

# Optimistic Ethical Culture in Work Place for Sustainable Human Development

**Ms. Deepthi Lankoti, B.Tech, MBA**

Assistant Professor – Master of Business Administration

QIS College of Engineering and Technology | Affiliation JNTU -Kakinada

Prakasam Dist., Andhra Pradesh – 523 272

Lankoti.deepthi@gmail.com

## Abstract

Main objective behind this research paper is to understand the impact of personal issues on working life and professional issues on non working life. As the needs and expectations of employees are increasing they are striving towards their career growth by absorbing opportunities and challenges. In this path, employees change from company to company so as to gain wider knowledge on advanced technologies and to adopt new managerial methodologies. They are impacted by the adopted culture and ethics thereby reducing organizational citizenship behavior among them. Further this impact on employee engagement and commitment by leading towards employee exhaustion in the workplace. Sustainable human development is essential for a better work life balance through which every individual can be better strengthened with their potentialities. It's vital to know the impact of sustainable human development on reducing employee exhaustion and stressed out situations. An organization which adopts professional ethics and that entertains rational culture is the only organization that acknowledges employee behavioral patterns and also recognizes the boundary between work and non work life.

**Keywords:** *Organizational Citizenship Behavior, Ethics, Culture, Stress, Sustainable Human Behavior, Leadership, Turnover*

## Introduction

Human beings are not rational decision makers in all the situations of life. As the needs and expectations of human beings are changed, their lifestyle also has been changed. With the changes adopted in the lifestyle their perception towards work related challenges also changed and thereby impacting on the sustainable behavior of employees. Usually human behavior is directed by the combination of internal drives and external circumstances. If an individual has formed an intention to behave in a specific way, based on situational circumstances it can result to different behavior conjointly. Among millennials most of the women started working and thus contributing towards the financial needs of the family. In a challenging and progressive work environment, it's been difficult for

women to concurrently balance between professional life issues and personal life issues like child care, elder care, domestic activities etc. Major goal of any company is to enhance the productivity and to reduce labor turnover. In workplace environment where there is no scope for professional development or no scope for tolerance of personal life issues, both men and women will get detached from the company in a short span instead of cultivating organizational citizenship behavior.

When the workplace does not follow professional code of ethics and positive culture, it ultimately generates multiple problems like physical strain, exhaustion, psychological disturbances, labour turnover etc. Unsustainable actions happening within the office will get carried over to the personal life events and very soon disturbs the work life. Nowadays it is necessary for employees to admit the upcoming challenges in work life so as to bring in behavioral development with respect to the changing behaviors. Along with stress management in workplace, it is necessary to provide awareness to employees on psychological sustainable development so as to facilitate positive behavior in teams, organizations and family.

## Review of Literature

Work – family relationship should enrich one another to facilitate positive growth on each domain. Activities enriched in one domain have the potential to enrich the other domain by increasing the responsibilities in both domains (Wayne, Musica and Flenson, 2004). Experiences gained in work life areas like skills, values, moods and behaviors transferred from one role to other is referred to positive spill – over (Carlson et al, 2006). Negative spill – over is determined by the behavior - based conflict where behavior in one domain influences and develops the behavior in other domain (Edward & Rothbard, 2000). Certain behavior that is acceptable in personal life events (expressive, emotional sensitivity, temper) might not be acceptable in work life. Therefore work – family conflict and work – family enrichment are opposite to each other because the experiences gained in one theory can improve the quality of life in other theory (Greenhaus and Powell, 2006).

Reimara and VasanthiSrinivasan (2011) have presented their study on work life balance by identifying four major points

- i) Workplace norms, policies, ethics and social support.
- ii) Family impact on personal life choices.
- iii) Multirole responsibilities and ways to overcome them
- iv) Personal and professional challenges and managing strategies.

A great deal of stress in professional boundary is due to overloaded work, role ambiguity, lack of support and feedback, growing out with technological changes etc and to reduce its impact management have to play a supportive role on employees (Bashir U. and Muhammad I. R 2010). Life seems to find new ways of stressing out people and holding them with anxiety attacks. Thus creating stress and affecting emotionally, mentally and physically. To deal with stressful situation it is essential for a person to create new ways of handling new situations at different stages of life Nayak. J. & Swakar P. S.(2008). In order to attain sustainable human development in workplace it is necessary to set goals that are specific, realistic and challenging. And these goals result in the highest level of motivation, achievement and recognition to the employee by satisfying their expectations in career.

### Research Data Analysis

Every individual plays a key role by contributing their best for the success of organization. In this path directed towards the success, an employee has to develop tolerance towards personal and professional issues. Autocratic leader in the workplace offers more burdens to employees and democratic leader simplifies the ambiguity by breaking down the burden work. When a person is loaded with high demand levels of work then ultimately it influences on the personal relations at home. Major stressors at work that impact on work life balance are long working hours, barriers in communication, overloaded work, ambiguous expectations, poor knowledge on new tasks, leadership at work, lack of job security, workplace policies, unfair business practices, crucial deadlines. To minimize the impact of these stressors on employee and to motivate them towards new career possession it is vital to prioritize sustainable human behavior of every individual based on their personality. Stress in workplace can be effectively managed by the provision of healthy work environment, psychological counseling on regular basis, clear defining of roles, entertaining work life balance initiatives, optimum utilization of work time, obtaining support from family and management, commitment towards the work by loving the work. The better way to overcome stress is to accept the realistic things and then come up with solutions by adopting sustainable behavioral actions. If an employee starts loving his/her work and then valuing his/her time then challenges seem to be a

motivating factor. Thereby bringing in satisfaction for the employee where he/she determines to build reputation and recognition in the workplace and family. Accepting realities in the life is the major challenge for every person. Dealing with changes, transitions in the workplace and considering them as positive for their well being. But once the perception is tuned to accept the changes then stress will not be a disturbing factor in work life balance. This in turn will increase the retention of employees in stress - free workplace by cultivating organizational citizenship behavior among all the motivated employees.

### Result & Conclusion

If company growth alone is prioritized in the organization it will cultivate stressful environment and impacts on employee's family and professional life. On the other hand if career growth is also prioritized then it will cultivate sustainable development among employees by promoting stress free atmosphere in workplace. Employees need to accept the realistic changes and be flexible towards accepting challenges and turning them into opportunities. For career progression every individual have to ensure sustainable development and for satisfactory work life every individual has to enjoy a complete state of physical, mental, spiritual and social well being rather than infirmity. In 21<sup>st</sup> century it is vitally important for management to offer psychological counseling in order to reduce the disturbances, stress levels, exhaustion and further to increase the levels of commitment, confidence, motivation of every individual. For achieving sustainable development among employees it is necessary to promote forces like enrichment, gender equality, interdependence, self determination, flexible change and growth. In the same way it is necessary to avoid certain forces like exhaustion, exploitation, temperament, egoistic attitude. Adopting fair business practices in the workplace can motivate employees to promote high morale. Inspiring and encouraging leaders in managerial position will strive for the success of organization and employees simultaneously. They change the meaning of success and increase the chances of obtaining success by aligning with the changing lifestyle of human beings. Cultivating optimistic ethical culture in the workplace can reduce the stress levels through proper stress management strategies. A friendly potential workplace can be built and can be enlightened only with the adoption of supportive leadership styles among servant leadership, authentic leadership, ethical leadership, mindful leadership, benevolent leadership and decent leadership. Proper leadership in the organization is the major key to offer importance to relationships, mobilize energy, and motivate employees to cope up with challenges and for promoting well being of employees in the organization.

**References**

- 1] Annamaria Di Fabio, Department of Education and Psychology, Psychology Section, University of Florence, Italy, September 2017, [www.frontiersin.org](http://www.frontiersin.org).
- 2] Sanjay Sinha, '*Stress management and work life balance – a study on some selected banks in Nagaland, India*', ISSN: 2249-0310 EISSN: 2229-5674, Volume VII Issue 2, May 2016.
- 3] Gayatri Pradhan, '*Conceptualising Work Life Balance 2016*', ISBN 978-81-7791-224-1
- 4] Christie Manning, '*The Psychology of Sustainable Behavior*' Document Number: p-ee1-01, September 2009.
- 5] Ms. Deepthi Lankoti, '*Work Life Balance with respect to Business Management in 21<sup>st</sup> Century*', International Journal of Analytical and Experimental Model Analysis, Volume 11 Issue 9, ISSN NO: 0886-9367 September 2019.