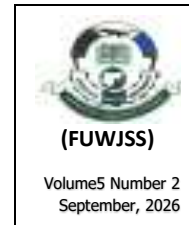


IMPACT OF EMPLOYEE TYPOLOGY AND WORK ETHICS ON TEAM PERFORMANCE IN PUBLIC AND PRIVATE SECTOR ORGANIZATIONS IN PLATEAU STATE, NIGERIA

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Abstract

This study examines the impact of employee typology and work ethics on team performance in public and private sector organizations in Plateau State, Nigeria. The study employed a 2x2 factorial design, with 250 participants from eight organizations, using purposive sampling. The results showed no significant effect of employee typology on team performance (Mean: 28.70, 28.62, $F(1,235) = .002$, $p = .965$). However, work ethics had a significant effect on team performance (Mean: 13.17, 44.15, $F(1,235) = 299.904$, $p = .000$). No significant interaction effect was found between employee typology and work ethics on team performance (Mean: 12.70, 44.70, 13.64, 43.60, $F(1,235) = .326$, $p = .569$). The study's conclusion highlights the importance of work ethics in team performance and asserts that organizations should prioritize work ethics to enhance team performance. The study also contributes to knowledge by revealing the usefulness of work ethics and its impact on team performance, and provides insights for organizations to minimize unethical practices and promote a positive corporate culture. The study recommends that organizations prioritize work ethics to enhance team performance, develop strategies to minimize unethical practices, and institutionalize good ethical behaviour.

Keywords: Employee, work ethics, corporate culture, team performance

Introduction

Even though, universally, employees in organization are considered most relevant component of the organization, it is assumed that employees' relativity on performance may differ across different organization. It is on this background that increasing attention is given by different researchers, organizational consultants and policy makers on the variability of the nature of these employees across types of organizations with respect to their role toward ensuring effective performance. In the years past researchers on employee relations to organizational outcomes were not conducted on the basis of differences or types of organizations the employees hail from (Robbins & Judge, 2023). However, recent concern by researchers have

tilted scholars into taking considerations to examine employees on the basis of the types of organization they come from, more so, on the beliefs held that environment is a major determinant of behaviour.

Teams are setup in public and private organizations to enhance the efficient and effective utilization of various resources within the organizations (Robbins & Judge, 2023; Katzenbach & Smith, 1993). Teams consist of group of people working together towards a common goal (Kozlowski & Bell, 2003). They remain the building blocks of modern organizations especially for the purpose of achieving their goals and objectives. Teams usually encourage synergy which is the performance gain when actions are married together. They are set up for various reasons depending on the nature of the organizational mission statements. To actualize this, certain management strategies must be applied to build effective teams which requires good communication and interpersonal relations, etc. It is management strategies that ensure the success and longevity of every team and by extension the organization itself. Teams enhance employee performance level by giving them a sense of belonging and a good work environment. A team will consist of a group of people whose members work intensely with each other to achieve certain specific goals. Hence, an exceptional team is a regular group that accomplishes extraordinary performance while transforming its members both individually and collectively (Bellman & Ryan, 2009).

A team is made up of small number of people with complementary skills who are committed to a purpose, performance, goals, and approach for which they are mutually accountable (Katzenbach & Smith, 1993). Although, teams can be difficult to form, because, it may take time for members to learn how to work together effectively; nevertheless, team members are expected to work intently together. For high-performing teams, it is required to enrol talented people and continuous trust-based cooperation and in addition, qualities like mutual trust, clear vision and effective communication strategy. A team member would require some relevant skills, motivation, respect, responsibilities outline, and support were necessary in case of any hitches.

Work ethics usually attempts to regulate what an employee would or should do in different situations in the organizations (Rumage, 2024). Although, the habit of following good work ethics could be intrinsic, i.e. it may come from within the employees. The work ethics an individual employee comply to may be able to also stem from his/her values. Most times employees set of values are largely influence by the environment, and life-long experiences and that could be connected to our parents, teachers, friends, peers, competitors (Robbins & Judge, 2023). It could also be anyone or anything that has helped to form or influenced our opinion of the world.

In most situations employees who show good work ethics in both public and private sector organizations are considered worthy for promotion to higher positions, more responsibilities and more rewards in form of salary and other incentives. At this level, these set of employees do not need a push or constant supervision, because they are self-motivated and valuable assets to their organizations. They are reliable, honest, responsible and dependable assets of their respective organizations. Undeniably, both public and private, profit and non-profit organizations continually engage in the struggle to achieve result in line with organizational objectives. Employees are usually expected to offer both physical and intellectual skills in exchange for monetary values and other incentives. However, organizations are also faced with numerous unlawful and un-ethical behaviours like misuse of work time, violation of organizational internet/phone policy, blatant favouritism, petty thievery, and abusive behaviours, time shift manipulations, lying to employee or customers are continually being perpetuated in various organizations and at many different points of business transactions. For instance, teachers, especially those in public schools are often noticed doing other personal activities under the trees in the school premises during active school hours instead of doing academic related activities. Others may be synonymous with late coming, rules violation, jumping protocol and avoidance of work procedures which may seriously undermine employee and team performance in public/private organizations. There seems to be pint-sized interest concerning whether employee actions are right or wrong in regard to ethics and ethical compliance. Some organizations might not be in the know of how essential ethics is to the survival of their organization and it tendency to results to near absence of performance and productivity. It can attract disciplinary reactions from regulatory bodies or commission. It shows a high decreasing reputation of teams and the organizations and can foist additional costs to the safety of future transaction. Most importantly, this study wants to examine how often employees observe ethical standards and how this standard can act as a catalyst toward increasing performance of employees at both individual and at team levels. One of the explanations of this phenomenon could be lack of alternatives for carrying transactions with other, alternative partners.

Against this background, the present study seeks to determine whether employee typology significantly influences team performance among employees in public and private sector organizations in Plateau State. The study also examines the extent to which work ethics contributes to team performance and further investigates whether the interaction between employee typology and work ethics exerts a significant influence on team performance. It is expected that the findings will provide empirical evidence that will enhance understanding of factors influencing team effectiveness

and provide useful information for organizational managers and policymakers in designing strategies aimed at strengthening ethical conduct, improving teamwork, and enhancing organizational performance.

Employees' Typology and Work Ethics in Nigeria's Public and Private Organizations

Alexandra and Andrea (2002), discovered that employee knowledge management is of utmost importance and strategic in a continuous effort to improve team and organizational performance. they found that knowledge management and an employee's predisposition to share the knowledge they possess are of prime importance to improving employee performance and thereby increasing the organization's success and growth. Dogarawa (2011) examines the performance measurement in the Nigerian Public Service (NPS) through the use of Annual Performance Evaluation Report (APER). Revealed that public servants' job performance is negatively affected by the fact that they work under more than two direct supervisors in multiple units of the organization for a year. In another study, a simplified Performance Measurement System (PMS) design was used to make employees report their monthly activities. The model recognizes the key challenges faced by public sector employees and recommends ways to overcome them, as well as assists them in preparing for the next month's activities in adherence to all ethical standards.

Ahmed, Aluku and Mustafa (2021) examined the influence of work ethics on the job satisfaction and performance of employees in Nigeria. The study was carried out in Ilorin, Kwara State, Nigeria using descriptive survey research design. Data were collected from employees of five government establishments through a structured questionnaire. Inferential statistics analysis was used to analyze the relationship of work ethics, job satisfaction and employee's performance. The results indicated that work ethics has a significant effect on employee's performance directly and indirectly through job satisfaction. The employees' high ethical values were related to high job satisfaction and work performance. The authors concluded that corporate ethics are very important in improving the productivity of employees, organizational commitment and organizational performance. Similarly, Adam, Zakari, Abdurrahman and Kibiya (2025) studied the effect of work ethics on the job performance of employees in selected Federal Ministries in Nigeria in a study titled *The Effect of Work Ethics on Job Performance: An Assessment of Selected Federal Ministries in the Federal Capital Territory of Nigeria*. The study used an exploratory survey design of employees of selected Federal Ministries in the Federal Capital Territory (FCT), Nigeria. The convenience sample technique was adopted and 384 questionnaires distributed and 157 valid replies analyzed. Work ethics were measured using

the Multidimensional Work Ethic Profile (MWEF). The performance scale by Newman et al. was used to measure job performance. Confirmatory Factor analysis (CFA) and Structural Equation Modelling (SEM) were used to validate the measurement model and to test the hypothesized correlations. The results showed that work ethics was a positive predictor of job performance with a statistical significance ($\beta = .626$, $p < .001$).

Specifically, resourcefulness, morals and ethics, hard labour, postponement of satisfaction, job centrality and excellent control of lost time significantly increased employee performance. Leisure did not add significantly to the work ethics construct. The researchers believed that the improvement of ethical principles among employees enhances the effectiveness of a company and should be a strategic focus in the Nigerian public sector. Okoro, Ife and Denis (2026) extended work ethics to explore the Influence of Organizational Behaviour on Employee Performance in Public and Private Sectors in Nigeria. The study examined the influence of some dimensions of organizational behaviour such as employee motivation, leadership styles, organizational culture, intrinsic and extrinsic motivation on employee performance in the public and private organizations of Nigeria. Data were collected from 225 employees through structured questionnaires based on survey research design. Descriptive statistics, Pearson product moment correlation and multiple regression analysis were used to analyze the data. The findings revealed positive significant relationships between the variable's organizational behaviour and employee performance, with motivation and leadership being the most significant predictors of job performance. The study also found that technical competence is not sufficient to guarantee excellent performance of employees. It pointed out that positive organizational behaviour, employee commitment and effective information management jointly enhance the productivity and sustainability of organizations. Therefore, the researchers recommended that organizations should adopt people-centred management practices based on the principles of behavioural science to enhance employee performance and the long-term sustainability of organizations.

Thus, these empirical studies have provided strong indications that ethical values and positive behavioural traits are still relevant as determinants of employee effectiveness in Nigerian organizations. The more ethical, resourceful, responsible and devoted the personnel, the better their performance and the higher the organizational effectiveness in the trials analyzed. Similar findings were reported in organizational settings, where supportive leadership, employee motivation and positive organizational culture were linked to better employee outcomes.

These studies have greatly contributed to the understanding of work ethics and organizational behaviour in Nigeria but majority of the studies

were mainly directed towards predicting employee performance, job satisfaction, organizational commitment or productivity. In contrast, there is little empirical research on the impact of the typological characteristics of employees on work ethics, especially in comparative studies of public and private sector organizations. Again, the bulk of Nigerian studies have conceptualized work ethics as a uni-dimensional construct and have not adequately examined the behavioural dispositions and typological differences that affect ethical conduct in the organizational environment. There is of course a gap that necessitates the present study to examine the typology of employees and work ethics in the public and private organizations in Nigeria. This will add to our understanding of organizational psychology and the evidence may be relevant to the management of employees, organizational policy and human resource practices. The study was conducted in Ilorin, Kwara State, Nigeria using descriptive survey research design. Structured questionnaire was used to collect data from employees of five government establishments. Inferential statistical techniques were applied in the analysis of the relationship between work ethics, job satisfaction and employees' performance. The findings showed that work ethics has an effect on employee's performance directly and indirectly through job satisfaction. Employees with greater ethical values reported greater job satisfaction and work performance. The authors found that organizational ethics is fundamental to improving employee productivity, organizational commitment and organizational effectiveness. Similarly, Adam, Zakari, Abdurrahman and Kibiya (2025) studied the effect of work ethics on the job performance of employees in selected Federal Ministries in Nigeria in a work entitled *The Effect of Work Ethics on Job Performance: An Assessment of Selected Federal Ministries in the Federal Capital Territory of Nigeria*. The study adopted an exploratory survey design of employees of selected Federal Ministries in the Federal Capital Territory (FCT), Nigeria. A convenience sampling technique was adopted and 384 questionnaires were distributed. 157 valid responses were analyzed. Work ethic was measured using the MWEP (Multidimensional Work Ethic Profile). Job performance was measured using the performance scale of Newman et al Confirmatory Factor analysis (CFA) and Structural Equation Modelling (SEM) were performed to validate the measurement model and to test the hypothesized relationships. Work ethics was a statistically significant positive predictor of job performance ($\beta = .626$, $p < .001$). Specifically, resourcefulness, morality and ethics, hard work, delay of gratification, work centrality, and effective management of wasted time significantly increased employee performance. Leisure did not add much to the work ethics construct. The researchers revealed that improving the ethical values of employees improves the effectiveness of an organization,

which should be a strategic priority in the Nigerian public sector.

Okoro, Ife and Denis (2026) further investigate the Influence of Organizational Behaviour on Employee Performance in Nigeria's Public and Private Sectors. The study examined the effect of organizational behaviour dimensions such as employee motivation, leadership styles, organizational culture, intrinsic and extrinsic motivation on employee performance in the public and private organizations of Nigeria. The research design was survey and data were collected from 225 employees using structured questionnaires. The data was analyzed using descriptive statistics, Pearson product moment correlation and multiple regression analyses. The results indicated that there were significant positive relationships between the variables organizational behaviour and employee performance and that motivation and leadership were the most significant predictors of job performance. The research also indicated that technical competence by itself does not guarantee exceptional employee performance. It emphasized that positive organizational behaviour, employee commitment and efficient information management collectively improve organizational productivity and sustainability. Therefore, it was recommended that organizations should adopt people-centred management practices based on the principles of behavioural science to enhance employee performance and the long-term sustainability of organizations.

Thus, these empirical studies have provided strong indications that ethical values and positive behavioural traits are still important determinants of employee effectiveness in Nigerian organizations. Across the studies reviewed, the better the employees performed and the higher the organizational effectiveness were when the employees were more ethical, resourceful, responsible and committed. Similar findings were found in organizational settings, where supportive leadership, employee motivation and positive organizational culture were associated with improved employee outcomes. These studies have made significant contributions to the understanding of work ethics and organizational behaviour in Nigeria but most of the studies were mainly focused on predicting employee performance, job satisfaction, organizational commitment or productivity.

In contrast, there is little empirical research on the impact of the typological characteristics of employees on work ethics, especially in comparative studies of public and private sector organizations. Again, Nigerian studies have conceptualized work ethics as a uni-dimensional construct and have not adequately examined the behavioural dispositions and typological differences that affect ethical conduct in the organizational environment. There is of course a gap that necessitates the present study to examine the typology of employees and work ethics in the public and private organizations in Nigeria. This will advance our knowledge of organizational psychology and the evidence may be useful for management of employees,

organizational policy and human resource practices.

Theoretical Framework

The study explores the impact of employee typology and work ethics on team performance, drawing on several theoretical frameworks. The Katzenbach and Smith Team Effectiveness Model emphasizes collective work, performance results, and personal growth, highlighting skills, commitment, and accountability as key factors. The Hackman Model of Team Effectiveness outlines five conditions for team success: clear boundaries, interdependence, compelling direction, supportive structure, and adequate resources (Koali, Khasoane & Mongezi, 2024).

The Lencioni Model of Team Effectiveness identifies five dysfunctions that hinder team performance: lack of trust, fear of conflict, absence of commitment, lack of accountability, and inattention to results (Lencioni, 2005; Lencioni, 2002). The Utilitarian Theory posits that actions are right if they promote the greatest good for the majority. The Kantian Deontology Theory emphasizes adherence to universal moral principles and treating individuals with respect (Chukwuneke & Ezenwugo, 2022).

The Rights Ethical Theory prioritizes human rights and dignity, while Ethical Relativism Theory suggests that moral judgments are relative to cultural norms. These theories provide a foundation for understanding the complex interplay between employee typology, work ethics, and team performance, highlighting the importance of effective teamwork, moral principles, and cultural sensitivity in achieving organizational goals.

Research Methodology

In this study, a 2x2 factorial design was used in examining the effects of employee typology (public vs. private sector) and work ethics (strong vs. weak) on team performance. A total of 250 questionnaires were administered to participants from eight public and private sector organizations in Jos, Nigeria, using a purposive sampling technique. The participants included 125 public sector employees from organizations such as the National Orientation Agency, University of Jos, and Plateau State Hospital Management Board, and 125 private sector employees from companies like Nhub Nigeria, Mashia Foundation, and Jos Electricity Distribution Plc. The instruments used are the Work Ethics Scale (Baldev & Snigdha, 2015) with a Cronbach alpha of 0.87, and the Teamwork Effectiveness Self-Assessment Questionnaire (Hinda and Herbert, 2003). Data analysis was conducted using Statistical Packages for Social Sciences (SPSS 23), inferential statistics.

Results and Discussions

Effects of Employee Typology and Work Ethics on Team Performance in Public and Private Sector Organizations in Plateau State

Table 2: 2-WAY ANOVA for Employee Typology and Work Ethics

Dependent Variable: Team Performance

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	20701.566 ^a	3	6900.522	102.455	.000
Intercept	69157.847	1	69157.847	1026.819	.000
Employee Typology	.130	1	.130	.002	.965
Work Ethics	20199.016	1	20199.016	299.904	.000
Work Typology *	21.960	1	21.960	.326	.569
Error	15827.614	235	67.352		
Total	439437.000	239			
Corrected Total	36529.180	238			

a. R Squared = .567 (Adjusted R Squared = .561)

The study examines the separate effects of employee typology (classification) and combine effects work ethics on team performance. The first hypothesis tested the effect of employee typology on team performance in public and private sector organizations. The results indicated that employee classification has no statistically significant effect on team performance. Also, public sector employees had a slightly higher average score in team performance than private sector employees. This result indicates that the sector in which the employees are employed does not determine the effectiveness of team performance. The results suggest that factors other than sector classification, such as shared organizational goals, good communication, leadership styles, interpersonal trust and collaborative work methods, influence team success. The connection of individuals to public or private entities may be less important than the efficacy of organizational frameworks that foster co-operation. The present finding contrasts with prior empirical evidence which had shown significant sectoral differences in organizational outcomes. For instance, Alexandra and Andrea (2002) asserted that organizational frameworks and workplace environments considerably influenced employee efficacy. However, Dogarawa (2011) posited that organizational characteristics were important in employee performance differences. These differences between the present study and previous findings may be due to differences in organizational context, methodological approaches, sample characteristics and the changing nature of work. Contemporary organizations across all industries are increasingly

adopting similar human resource management techniques, performance measurement systems, participative processes and technological innovations that blur the traditional lines between public and private sector. Thus, workers in both industries may encounter similar work environments that foster similar levels of team efficacy. From the theoretical perspective, the finding does not support the assumption that the differences in organizational contexts are enough to influence the team efficacy. The Katzenbach and Smith Team Effectiveness Model identifies commitment, complementary abilities, accountability, and shared purpose as the key factors for team effectiveness. Recent research, however, suggests that these factors may be independent of the type of organization individuals belong to. According to Hackman's Model of Team Effectiveness, the success of a team depends on enabling conditions such as clear direction, a supportive organizational context and appropriate team configuration rather than the industry in which the members operate. The lack of significance of the influence of personnel typology thus suggests that organizational processes and team interactions may be more important to team performance than industry affiliation. This research adds to previous theory by showing that successful collaboration can occur in both the public and commercial sectors, if the right organizational conditions exist.

The second hypothesis tested the degree of significance of work ethic towards team performance. The results showed that work ethics had a significant positive effect on team performance meaning that workers with high work ethics had much higher team performance than workers with low work ethics. The finding indicates that ethical virtues such as integrity, responsibility, industriousness, accountability, dedication, compliance with organizational rules and regulation, and commitment to assigned tasks are important behavioural assets that contribute to team work and improve overall workgroup performance. The ethical behaviour of the workers increases the confidence of the team members which in turn leads to better communication, increases the chances of fulfilling the responsibilities and positively contributes towards the achievement of the organizational objectives.

The present finding validates the findings of Ahmed, Aluku and Mustafa (2021) who found that work ethics significantly improved the performance of employees directly and indirectly by increasing job satisfaction in the Nigerian organizations. Similarly, Adam Zakari, Abdurrahman and Kibiya (2025) found work ethics to be a significant predictor of job performance among employees in some Federal Ministries in Nigeria. Factors like resourcefulness, morality, diligence, work centrality, postponement of gratification and proficient time management play crucial roles in organizational efficacy. Similarly, affirmative organizational conduct which

includes employee commitment, effective leadership and supportive organizational culture significantly improved employee performance in both public and private sectors in Nigeria as demonstrated by Okoro, Ife and Denis (2026). The uniformity of these outcomes highlights the role of ethical principles as the primary determinants of employee performance and organizational productivity. The finding provides empirical support for principles of Kantian Deontological Theory, which states that people should act according to universal moral principles irrespective of outside inducements or personal consequences. finding supports the Utilitarian ethical standpoint that argues that moral conduct improves outcomes that maximize communal well-being, good relations, better co-operation and improved team performance result from people exhibiting ethical behaviour in organizations and this has positive results for both employees and the organization. This finding is consistent with the Katzenbach and Smith Team Effectiveness Model which identifies mutual accountability, commitment, and shared responsibility as the main ingredients of effective teams. Therefore, the present study provides robust empirical evidence that work ethics is an important behavioural mechanism in achieving effective team performance in Nigerian organizations. Third, the study explored the possible interplay between employee typology and work ethics in significantly impacting team performance. Results showed no statistically significant interaction effect of employee categorization and work ethics on team performance. This suggests that while work ethics had an independent effect on team performance, the effect was not significantly different in personnel working in public and private sector organizations. The positive impact of ethical behaviour on team performance seemed to be quite similar across different types of organizations.

This finding is in contrast to studies that report significant interaction effects between organizational characteristics and employee behavioural characteristics on organizational outcomes. The inconsistency may be explained by the increasing convergence of management practices in the public and private sectors in Nigeria. Many organizations, regardless of their ownership arrangement, already focus on ethical standards, collaborative working, employee accountability and performance oversight. Thus, ethical conduct might have a consistently stable effect on team performance across different organizational contexts without significant interaction with personnel types. In theory, the lack of significant interaction effect suggests that although work ethics is an important variable for team effectiveness, its impact may not be dependent on the sectoral categorization of the personnel. Other organizational characteristics such as leadership efficacy, organizational climate, communication dynamics, team cohesion,

psychological safety and organizational support that were not explored in this study may improve the effectiveness of ethical behaviour. Therefore, our finding adds to the current body of theory by suggesting that ethical work behaviour is a generally universal marker of team efficacy across organizational contexts. It stresses the need for future study to examine additional organizational and psychological aspects that may strengthen or weaken the relationship between work ethics and team performance in Nigerian companies.

Conclusion and Recommendations

The study examined the influence of employee typology, work ethics and team performance. The outcome of the study revealed employee typology does not have a significant impact on team performance. Although, the test of the second hypotheses revealed that work ethics has significant on team performance, while the third hypotheses show no significant interactive impact of employee typology, work ethics on team performance. The outcome of this study is a pointer to the fact that unethical practices diminish team performance. Hence, management and staff of organizations are advised to marshal out strategies that can minimise unethical practices in the workplace. While those found involved in unethical practices should be punish in line with the existing standing rules of the organization, and to be overlooked base on primordial sentiments. Which could expose organizations to suffer massive setback, and risk failure and even attract criminal action. For example, the recent case of GTBank PLC and Innoson vehicle company in Anambra State. In which the court is asking GTbank pay over 8 billion naira to Innoson vehicles instead of 2 billion naira illegally taken by GTBank from the bank account of Innoson vehicles. This kind of unethical behaviour is capable of spoiling the reputation GTBank. But, if organizations both public and private will work assiduously toward dealing with it. By so doing team performance will be sustained and improved upon.

In view of the outcome of this study, the researcher wishes to recommend that for team leaders, members and managers who want to see a performing team, should take out time to clearly have a good understanding of work ethics as it relates to the scope of task they are expected to execute. The team composition and the team process. Because, failure to take work ethics seriously may undermine an individual employee performance, team performance and even the competitive strength of the organization and the society at large if it is not well curtailed. Ethical Principles essentially spring from every decision-making organ of the organization. Therefore, the team or organizational stability and survival will largely be positively or negatively influenced by the consistency of appropriate ethical decisions made by team members and managers. In recent times, most organizations

have come up with codes of ethics which is a set of moral principles used by organizations to steer and regulate the conduct of employees in the workplace and in the organization as a whole, in all their business activities, both internally and externally. And, for any organization to remain a market leader or become industry champion, good ethical behaviour of employees and management must be institutionalized. Schminke, Arnaud and Kuenzi, (2007), further revealed that team members' perceptions of code of ethics can predict the performance of the organization as a whole. Especially, when team members show positive attitude toward their jobs or assignments. The organisations may have greater employee retention, high level productivity, loyal customers or clients, and even perform better financially.

This study contributes to knowledge by way of revealing some of the usefulness of work ethics and how it impacts team performance in the workplace. Also demonstrating some of the disturbing effects of employee typology, work ethics and how it negatively affects team performance by damaging the credibility of the organization, as a result of many lawsuits, and negative team performance as a result of tension it might spring up among team members/ organizations. The study contributes to knowledge by enabling Chief Executive officers of Organizations know that the work ethics is capable of enhancing a positive corporate culture and consumer confidence. It can also help organizations minimise the risk of extra financial liabilities and possible lawsuits. It would help bring about harmony among team members of divers' gender and religious affiliations It will enable those in leadership positions. Especially legislators to come up with a law that will supportive of promoting ethical conducts in the workplace.

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