Research Article

THE THEORITICAL ANALYSIS ETHICS AND VALUES OF CIVIL SERVANTS

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ABSTRACT

Our study is focused on the examination of ethical perspectives within the contexts of managerial and scientific domains. Ethics, as the guiding principles of right and wrong behavior, serve as the focal point of investigation. The primary objective is to delve into the concept of ethics and understand its implications within professional settings. This involves an exploration of how managers perceive and apply ethical principles in their decision-making processes, thereby contributing to the broader discourse on managerial ethics. Moreover, the study involved a comparative analysis of the ethical concepts held by managers with those of scientists.

Keywords: ethic, manager, leadership, managerial ethics.

INTRODUCTION

Ethics is a branch of philosophy that deals with questions about what is morally right and wrong, good and bad, and how individuals and societies ought to behave. It explores various moral principles, values, and theories to understand and evaluate human actions and their consequences.Ethical considerations often guide decision-making in personal, professional, and societal contexts, influencing behavior, laws, and social norms.

THEORITICAL FRAMEWORK

The study of ethics explores the issues of what behaviors are morally good or bad, morally right or wrong. It looks at the rationale behind these divisions and tries to figure out why some behaviors are considered ethical while others are not. Ethics takes into account the actions of groups, organizations, and entire societies in addition to the actions of individuals. It examines the application of moral principles in more general social contexts as well as on an individual basis.

The study of ethics focuses on the underlying ideals and concepts that guide moral judgment and reasoning. Ideas like justice, fairness, honesty, compassion, and respect for others are a few examples of these. Ethical investigation entails assessing human behavior in the context of these ideals and principles.The study of ethics explores the morally correct and wrong, good and bad, behaviors. It investigates the rationale behind these divisions and aims to explain why some behaviors are considered morally righteous while others are not. Ethics takes into account not just an individual's behavior but also that of groups, organizations, and entire societies. It examines how moral precepts function in more general social contexts as well as on an individual basis.The study of ethics focuses on the core ideas and moral standards that guide moral judgments. These could include ideas like equity, justice, sincerity, kindness, and regard for other people.

Assessing human behavior in the context of these ideals and principles is a key component of ethical inquiry. Understanding the moral ramifications of different decisions is its goal.

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The historical development of ethics is studied among them are:

1. Ancient times. Ethics was then thought to be the doctrine of good deeds.
2. The Middle Ages. Religious sermons were the most common during this time. Morality is based on God. God is said to cherish human morality.
3. New generation. The concept of morality was rejected at this time and was thought to be dependent on the interpersonal relationships of individuals.
4. Modern times. At this time, many new schools of thought are emerging that are more than behavioral doctrines.

The top ethical leaders in the world can indeed be subjective due to differing interpretations of ethics. However, here are five leaders who have been widely recognized for their ethical leadership:The former President of South Africa, Mandela is celebrated for his unwavering commitment to justice, reconciliation, and human rights during and after his long struggle against apartheid. He demonstrated forgiveness and inclusivity, promoting peaceful coexistence among different racial and ethnic groups.

Known as the Father of the Indian nation, Mahatma Gandhi led India to independence from British rule through nonviolent resistance. His philosophy of Satyagraha (truth-force) emphasized the power of truth and nonviolent protest, inspiring movements for civil rights and freedom across the globe.Renowned for her compassion and dedication to serving the poor and sick, Mother Teresa founded the Missionaries of Charity, a global religious congregation that provides hospice care, medical assistance, and humanitarian aid to those in need, regardless of their background or beliefs.

These leaders have left indelible marks on history through their exemplary moral conduct, commitment to justice, and efforts to alleviate suffering and promote peace. However, it's important to recognize that no individual is without flaws, and perceptions of their ethical leadership may vary.Mandela, celebrated for his commitment to justice and reconciliation, demonstrated forgiveness and inclusivity in promoting peaceful coexistence among diverse groups. Gandhi, known as the Father of the Indian nation, led India to independence through nonviolent resistance, inspiring global movements for civil rights. Mother Teresa, renowned for her compassion, founded the Missionaries of Charity, offering care and aid to the needy worldwide.

While these leaders exemplify moral conduct and commitment to justice, it's important to acknowledge that perceptions of their ethical leadership may differ.

Table 1. Comparison of basic concepts of ethics and morality

ETHIC

German philosopher Immanuel Kant (1724–1804) was a prominent figure in the 18th century. He made important contributions to metaphysics, epistemology, ethics, and aesthetics, among other branches of philosophy.	One of the most well-known ancient Greek philosophers, Aristotle, made important advances to the field of ethics research. In "Nicomachean Ethics," Aristotle delves into the essence of ethics and the meaning of leading a moral life.
Kant's theories continue to be researched and discussed today because of their significant influence on Western philosophy.	Understanding what people should do and should not do is, according to Aristotle, at the heart of ethics. But rather than stopping at dictating guidelines or commandments, he emphasizes the development of virtue and character.
In Kant's moral philosophy, respect for the inherent dignity of human beings, autonomy, and reason are all highly valued. He contends that acting out of a sense of obligation, as opposed to a desire for happiness or self-interest, is what gives one moral worth. Kant defined moral actions as those carried out out of a sense of obligation and in compliance with the dictates of reason.	According to Aristotle, people are meant to live a life of eudaimonia, which is commonly translated as "happiness" or "flourishing."
His theories continue to be researched and interpreted in different ways by modern philosophers, and they have served as the impetus for many philosophical movements.	Eudaimonia is a state of well-being that results from living in accordance with reason rather than just a sensation of pleasure or satisfaction.

ETHIC

Studying the nature of human behavior is a complex endeavor that draws upon various disciplines, including psychology, sociology, anthropology, neuroscience, and even economics. One theory that's commonly used as a framework for understanding human behavior is *Social Cognitive Theory (SCT),* proposed by psychologist Albert Bandura.Social Cognitive Theory, researchers can design experiments and interventions to understand and potentially modify human behavior. However, it's important to note that human behavior is multifaceted and influenced by numerous factors, so no single theory can fully capture its complexity. Researchers often draw from multiple theories and perspectives to gain a comprehensive understanding of human behavior.

The Latin word "moralitas," from which the English word "morality" is derived, is derived from "mos" (plural "mores"), which means "custom" or "manner." When the term "morality" was first used, it meant the norms, customs, and guidelines that govern conduct in a group or society. It expanded to include notions of virtue and vice as well as concepts of good and evil over time.

The word "ethics" is derived from the Greek word "ethikos," which is derived from the word "ethos," which means "custom" or "habit." Ethics was the study of how people should live their lives in accordance with moral standards and values in ancient Greek philosophy. It was centered on moral obligations of individuals within society as well as issues of character and virtue.

Morality indeed plays a crucial role in shaping human behavior across various spheres of society. It serves as a guiding framework for individuals, institutions, and communities, influencing their decisions and actions. Morality guides individuals in making ethical choices and decisions in their personal lives. It helps them distinguish between right and wrong, influencing their actions and behaviors.

Note: The results of the researcher's research.

MANAGERIAL ETHICS

The moral standards and guidance that direct managers' actions and choices within organizations are referred to as managerial ethics. A broad range of values are covered by these ethics, such as respect for others, honesty, integrity, justice, and transparency. When interacting with staff members, clients, stakeholders, and the larger community, managers are expected to uphold these ethical standards.Keeping the truth in all of their interactions, managers should conduct themselves with integrity and sincerity. In making decisions, all stakeholders' needs and interests should be considered in a fair and unbiased manner. In their decision-making and communication processes, managers ought to be clear and open, giving concise justifications for their decisions.

Managers have a responsibility to act in the best interests of the organization and its stakeholders, considering the long-term consequences of their decisions. Managers should adhere to legal and regulatory requirements, as well as internal policies and procedure.Managers should lead by example, demonstrating ethical behavior and promoting a culture of ethics within the organization.

When managers uphold these ethical principles, they contribute to the trust, reputation, and sustainability of their organizations, fostering positive relationships with employees, customers, and the community at large. Conversely, unethical behavior can lead to damage to the organization's reputation, legal issues, and loss of trust from stakeholders. Therefore, managerial ethics are essential for the long-term success and sustainability of businesses.Stakeholder theory pioneer R. Edward Freeman is well-known for his groundbreaking work, which is primarily summarized in his 1984 book "Strategic Management: A Stakeholder Approach." In this work, Freeman made the case that companies should take into account the interests of all stakeholders, including workers, clients, suppliers, communities, and other parties impacted by the company's decisions, in addition to maximizing shareholder value.

Freeman underlined that managers have moral obligations to these diverse stakeholders and that businesses can develop more ethical and sustainable business practices by taking their interests into account. The conventional idea of shareholder primacy, which places the interests of shareholders above those of all other stakeholders, was contested by this viewpoint.

The following guidelines, as outlined by R. Edward Freeman, can characterize a manager's ethics. Among them are:

Consistency: An ethical manager acts and makes decisions in an ethical manner on a regular basis. In all facets of their work and interactions with others, they uphold moral standards and ethical ideals.

Integrity: Honest, open, and reliable behavior are the hallmarks of an ethical manager. They accept accountability for their actions and behave morally.

Stakeholder orientation: An ethical manager takes into account the interests and well-being of all parties involved, such as suppliers, customers, workers, and the community. They respect integrity, decency, and committed partnerships.

Ethical Management: An ethical manager applies a methodical approach to decision-making that takes moral considerations into account.

Ethical Decision Making: An ethical manager makes decisions by following a methodical process that takes ethical considerations into account. They make an effort to make moral decisions by taking into account how their actions will affect different stakeholders.

Ethical Leadership: By establishing a positive tone and encouraging an ethical culture within the company, an ethical manager leads by example. They encourage moral consciousness, honest communication, and moral behavior from staff members.

MANAGERIAL VALUES

The abilities, characteristics, and behaviors that competent managers bring to their positions are all included in the idea of managerial value. These characteristics support their capacity to manage teams, reach organizational objectives, and make wise decisions. Supervisors ought to encourage, inspire, and lead their groups toward shared goals. To be an effective leader, one must establish specific objectives, give guidance, and enable team members to achieve their goals.To achieve the best results for their teams and the organization as a whole, managers must make wise decisions based on the information at their disposal and balance risks and rewards.

For management to be effective, communication must be open and transparent. Supervisors should be able to actively listen to their team members and effectively communicate ideas, directions, and feedback. In their positions, managers frequently face difficulties and roadblocks. To overcome these difficulties, one must possess the skills necessary to recognize issues, determine their underlying causes, and create workable solutions.

Supervisors must be able to see things long-term and coordinate the efforts of their staff with the overarching aims and objectives of the company. Anticipating future trends, spotting opportunities, and adjusting to change are all components of strategic thinking. In order to forge solid bonds with their subordinates, settle disputes, and create a happy work atmosphere, managers must be able to recognize and control their own emotions as well as those of others.

In the contemporary business landscape, managers need to possess flexibility and adaptability to cope with evolving circumstances, technologies, and market conditions. Good managers accept accountability for their own behavior as well as the output of their teams. They hold each other and themselves responsible for achieving objectives and producing outcomes.In general, managerial value is about making a good difference through competent communication, decision-making, leadership, and problem-solving, which eventually leads to organizational success.

Table 2. Comparison of some indicators of managerial ethics

Ethical manager	Unethical manager
Modest	Don't think about yourself and brag
He works for the good of the people	Respects one's own interest
Honest and straightforward	Cheats and lies
Keeps promises	A promise breaks a contract
Works to be fair	Unfair relations and behavior
Takes responsibility	Blames others
Everyone is respected	Disrespects others
Develops and motivates others	Does not develop a following

We compared some issues as allow that Ethical Manager: Modest in demeanor, prioritizing the collective good over self-promotion. Unethical Manager: Self-centered and prone to bragging, disregarding the needs of others.

Ethical Manager: Works tirelessly for the betterment of the people, prioritizing their well-being.Unethical Manager: Prioritizes personal interests and gains, showing little regard for the welfare of others.
Ethical Manager: Maintains honesty and straightforwardness in all dealings, avoiding deceit and cheating.Unethical Manager: Engages in deceitful practices and lies to manipulate situations for personal gain.

Ethical Manager: Upholds commitments and promises, honoring agreements and contracts.Unethical Manager: Breaks promises and contracts without hesitation, prioritizing personal convenience over integrity.

CONCLUSION

An individual who plans, directs, and oversees the operations and activities of a particular department, team, or organization is known as a manager in the workplace.

A manager is a proactive, flexible leader who sets expectations clearly and gives teams the tools they need to succeed.Managers are essential to the accomplishment of organizational goals and objectives because they plan, direct, and coordinate resources and employee efforts.The field of philosophy known as ethics studies moral principles and values, identifying what is good or bad, right or wrong, and appropriate behavior in various contexts. It is concluded that morally sound and reasonable decisions for both individuals and society can be made within the framework of ethical principles.

Managers provide direction, resources, and support to teams, which helps them work toward organizational goals. They oversee establishing clear guidelines, encouraging teamwork, and making sure the group has the resources and instruments it needs to be successful.The study of ethics also investigates the ideals and tenets that influence moral judgment. To guarantee equitable treatment, respect for diversity, and accountability, ethical considerations are crucial in the workplace. Managers may make choices that support stakeholders' and employees' dignity and well-being in addition to the organization by following ethical standards.

Ethical decision-making combined with efficient management techniques can foster a productive workplace where staff members feel appreciated, inspired, and empowered to contribute to the success of the company.

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