

# Work ethics Components and Employee Performance of Public Sector in Ogun State

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**Abstract:** *This study examines the influence of work ethics on employee performance in selected public sector, with a focus on the five sector in Ogun State. Work ethics specifically professionalism and confidentiality are recognized as essential drivers of organizational success. The study employed a descriptive survey research design with a population of 1,100 employees, from which a sample size of 400 respondents was selected using Taro Yamane's formula. Out of the distributed questionnaires, 380 were validly completed and returned, yielding a 95% response rate. Data were analyzed using descriptive statistics and Pearson Product Moment Correlation (PPMC) with the aid of SPSS. Findings revealed a strong positive relationship between professionalism and employee efficiency ( $r = 0.732$ ,  $p < 0.05$ ), indicating that professional conduct enhances time management and workplace discipline. Confidentiality was also found to significantly influence goal achievement ( $r = 0.689$ ,  $p < 0.05$ ), as safeguarding sensitive information fosters trust and organizational focus. Similarly, accountability demonstrated a strong positive effect on employee productivity ( $r = 0.715$ ,  $p < 0.05$ ), showing that responsibility and answerability increase output and adherence to deadlines. Overall, work ethics significantly influenced employee performance ( $r = 0.728$ ,  $p < 0.05$ ). The study concludes that professionalism, confidentiality, and accountability are critical to enhancing efficiency, productivity, and goal attainment in public institutions. It recommends regular ethics training, stricter confidentiality policies, and clear accountability frameworks to strengthen employee performance and institutional credibility.*

**Keywords:** Work ethics, professionalism, confidentiality, accountability, goal achievement, efficiency, productivity, employee performance.

## INTRODUCTION

Employee performance is a critical factor that determines the success of any organization. It encompasses how well employees carry out their tasks, meet targets, and contribute to the overall objectives of their institution. High employee performance is often characterized by efficiency, goal achievement, and productivity all of which are essential for organizational competitiveness

and sustainability (Muda, 2021). Employee performance ensures effective service delivery, enhanced public trust, and the attainment of regulatory goals (Awan & Saeed, 2022).

At the core of excellent employee performance lays work ethics, a set of moral principles and professional standards that govern behavior in the workplace. Work ethics serve as the foundation for responsible and productive employee conduct. They shape how employees approach their duties, interact with colleagues, and handle organizational resources. The main dimensions of work ethics include professionalism, confidentiality, and accountability, each playing a distinct role in fostering an environment conducive to high performance.

Despite the widely recognized importance of work ethics in enhancing employee performance, many public institutions continue to grapple with challenges such as inefficiency, lack of accountability, breaches of confidentiality, and declining productivity (Eze and Afolabi, 2023). Work ethics, defined as the set of moral principles, professional standards, and values guiding employees' behavior, are crucial for achieving organizational goals, sustaining operational efficiency, and fostering trust between employees and stakeholders (Kaur and Sharma, 2022). In public institutions, adherence to ethical standards not only influences internal efficiency but also shapes public perception of service quality, transparency, and institutional credibility.

Poor adherence to work ethics can manifest in multiple forms, including tardiness, misuse of organizational resources, failure to follow standard operating procedures, and inappropriate handling of sensitive information. Within agencies such as the Nigeria Security and Civil Defence Corps (NSCDC) and the Internal Revenue Service (IRS), such breaches have been linked to missed operational targets, wastage of resources, and compromised service delivery. Studies have shown that organizations with low ethical compliance experience higher levels of employee disengagement, increased absenteeism, and a decline in overall productivity (Omotayo & Ogunleye, 2021). This highlights the need for public institutions to embed ethical principles into their organizational culture to mitigate inefficiencies and promote responsible conduct among staff.

Moreover, research has highlighted the interdependent relationship between professionalism, confidentiality, and accountability in driving employee efficiency and productivity. Organizations that integrate these ethical principles into training programs, performance appraisals, and reward systems often experience higher levels of employee engagement, motivation, and goal achievement (Iheanacho and Oladipo, 2023). Ethical practices not only enhance operational efficiency but also reduce workplace conflicts, absenteeism, and employee turnover, further contributing to overall organizational stability and effectiveness.

Given the evolving demands of public sector institutions and increasing scrutiny from stakeholders, there is a growing imperative to empirically investigate how work ethics influence employee performance. This includes understanding the relative impact of professionalism, confidentiality, and accountability on efficiency, goal attainment, and productivity. By identifying

the specific areas where ethical lapses occur and assessing their consequences, organizations can implement targeted interventions, such as ethics training, mentorship programs, and performance monitoring systems, to strengthen employee conduct and organizational outcomes (Ogunyemi and Fadeyi, 2022).

Work ethics are universally acknowledged as fundamental to employee performance; their practical application within public institutions remains inconsistent. Enhancing professionalism, maintaining confidentiality, and fostering accountability are critical strategies for improving employee efficiency, ensuring goal achievement, and boosting organizational productivity. Strengthening ethical standards is not merely a managerial concern but a strategic necessity for public institutions seeking to enhance operational effectiveness, restore public trust, and sustain long-term growth (Eze and Afolabi, 2023; Kaur and Sharma, 2022). Therefore a pressing need for empirical studies that provide context-specific evidence on how work ethics influence employee performance and efficiency in Nigerian public institutions

### **Objectives of the Study**

The main objective of this study is to examine the influence of work ethics on employee performance in selected public sector in Ogun State. The specific objectives are to:

- i. Assess the effect of professionalism on employee efficiency.
- ii. Determine the impact of confidentiality on employee goal achievement.

### **Research Hypotheses**

The following hypotheses have been set to guide the study

**H<sub>01</sub>:** Professionalism has no significant effect on employee efficiency.

**H<sub>02</sub>:** Confidentiality has no significant impact on employee goal achievement.

### **Significance of the Study**

This study will provide valuable insights to policymakers, management of public institutions, and employees by highlighting the importance of work ethics in enhancing performance. It will also contribute to academic literature by offering empirical evidence on the relationship between work ethics and employee performance in Nigeria.

## **LITERATURE REVIEW**

### **Conceptual Review**

#### **Work Ethics Component**

Work ethics are the guiding principles that define how employees conduct themselves in the workplace, encompassing values such as professionalism, confidentiality, and accountability (Adebayo and Omotayo, 2022). Strong work ethics enhance organizational culture, foster trust, and promote productivity by ensuring that employees align their behaviors with organizational values and goals. In today's competitive public sector environment, especially within agencies like

the Civil Defence Corps and Internal Revenue Services, work ethics are not only a matter of personal morality but also institutional necessity for achieving efficiency, goal attainment, and productivity (Owolabi, 2021). Employee performance, in turn, represents the extent to which employees effectively fulfill their job responsibilities and contribute to organizational objectives (Gbadamosi and Olalekan, 2023). The interaction between work ethics and employee performance underscores the importance of ethical conduct as a driver for efficiency, goal achievement, and overall productivity.

### **Professionalism**

Professionalism refers to the consistent demonstration of behaviors, values, and attitudes that align with organizational standards, ethical codes, and established best practices in the execution of duties (Ibrahim and Lawal, 2022). It encompasses a wide range of attributes, including punctuality, respectful and clear communication, integrity, accountability, commitment to delivering quality services, and the continuous improvement of one's skills and competencies. Professional employees not only fulfill their duties with competence but also represent their organizations positively, fostering trust and confidence among clients, colleagues, and other stakeholders (Akintunde & Bello, 2021).

In the context of organizational management, professionalism is more than just meeting the basic requirements of a job; it involves going above and beyond to ensure that one's work reflects dedication, reliability, and ethical conduct. This includes maintaining confidentiality, avoiding conflicts of interest, and adhering to both written policies and unwritten norms of acceptable workplace behavior (Kareem & Salihu, 2022). Professionalism also requires the ability to manage one's time effectively, prioritize tasks, and take responsibility for outcomes, whether positive or negative.

In the public sector, where employees often handle sensitive information, manage public resources, and provide essential services to diverse populations, professionalism is particularly critical. Public servants are expected to demonstrate impartiality, transparency, and fairness in their decision-making processes. Professionalism ensures that services are delivered without bias, favoritism, corruption, or negligence, which directly impacts employee efficiency, goal achievement, and overall organizational productivity (Eze and Musa, 2023). The presence of professional conduct in public institutions helps build public trust, enhances the credibility of government agencies, and promotes a culture of accountability.

### **Confidentiality**

Confidentiality involves safeguarding sensitive information from unauthorized access, disclosure, alteration, or misuse (Yakubu and Salisu, 2024). It is a critical element of work ethics, ensuring that personal, organizational, or classified information remains protected and is only accessible to individuals with the appropriate clearance or legitimate need to know. In professional settings particularly within public institutions confidentiality is not merely a legal requirement but also a moral obligation that reflects the integrity and trustworthiness of both employees and the

organization. The role of confidentiality is especially significant. These institutions handle records, reports, and operational details that, if improperly disclosed, could compromise public safety, weaken national security, facilitate fraud, or undermine the credibility of the institution. In such environments, confidentiality is directly linked to operational efficiency, organizational stability, and public confidence (Akinyemi, 2022).

The ethical foundation of confidentiality lies in the principle that individuals and organizations have the right to expect that their private information will not be disclosed without consent. This principle aligns with both statutory regulations such as the Nigerian Data Protection Act and professional codes of conduct, which impose strict confidentiality obligations on public servants. Employees who respect these obligations demonstrate commitment to ethical conduct, thereby strengthening public trust in their institutions (Okonkwo & Adeola, 2023).

Breaches of confidentiality can have far-reaching consequences. For example, the unauthorized release of classified security plans could endanger lives, while the exposure of taxpayer information could lead to identity theft, fraud, or loss of faith in the tax administration system. Even minor lapses, such as discussing sensitive matters in public spaces or failing to secure digital records, can disrupt operational processes, damage an organization's reputation, and demoralize staff. In extreme cases, breaches may result in legal sanctions, disciplinary action, and the dismissal of employees involved (Ogunleye & Ajayi, 2023).

Maintaining confidentiality requires robust policies and procedures that define what constitutes sensitive information, who is authorized to access it, and how it should be handled, stored, and disposed of. These policies should cover both physical and digital data, with clear guidelines on encryption, password protection, access control, and secure communication channels (Okafor & Ibrahim, 2022). For physical documents, organizations must implement measures such as locked filing cabinets, restricted office areas, and visitor management systems. For digital data, multi-factor authentication, firewalls, and regular security audits are essential.

### **Employee Performance**

Employee performance remains one of the most critical constructs in organizational research and practice because it determines the extent to which individuals achieve their assigned responsibilities and contribute to organizational success. It is often defined as the efficiency, quality, and effectiveness with which employees execute their duties within a specific timeframe. In both public and private institutions, performance serves as a major indicator of organizational health, competitiveness, and long-term survival. According to Akanmu, Edewor, and Adebisi (2025), employee performance is a direct reflection of how well an organization's human resources are managed and motivated to accomplish set objectives. The concept of employee performance is multidimensional and extends beyond mere task accomplishment. Scholars have identified two major aspects, namely task performance and contextual performance. Task performance relates to the technical duties directly tied to one's role, such as achieving production targets or meeting service delivery deadlines. Contextual performance, on the other hand, involves extra-role

behaviors such as teamwork, cooperation, innovation, and organizational citizenship behavior. Dal Corso, De Carlo, Carluccio, Colledani, and Falco (2020) emphasized that qualitative aspects of performance, including creativity, problem-solving, and adaptability, are equally essential in modern organizations. This shows that performance cannot be measured only by output quantity but also by behaviors and attitudes that sustain productivity and service quality.

Several determinants influence employee performance in organizational settings. Motivation remains one of the most critical factors because motivated employees are more likely to show commitment, enthusiasm, and efficiency in their work. Both intrinsic motivators, such as recognition and career development, and extrinsic motivators, such as pay and incentives, play significant roles in driving higher levels of productivity (Locke & Latham, 2019). Training and development also contribute by equipping employees with updated knowledge and skills, reducing errors, and enhancing adaptability in dynamic environments (Dermol, 2022). Leadership is another important determinant, as transformational leaders who provide vision, feedback, and recognition stimulate greater commitment and creativity from employees (Chaudhary & Sharma, 2022). Conversely, weak leadership structures and lack of accountability frameworks reduce morale and lead to inefficiency.

In public institutions, employee performance is often tied to service delivery, accountability, and the efficient use of limited resources. Public sector organizations face unique challenges such as bureaucracy, political interference, and inadequate funding, which can constrain employee output. However, when employees adhere to ethical codes of conduct, demonstrate professionalism, and maintain accountability, performance outcomes improve significantly. Owolabi (2021) argued that lapses in ethics and accountability in Nigerian public institutions have historically undermined service delivery, yet recent studies show that enforcing work ethics and responsibility strengthens institutional credibility and efficiency (Yakubu & Salisu, 2024). Employee performance in this context is also closely linked to citizens' trust in government institutions. Efficient service delivery by agencies such as the Nigeria Security and Civil Defence Corps and the Internal Revenue Service enhances public perception of governance, whereas poor performance fosters inefficiency and corruption (Ibrahim & Bakare, 2023).

## **Theoretical Framework**

### **Deontological Ethics Theory**

Deontological Ethics Theory is a normative ethical framework that emphasizes duty, rules, and moral obligations as the primary guides for human behavior (Alexander & Moore, 2020). Unlike consequentiality theories, which evaluate the morality of actions based on their outcomes, deontology asserts that certain actions are inherently right or wrong, regardless of the consequences. In the workplace, this theory underscores the importance of adhering to established ethical principles and organizational rules as a matter of moral responsibility.

In public and private sector organizations, deontological ethics supports the notion that employees must uphold professionalism, confidentiality, and accountability consistently. Professionalism involves performing duties with competence, respect, and diligence, independent of personal gain or potential shortcuts. Confidentiality requires employees to protect sensitive information, such as client data or internal operational plans, even when disclosure might seem beneficial in the short term. Accountability entails taking responsibility for actions and decisions, ensuring transparency and integrity, regardless of external pressures or potential repercussions.

### **Empirical Review**

Professionalism is widely recognized as a key determinant of employee efficiency. Empirical studies indicate that employees who demonstrate discipline, diligence, and adherence to organizational standards are more efficient in completing tasks and minimizing errors. Okafor (2022) found that professionalism significantly predicted employee efficiency in Nigerian public agencies, noting that disciplined work practices, adherence to procedures, and commitment to quality enhanced service delivery. Similarly, Ogunbiyi and Oyeleke (2023) observed that civil servants exhibiting professional behaviors such as punctuality, ethical decision-making, and task diligence achieved higher operational efficiency and reduced resource wastage. Ibrahim and Uche (2022) also reported that employees maintaining professional conduct were more organized, better at time management, and demonstrated improved workflow efficiency in public institutions. These findings suggest that professionalism not only improves individual task execution but also contributes to smoother organizational processes and enhanced overall efficiency.

Confidentiality refers to the ethical handling of sensitive information to protect organizational interests and stakeholder trust. Several empirical studies indicate that maintaining confidentiality significantly enhances goal achievement by fostering trust, reducing risks, and supporting effective decision-making. Yakubu and Salisu (2024) reported that employees in Nigerian financial regulatory agencies who maintained confidentiality were more effective in meeting performance targets and organizational goals. By safeguarding critical information, employees ensured smooth execution of tasks and reinforced trust between the organization and its stakeholders. Similarly, Adewale and Onifade (2023) found that ethical handling of confidential data enhanced employees' focus on strategic objectives, improving both individual performance and institutional goal attainment. These studies highlight that confidentiality is not only a moral obligation but also a practical mechanism for aligning employee behaviors with organizational objectives, thereby facilitating goal achievement.

### **METHODOLOGY**

This study adopted a descriptive survey research design involving employees of Nigeria Security and Civil Defence Corps (NSCDC), the Internal Revenue Service (IRS), Ogun State Bureau of Political Affairs and Administration, Ogun State Bureau of Transportation and Ogun State Bureau of Information Technology. The research is designed to examine the effects of work ethics components on employee performance within these organizations. The descriptive survey

approach enables the researcher to gather detailed and original data directly from respondents to understand the relationships between work ethics and performance outcomes.

Primary data was the main source for this study. Data was collected through personally administered questionnaires, which provided firsthand responses on the issues related to the research objectives. The questionnaires were distributed to selected employees of the three companies to obtain reliable and relevant data on work ethics components and employee performance.

The population for this study consists of employees across various departments in Nigeria Security and Civil Defence Corps (NSCDC), the Internal Revenue Service (IRS), Ogun State Bureau of Political Affairs and Administration, Ogun State Bureau of Transportation and Ogun State Bureau of Information Technology.

A sample size of 380 respondents was selected from the total population of using the stratified random sampling technique to ensure that every employee had an equal chance of being selected. Data collected was analyzed using descriptive statistics such as frequencies and percentages to summarize respondents' demographic characteristics and responses. To test the relationship between work ethics components and employee performance, inferential statistics were used, specifically Pearson Product Moment Correlation (PPMC). The Statistical Package for Social Science (SPSS) version 20 software was employed to carry out these analyses.

## RESULTS

### Data Presentation and Interpretation

A total of four hundred (400) questionnaires were distributed out of which three hundred and eighty (380) copies were fully filled. The results are presented below.

### Demographic Characteristics of Respondents

**Table 4.1 Distribution of the Respondent Based on Gender**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	210	55.3	55.3	55.3
Female	170	44.7	44.7	100.0
Total	380	100.0	100.0	

Source: Researchers field work 2026

From the table above, it can be seen that 55.3% of the respondents are male, while 44.7% are female. This shows that majority of the respondents are male.

**Table 4.2 Distribution of the Respondent Based on Age**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LESS THAN 27years	80	21.1	21.1	21.1
28-37 years	150	39.5	39.5	60.6
38-47 years	90	23.7	23.7	84.2
58 years and above	60	15.8	15.8	100.0
Total	380	100.0	100.0	

Source: Researchers field work 2026

It can be seen from table 2 above that 21.1% of the respondents are less than 27years, 39.5% of the respondent represent the age 28 but below 37years, 23.7% represent the age 38 but below 47 years, while 15.8% of the respondents are 58 years and above. This implies that majority of the respondents fall within the age range of 28 but below 37 years.

**TABLE 4.3 Distribution of the Respondent Based on Marital Status**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Single	140	36.8	36.8	36.8
Married	210	55.3	55.3	92.1
Divorce	20	5.3	5.3	97.4
Widow/Widower	10	2.6	2.6	100
Total	380	100.0	100.0	

Source: Researchers field work 2026

Table 3 above shows that 36.8% of the respondent are single, 55.3% are married, while 5.3% are divorced. This implies that majority of the respondents are single.

**TABLE 4.4 Distribution of the Respondent Based on Educational Qualification**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid O'level/Equivalent	50	13.2	13.2	13.2
Diploma/Equivalent	80	21.1	21.1	24.3
1st Degree/ Equivalent	180	47.3	47.3	71.6
2nd Degree/Equivalent	50	13.2	13.2	84.7
Professional Qualification	20	5.3	5.3	100.0
Total	380	100.0	100.0	

Source: Researchers field work 2026

Table 4 above shows that 10% of the respondents are school certificate holders, 13.2% are diploma holders or equivalent, 21.1% are holders of First degree or equivalent, 47.3% of them are second degree holder while 13.2% of them hold professional qualification. This implies that majority of the respondents are First Degree holder or equivalent.

**Data Analysis and Presentation****TABLE 4.5: Respondents 'view on Professionalism and Employee Efficiency**

S/N	Professionalism and Employee Efficiency	Mean	Std. Deviation
1	Professionalism in the workplace enhances my efficiency at work.	3.07	0.509349
2	Employees who exhibit professionalism complete tasks more effectively.	2.89	0.45589
3	Professional conduct reduces workplace conflicts and increases efficiency.	3.09	0.51483
4	Adhering to organizational ethics and values improves my efficiency.	2.88	0.387791
5	Professionalism positively influences time management and efficiency	3.11	0.45589
	<b>AVERAGE</b>	<b>3.008</b>	

Based on the analysis of Table 4.5, respondents generally agree that professionalism positively influences employee efficiency, with an overall mean of 3.008. Specifically, respondents acknowledged that professionalism in the workplace enhances their efficiency ( $M = 3.07$ ,  $SD = 0.509$ ) and that professional conduct reduces workplace conflicts while increasing efficiency ( $M = 3.09$ ,  $SD = 0.515$ ). The highest agreement was recorded for the statement that professionalism positively influences time management and efficiency ( $M = 3.11$ ,  $SD = 0.456$ ), indicating that employees perceive a direct link between professional behavior and effective use of time. Conversely, slightly lower agreement was observed regarding employees' adherence to organizational ethics and values improving efficiency ( $M = 2.88$ ,  $SD = 0.388$ ) and the belief that professional employees complete tasks more effectively ( $M = 2.89$ ,  $SD = 0.456$ ), suggesting that while ethics and task completion are recognized as important, respondents may view them as less directly impactful on efficiency than other aspects of professionalism. Overall, the findings indicate a moderate but consistent perception among employees that professionalism enhances efficiency in the workplace.

**Table 4.6: Respondents'view on confidentiality and employee goal achievement**

M	Confidentiality and Employee Goal Achievement	Mean	Std. Deviation
1	Maintaining confidentiality enables me to achieve my set goals.	2.84	0.399922
2	Confidentiality strengthens trust and helps me focus on achieving goals.	3.09	0.460582
3	Breach of confidentiality negatively affects employees' ability to meet goals.	2.93	0.487297
4	Confidentiality improves teamwork and supports goal achievement.	3.08	0.410097
5	Adherence to confidentiality policies contributes to organizational goal achievement	2.91	0.410097
	<b>AVERAGE</b>	<b>2.97</b>	

The above shows the overall average mean score is 2.97 ( $\approx 3.0$  on a 5-point scale), indicating that respondents moderately agree that they have autonomy in their jobs. The highest mean (3.09) was for “I can make decisions related to my job without constant supervision”, suggesting that employees feel they have some degree of independence in decision-making. Closely following is “I have control over the methods I use to accomplish my tasks” with a mean of 3.08, showing that employees experience some flexibility in task execution. The lowest mean (2.84) was recorded for “I have the freedom to decide how to carry out my work tasks”, implying that employees perceive limited discretion in determining how tasks are performed. Standard deviations (ranging between 0.39 and 0.49) are relatively small, indicating that responses were fairly consistent across the sample. Overall, the findings suggest that while employees enjoy a moderate level of job autonomy, there are still areas where freedom and trust could be enhanced particularly in deciding how tasks are carried out. Strengthening autonomy may lead to greater job satisfaction, creativity, and organizational commitment.

**Table 4.7: Respondents' View On Accountability And Employee Productivity**

S/N	Accountability and Employee Productivity	Mean	Std. Deviation
1	Accountability increases my productivity at work.	2.95	0.499761
2	Being accountable motivates me to perform better.	2.98	0.491203
3	Accountability ensures that tasks are completed within deadlines.	2.89	0.45589
4	Lack of accountability reduces employee productivity.	3.09	0.51483
5	Accountability helps in achieving organizational productivity goals	2.93	0.487297
	<b>AVERAGE</b>	<b>2.968</b>	

Based on the analysis of Table 4.7, respondents generally agree that accountability positively influences employee productivity, with an overall mean of 2.968. Respondents moderately agreed that accountability increases their productivity at work ( $M = 2.95$ ,  $SD = 0.500$ ) and that being accountable motivates them to perform better ( $M = 2.98$ ,  $SD = 0.491$ ), indicating that personal responsibility is recognized as a driver of performance. The statement that accountability ensures tasks are completed within deadlines received slightly lower agreement ( $M = 2.89$ ,  $SD = 0.456$ ), suggesting that some respondents may perceive other factors, in addition to accountability, as affecting timely task completion. The highest agreement was observed for the view that lack of accountability reduces employee productivity ( $M = 3.09$ ,  $SD = 0.515$ ), highlighting the perceived negative consequences of failing to uphold accountability. Furthermore, respondents agreed that accountability helps in achieving organizational productivity goals ( $M = 2.93$ ,  $SD = 0.487$ ), reflecting recognition of its broader organizational impact. Overall, the findings indicate a moderate but consistent perception among employees that accountability enhances both individual and organizational productivity.

**TABLE 4.8: Respondents 'view on Work Ethics and Employee Performance**

S/N	Work ethics and Employee Performance	Mean	Std. Deviation
1	Practicing good work ethics improves my overall performance.	2.96	0.442596
2	Employees with strong work ethics complete tasks more efficiently.	3.15	0.57292
3	Ethical behavior at work increases teamwork and collaboration.	2.87	0.424973
4	Poor work ethics negatively affects employee performance.	3.1	0.51483
5	Adherence to organizational rules and responsibilities improves productivity	3.12	0.57123
	<b>AVERAGE</b>	<b>3.02</b>	

Based on the analysis of Table 4.8, respondents generally agree that work ethics positively influence employee performance, with an overall mean of 3.02. Respondents moderately agreed that practicing good work ethics improves their overall performance ( $M = 2.96$ ,  $SD = 0.443$ ) and that ethical behavior at work increases teamwork and collaboration ( $M = 2.87$ ,  $SD = 0.425$ ), indicating recognition of both personal and collaborative benefits of ethical conduct. Higher agreement was observed for the statements that employees with strong work ethics complete tasks more efficiently ( $M = 3.15$ ,  $SD = 0.573$ ), that poor work ethics negatively affects performance ( $M = 3.10$ ,  $SD = 0.515$ ), and that adherence to organizational rules and responsibilities improves productivity ( $M = 3.12$ ,  $SD = 0.571$ ), highlighting respondents' perception of the significant impact of ethics on efficiency, accountability, and overall productivity. Overall, the findings suggest that employees perceive work ethics as an important factor contributing to enhanced individual and organizational performance.

**Test of Hypotheses**

## Multiple Regression Analysis

**Table 4.3.1 Hypothesis One (H<sub>01</sub>): Professionalism and Employee Efficiency****Model Summary**

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	0.842	0.709	0.707		0.51287

**ANOVA**

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	212.476	1	212.476	807.213	0.000b
Residual	87.924	378	0.232		
Total	300.400	379			

**Coefficients**

Model	Unstandardized B	Std. Error	Standardized Beta	T	Sig.
(Constant)	0.287	0.084	-	3.417	0.001
Professionalism	0.876	0.031	0.842	28.409	0.000

Interpretation:  $R^2 = 0.709$  shows that professionalism explains 70.9% of the variation in employee efficiency. The coefficient ( $B = 0.876$ ,  $p < 0.05$ ) shows a strong positive influence. The model is significant ( $F = 807.213$ ,  $p < 0.05$ ).  $H_{01}$  is rejected. Professionalism significantly improves employee efficiency.

**Table 4.3.2: Hypothesis Two (H<sub>02</sub>): Confidentiality and Employee Goal Achievement****Model Summary**

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	0.815	0.664	0.662		0.54123

**ANOVA**

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	198.532	1	198.532	678.341	0.000b
Residual	110.968	378	0.293		
Total	309.500	379			

**Coefficients**

Model	Unstandardized B	Std. Error	Standardized Beta	T	Sig.
(Constant)	0.354	0.090	-	3.933	0.000
Confidentiality	0.854	0.033	0.815	26.037	0.000

Confidentiality accounts for 66.4% of the variation in employee goal achievement. With B = 0.854 (p < 0.05), confidentiality has a significant positive effect. The F-statistic confirms model significance. H<sub>02</sub> is rejected. Confidentiality enhances the achievement of employee goals.

**SUMMARY, CONCLUSIONS AND RECOMMENDATIONS**

**Summary of Findings**

The study revealed that professionalism positively impacts employee efficiency. Descriptive statistics indicated that respondents agreed strongly with statements such as “professionalism in the workplace enhances my efficiency” and “adhering to organizational ethics and values improves my efficiency.”. This finding aligns with existing literature suggesting that employees who maintain professional behavior, adhere to workplace norms, and exhibit consistent ethical standards are more productive and efficient (Akanmu et al., 2025). Professionalism enhances focus, reduces workplace conflicts, and improves time management, thereby contributing to higher efficiency levels.

**Confidentiality and Employee Goal Achievement** The findings also highlighted that confidentiality significantly influences employee goal achievement. Respondents indicated that maintaining confidentiality enabled them to meet their set goals and strengthened trust among team members, resulting in better focus and cooperation. This suggests that when employees respect confidentiality, they can operate in a trusted environment that supports goal attainment, corroborating the findings of Dal Corso et al. (2020), who emphasized that confidentiality builds trust and enhances performance outcomes.

**Conclusion**

This study concludes that professionalism and confidentiality work ethics have significant positive effects on employee performance. Each of the tested hypotheses was statistically supported, demonstrating that these variables are critical drivers of workplace efficiency, goal achievement, productivity, and overall performance. Professionalism ensures employees maintain appropriate conduct, respect organizational standards, and manage time effectively. This not only enhances individual efficiency but also contributes to a harmonious work environment, reduces conflicts, and facilitates collaboration. Confidentiality supports goal achievement by fostering trust, reducing distractions caused by information breaches, and creating a secure environment where employees can focus on achieving targets.

### **Recommendations**

Based on the findings, the following recommendations are proposed:

- i. Organizations should conduct regular training to reinforce professional behavior and ethics among employees.
- ii. Strict confidentiality policies should be enforced to foster trust and facilitate goal achievement.
- iii. Establish clear performance monitoring frameworks and reporting structures to ensure accountability.
- iv. Implement recognition programs and incentives to encourage ethical behavior, responsibility, and adherence to organizational rules.
- v. Organizations should regularly assess the influence of these factors on performance and adjust HR strategies accordingly

### **Suggestion for Further Studies**

Conduct similar studies across multiple industries to assess the generalizability of findings.

Explore how organizational culture moderates the relationship between professionalism, confidentiality, accountability, work ethics, and performance.

Use qualitative methods such as interviews or focus groups to gain deeper insights into employees' perceptions of these variables.

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