

Conceptualizing Work Ethics and Organizational Performance

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Abstract

Despite growing interest in social responsibility and ethical governance, scientific literature still has gaps in its empirical understanding of the link between professional ethics and organisational performance. Existing research often focuses on compliance or reputation, neglecting the internal mechanisms through which ethical behaviour influences productivity, cohesion and innovation.

The objective of this research is to conceptualise and demonstrate the role of professional ethics as a strategic lever for overall performance, integrating the economic, social and cultural dimensions of the organisation. It also aims to propose a model for assessing ethical maturity and its impact on organisational results.

The methodology is based on a mixed approach: a systematic literature review, followed by an empirical survey of managers and employees from different sectors, supplemented by organisational case studies. Qualitative and quantitative data will be analysed to identify correlations between ethical practices and performance indicators.

Preliminary results suggest that organisations that promote a strong ethical climate have higher employee satisfaction, increased retention and more stable financial performance.

The practical implications highlight the need to integrate ethics into human resources strategy and management. In conclusion, professional ethics should no longer be perceived as a moral constraint, but as a key factor in sustainable competitiveness and organisational resilience.

Keywords: Accountability; organizational effectiveness; productivity; professionalism; work integrity.