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Work Ethics and Employee Performance in The Civil Service of Ghana: An Empirical Analysis

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Abstract

Employee performance has been of concern to managers of organizations for some time now. Managers have adopted various methods to improve the productivity of other staff in order to achieve the goals of their organization and their employee's desire for equity. This has been to the neglect of the role of workplace ethics in employee performance. This research work, therefore, tries to explore the impact that workplace ethics has on the performance of an employee in the Ghana Civil Service. The survey was designed to look at ten (10) Ministries in Ghana. The researcher adopted the judgemental sampling approach in selecting respondents for the survey. The scope of the sample was limited to the 10 Ministries in Ghana. From each of the 10 ministries, fifteen (15) employees were randomly selected. In all 150 five-point Likert questionnaires were administered. Binary Logistic Regression was used to assess the relationship between workplace ethics and employee performance. The study, therefore, draws the conclusion that ethics, as enshrined in Ghana Civil Service's code, provides the necessary guiding principles to encourage Ghana's Civil Servants to be of good behaviour to improve performance.

Keywords: employee ethics, civil service, judgemental sampling, binary logistic regression

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Table of Contents Ghana Civil Service Ethics

1. Understanding the eBook Ghana Civil Service Ethics
 - The Rise of Digital Reading Ghana Civil Service Ethics
 - Advantages of eBooks Over Traditional Books
2. Identifying Ghana Civil Service Ethics
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Ghana Civil Service Ethics
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ghana Civil Service Ethics
 - Personalized Recommendations
 - Ghana Civil Service Ethics User Reviews and Ratings
 - Ghana Civil Service Ethics and Bestseller Lists
5. Accessing Ghana Civil Service Ethics Free and Paid eBooks

- Ghana Civil Service Ethics Public Domain eBooks
 - Ghana Civil Service Ethics eBook Subscription Services
 - Ghana Civil Service Ethics Budget-Friendly Options
6. Navigating Ghana Civil Service Ethics eBook Formats
 - ePub, PDF, MOBI, and More
 - Ghana Civil Service Ethics Compatibility with Devices
 - Ghana Civil Service Ethics Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Ghana Civil Service Ethics
 - Highlighting and Note-Taking Ghana Civil Service Ethics
 - Interactive Elements Ghana Civil Service Ethics
 8. Staying Engaged with Ghana Civil Service Ethics
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ghana Civil Service Ethics
 9. Balancing eBooks and Physical Books Ghana Civil Service Ethics
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ghana Civil Service Ethics
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Ghana Civil Service Ethics
 - Setting Reading Goals Ghana Civil Service Ethics
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Ghana Civil Service Ethics
 - Fact-Checking eBook Content of Ghana Civil Service Ethics
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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