study. The employees in the Telecom Sector are having highest ethical values as compared to IT and banking Sector. The results also revealed that the variables Fairness in Competition, Responsibility, Organizational Culture, Loyalty, Trustworthiness and Job Satisfaction are found to be the significant predictors of personal ethics.

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