Employees’ Ethical value is the key to the competency of the organization

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Abstract: Through this discussion we understand the definition of organization, human values, meaning of organizational culture, qualities of the professional practitioner and the meaning of organizational competency. The discussion also highlights Milton Rokeach’s Classification system of values, Spinoza’s sense of values and the Iceberg Model of Culture. An organization is inanimate or soul less due to absence of efficient, inquisitive, devotional employees. Employers’ and employees’ faith, coordination and cooperation are the assets of the organization. The objective of the paper is that the competency of the organization is led by the sense of values of individual.

Key words: Organization, human values, organizational culture, organizational competency.

I. Introduction

Organization means a well structured social unit of people that provide to meet the requirements or to pursue collective objects. The nature of organization highlights to set up everybody at his instinctive work to fulfill the principle and objects. Human being is the unit of the organization. It is impossible to develop an organization if individual never be grown up in an organized manner or not be organized to the ideal or principle. The main quality of a worker or an employee is unrepelling adherence to the principle. Each and every people born and brought up with different nature. Two people never are equated. In spite of individual natural distinction, everybody meet the same organizational goal if their object and ideal are same. An employee would be a man of confidence, active habits and full of inquisitive serving tendency.

II. Human values

The word ‘value’ derives from the Latin word “valere” which means “to be strong, to be well” and therefore “to be valid”. Value indicates principles or standards of behavior, judgement of good and evils which are important in life. The value added persons are the man of convictions; they may not be sweet but invigorating. They have the fanatic attachment to the principle. “He will stand like a tower when everything rocks around him and when his softer fellow- mortals are winnowed like chaff in the blast” (William James; 1935). The persons who are led by moral weakness, becomes a man of sweet comprising; supports other’s weakness to maintain his own image; fears to maintain his way of life strictly as his weakness may be disclosed. Ideal-centric urge is the source of all energies in a human being. Without urge energy never exists which leads to depression and unequipped. Human values indicate efficiency, inquisitiveness, industrious habits, practicality, determination, will, scientific trend and sense of organizational prestige.

Classification system of values (1973) - Milton Rokeach

The social psychologist Milton Rokeach developed Rokeach Value Survey denoting the classification system of values. The system consisted of two sets of values- i) terminal values, ii) instrumental values and each set includes eighteen individual value items.

i) Terminal Values

Terminal values refer the desires or goals which the human beings tend to fulfill during the lifetime. These values vary among different groups of people in different cultures.

The terminal values in RVS are:
1. True Friendship
2. Mature Love
3. Self-Respect
4. Happiness
5. Inner Harmony
6. Equality
7. Freedom
8. Pleasure
9. Social Recognition
10. Wisdom
11. Salvation
12. Family Security
13. National Security
14. A Sense of Accomplishment
15. A World of Beauty
16. A World at Peace
17. A Comfortable Life
18. An Exciting Life

ii) Instrumental values:

Instrumental Values refer to preferable modes of behavior. These are preferable modes of behavior, or means of achieving the terminal values.
The Instrumental Values are


Spinoza’s sense of values

In late Eighteenth Century Spinoza’s concept of values brought the revolution in the minds of Europe. He dedicated an alternative to materialism, atheism, and deism. Spinoza’s ideas concentrated three appeals-

i) The unity of all that exists;
ii) The regularity of all that happens;
iii) The identity of spirit and nature.

Through his discussion we realized that he appealed for the harmony; the harmony of physical heath, mind and nature. Environment never compels man but man collects the elements from environment with conation according to his birth reformation and being excelled. It is also clear that the whole universe is controlled by laws of nature, captive by cause and effect where he considered the existence of spirit. Nothing is accident. Sometimes the cause or effects are unknown to us, so it is called accident or coincidence.

Organizational Culture

The organizational culture influences the effectiveness of the organization. Culture reflects the general prototype of behavior, shared beliefs and values that employees have in common. Culture can be deduced from the discussion, activities and thoughts of the employees within an organizational setting. It engrosses the learning and transmitting of knowledge, convictions and patterns of behaviour over a period of time. It signifies that organization culture is fairly stable, not very fast changeable. Effective enterprises expand and foster an appropriate organization culture. Sometimes few organizations establish the statute or implied rules which are used as the guidelines of employees expected behaviour. The value of the employees in a farm identifies some fairly permanent beliefs which direct employee’s action and behaviour in fulfilling the organization’s goal.

The Iceberg Model of Culture

Surface Culture (Above the surface)
- Emotional Load: Relatively Low

Deep Culture
- Unspoken Rules (Just below the surface)
  - Behavioural Based
  - Emotional Load: High

Unconscious Rules (Far Below Surface)
- Value-Based
  - Emotional Load: Intense

Source: weblearningservice.com/.../cultural proficiency/.../The%20Iceberg%20M.

Surface Culture (Above the surface)
The kind of visual elements of culture such as food, dress, music, visual arts, drama, crafts, dance, literature, language, celebrations, games which are easily identifiable, easily shared, and easily accessed.

Unspoken Rules (Just below the surface)
Elements of behavior-based culture such as courtesy, contextual conversational patterns, concept of time, personal space, rules of conduct, facial expressions, non-verbal communication, body language, touching, eye-contact, patterns of handling emotions that are perhaps not so easily pointed out, more ingrained into society.

Unconscious Rules (Far Below Surface)
It is value-based things such as notions of modesty, concept of beauty, courtship practices, notions of leadership, cadence of work, nature of companionships, tone of voice, attitudes towards seniors, concept of cleanliness, notions of adolescence, patterns of group decision-making, definition of lunacy, preference for competition or
cooperation, tolerance of physical and mental pain, concept and respect of “self”, concept of past and future, definition of obscenity, attitudes toward dependents, problem-solving roles in relation to age, sex, class, relationship etc. that don’t get talked about, and often times aren’t even realized.

**Qualities of a professional practitioner**

1. **Integrity**: It implies that a professional person would be honest. Truthfulness would be his property and he would be a man of sense of honour.
2. **Independence**: He would be the man of self determination, would be a good listener but be firm in taking decision.
3. **Impartiality**: He would be gratis from bias and behold the lack of prejudice.
4. **Responsibility**: He never is the worshiper of go-between. His commitments and implementations are woven in parallel.
5. **Competence**: His knowledge regarding the job would be specific and thorough. He would be skilled and be able to do the right job in right moment savings the time very effectively.
6. **Discretion**: He would very diplomatic and discriminate the works categorically but not individually.

**III. Competency of the organization**

The Organizational Competencies are the knowledge, skills, and behaviours that all employees are responsible for developing and applying to the work, what they do in support of the organization’s mission, goals, and values.

The first thing of Organizational Competency is advancing mission. It signifies the understanding of the unique issues related to the organizational objectives.

**Secondly**, the competency lies in building of relationship and development of interpersonal skills among employees and outer world. It demonstrates the value added services and reliability. It nourishes respect, promotes cooperation and effectively deals with relationships.

**Thirdly**, creative problem solving and strategic thinking are the key features of the organizational competency. It evolves new and innovative ideas, develops process and paves the way of implementation which makes the land mark in business world. The decisions are based on facts considering the risks. The skills of critical thinking and creative analysis are used to solve the problems.

**Fourthly**, effective communication is the heart of the organizational competency. The employees would be very effective in verbal, written and presentation communication skills. Their leadership quality would be pregnant with listening skills.

**Fifthly**, the organizational competency highlights the development of self and others. The employees and employers hunt for chances for learning and development. They apply their progressive skills and knowledge for adjoining the value to the performance of the organization. They look for performance feedback.

**Sixthly**, organizational competency is inherent with goal orientation. Individual employee holds self responsibility and inspires others to meet organizational goal which adds the value of the organization. They achieve the desired outcomes through team work. They put a paradigm of integrity and ethics through demonstrated performance.

**Seventhly**, the competent organization endeavours to meet the expectation and satisfaction of organizational clients and customers.

**IV. Conclusion**

Even loud mouth jingoism cannot suppress a person’s avid desire to reach the peak of success. His daily routine, his way of communication and his physical gesture are the best enactment of his biopic. An employee dreams for his best days after joining his organization. He is keen to have a stone-pillar support from his employer which he deserves for his level best effort and contribution towards the development of his own organization. On the other hand it becomes the foremost duty of the employer to take adequate steps to abet the enthusiasm of the employee. A perfect synergy is possible between two if the employer supports an employee’s dedication who desires to a skilled labourer rather than tinkering with his assignments. The ethical value which is inherited only from the upbringing of a child makes him a man of value. Then the inanimate building becomes a sportive fawn leaping forward to reach the desired point of success.

**References**
