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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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