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CONSTRUCTING WORK ETHICS AND GENERAL HUMAN ETHICS PARADIGM IN INDONESIA

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Abstract

This research explores the significance of work ethics and general human ethics in the context of employee development within the corporate industry. Through an extensive review of literature encompassing 140 research findings, the study emphasizes the crucial role of employee development in enhancing human resource quality and company productivity. The research identifies key factors contributing to effective employee development, including the identification of employee needs and potentials, provision of training and coaching, utilization of technology, provision of constructive feedback, and regular evaluations. Furthermore, the research underscores the importance of adapting development programs to meet the specific needs of employees and their work environments. It highlights the pivotal role of managers and supervisors in providing support and guidance to employees throughout the development process. Additionally, the research emphasizes the significance of evaluating the effectiveness of employee development programs to ensure continual improvement and success. By integrating these findings into corporate practices, companies can design and implement more effective employee development initiatives tailored to their workforce. This, in turn, will lead to improved employee performance, strengthened competencies, and ultimately, enhanced company growth and sustainability.

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Keywords: Bibliometrics, General Human Ethics, Work Ethics, Employee, Indonesia

Introduction

Employee competence and performance enhancement are profoundly important in optimizing productivity and the success of an organization. In this context, the factors of work ethics and human ethics generally serve as fundamental pillars influencing the success level of employees in achieving organizational goals (Sarwar, Ishaq, & Amin, 2020). Strong work ethics not only encompass professionalism in tasks performed but also entail integrity, responsibility, and attitudes and behaviours reflecting good moral values (Sarwar et al., 2020). Similarly, human ethics, which include values such as honesty, empathy,

cooperation, and respect for others, are crucial. When both of these aspects are applied effectively in the workplace, they can have a positive impact on the development of employee competence and performance.

In an era of globalization and increasingly fierce business competition, it's crucial for companies to ensure that their employees have a strong foundation in work ethics and human ethics. This will not only enhance operational efficiency and effectiveness but also elevate the company's image and reputation in the eyes of the public. Therefore, research on Systematic Literature Review (SLR) concerning the development of work ethics and human ethics as supportive factors in enhancing employee competence and performance is highly relevant. Through a systematic examination of related literature, this research aims to identify best practices, theories, and empirical findings that can serve as guidelines in designing and implementing effective programs for the development of work ethics and human ethics in the workplace of a company.

By deeply understanding how work ethics and human ethics affect employee competence and performance, it is hoped that companies can design more focused and efficient human resource development strategies, thus making a greater contribution to achieving organizational goals and societal welfare overall. Of course, companies play a crucial role in management and development, yet challenges in enhancing employee competence and performance persist. One potential obstacle may be the lack of sufficient attention to the comprehensive development of work ethics and human ethics in the workplace. Previous research has shown that strong work ethics and human ethics can be primary drivers of productivity improvement and individual performance in various types of organizations. However, in the context of General Human Ethics and Work Ethics, there has not been a comprehensive review specifically identifying preventive measures in dealing with overloaded work and the prevalence of freelance daily workers, who often lack development in work ethics and human ethics practices, and directly linking them to the improvement of employee competence and performance. Thus, there is an urgent need for research focusing on addressing this knowledge gap.

Therefore, the problem statement of this research paper in the form of Systematic Literature Review (SLR) can help identify best practices in the development of work ethics and general human ethics, and how the relationship between the development of work ethics and human ethics and the enhancement of employee competence and performance can be better understood through this approach.

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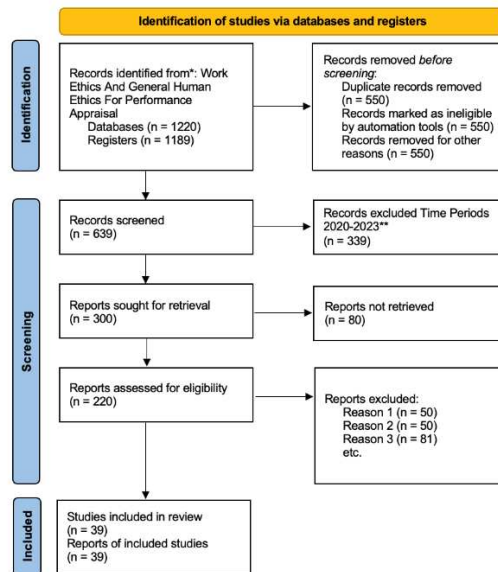
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Research Methods

The research approach used in this study is qualitative. This approach was chosen because the primary objective of this research is to conduct a Systematic Literature Review (SLR), which aims to investigate and analyze in-depth literature relevant to the development of work ethics and general human ethics in the context of enhancing employee competence and performance in the Company. The qualitative approach allows researchers to explore the complexity of this topic through a review of various studies and perspectives existing in the literature (Abedi Jafari & Amiri, 2019).



*Consider, if feasible to do so, reporting the number of records identified from each database or register searched (rather than the total number across all databases/registers).

**If automation tools were used, indicate how many records were excluded by a human and how many were excluded by automation tools.

Figure 1. PRISMA Analysis

This research utilizes a qualitative approach, chosen because its main objective is to conduct a Systematic Literature Review (SLR) to investigate and analyze relevant literature on the development of work ethics and general human ethics in the context of enhancing employee competence and performance in the Company. The qualitative approach enables exploration of the complexity of this topic through a review of various studies and perspectives within the literature (Abedi Jafari & Amiri, 2019). The research is also descriptive in nature as it aims to describe and analyze best practices in the development of work ethics and general human ethics, as well as to explore the relationship between the development of work ethics and human ethics with the improvement of employee competence and performance. It focuses on presenting data objectively and in detail.

Data is collected through a literature review, gathering literature from various sources such as scholarly journals, books, previous research findings, and other relevant documents. Secondary data is selected that is open-access, in English, cited, and published in reputable international journals (SCOPUS, WOS). The data will be obtained through analysis of selected literature based on predetermined inclusion criteria. Subsequently, the analysis will use bibliometric analysis methods using Vosviewer. Data analysis in this research will be conducted through a systematic and structured process. Firstly, data from collected literature will be sorted and categorized based on themes and concepts identified according to the clusters set in Vosviewer. Then, relevant information will be extracted and synthesized to understand the main findings related to the development of work ethics and human ethics and their impact on employee competence and performance. Analysis will be conducted using a comparative and interpretative approach to identify patterns, similarities,

differences, and relationships among the data found in the reviewed literature.

Results and Discussions

3.1 Results

This discussion will provide an overview of the main findings identified through the Systematic Literature Review (SLR) on the development of work ethics and general human ethics in the context of enhancing employee competence and performance in the Company. The discussion will include a summary of key findings, common patterns observed, and the implications of these findings for HR development practices within organizations. In this research, an analysis of relevant literature on best practices in the development of work ethics and human ethics, factors influencing the development of work ethics and human ethics in the workplace, and the relationship between the development of work ethics and human ethics with the improvement of employee competence and performance will be presented. Additionally, the discussion will address the challenges and opportunities faced in implementing HR development programs oriented towards work ethics and human ethics in a company.

The development of work ethics and general human ethics becomes crucial for the Company. Strong work ethics will help ensure that its employees carry out their duties with high integrity and responsibility, while general human ethics will shape an inclusive, empathetic, and diversity-valuing work culture. Therefore, a deep understanding of how the development of work ethics and human ethics can impact employee competence and performance is crucial for Company management. Previous research findings have addressed various aspects of ethics in different contexts. Among the highlighted topics are the development of morally sensitive human resources, the relationship between entrepreneurship and ethics in the sharing economy, the role of Islamic work ethics in employees' pro-social behavior, ethical behavior in family businesses, ethical frameworks for artificial intelligence and digital technologies, and the influence of social and professional contexts on performance ethics. These findings have been analyzed based on bibliometric analysis, as illustrated in Figure 2.

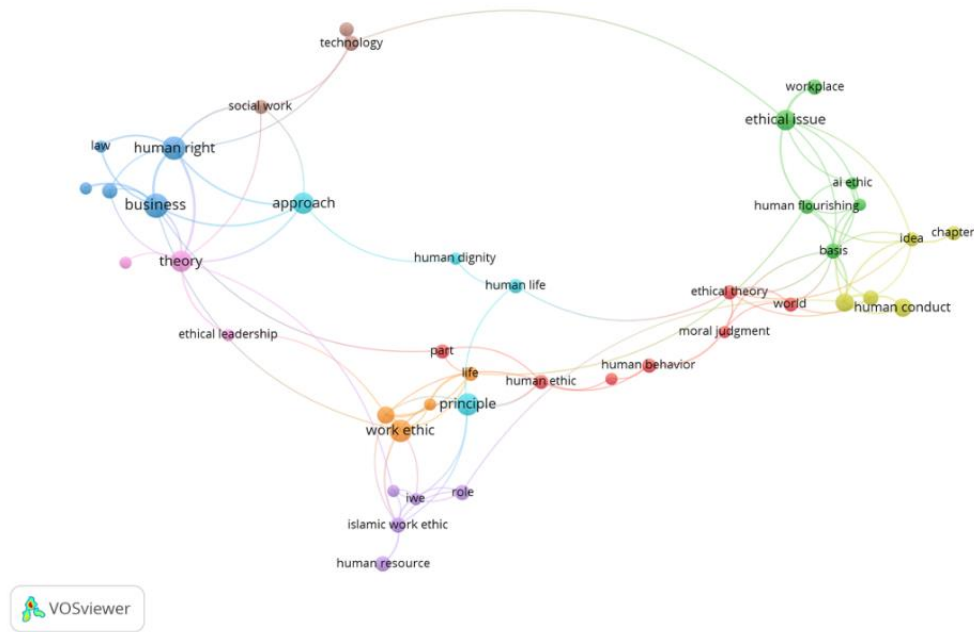


Figure 2. Bibliometrics Analysis

These findings have determined concept clusters and ethical methods that can be used as reference tools, as well as ethical defenses for improving employee performance. Overall, these previous research findings highlight the importance of considering ethical values in various contexts, from the workplace to technology and performance, which can impact employee performance. The previous research findings also underscore the importance of understanding the social and professional context in considering performance ethics. One of the key issues discussed is bias in the development and implementation of performance. Bias can arise from various sources, including non-representative datasets or opaque decision-making processes. This reinforces the need for careful ethical review at every stage of the performance lifecycle, from design to implementation

Discussions

3.1.1 Antecedents of Work Ethics and General Human Ethics

These findings have identified clusters of ethical concepts and methods that can be used as reference tools, as well as ethical defenses for enhancing employee performance. Overall, these previous research findings highlight the importance of considering ethical values in various contexts, ranging from the workplace to technology and performance (Palanski, Newman, Leroy, & Moore, 2021). The development includes several clusters that have been identified, including:

Table 1. Dimension and Items of Work Ethics and General Human Ethics

CONCEPT	DIMENSION	ITEMS
Work Ethics and General Human Ethics	Moral Sensitive Human Resource Development	This item finding discusses the conceptual model and implementation of human resource development that is sensitive to morality. Its focus is on developing human resources that consider moral values in an organizational context (Afroogh et al., 2021).
	Entrepreneurship and Ethics in the Sharing Economy	This previous research finding presents a critical view of the relationship between entrepreneurship and ethics in the sharing economy. It highlights the challenges and opportunities that arise in the rapidly evolving sharing economy context (Rodríguez-López & Souto, 2020).
	Culture, Convention, and Continuity	This previous research finding discusses ethical behavior in the context of Islamic family businesses. It explores how culture, convention, and continuity contribute to ethical behavior in family businesses based on idealistic perspectives (Candra et al., 2022).
	Ethical Framework for Artificial Intelligence and Digital Technologies	This previous research finding introduces an ethical framework for artificial intelligence (AI) and digital technologies. It outlines ethical principles that should be considered in the development and implementation of these technologies (Ashok et al., 2022).
	Contextualizing the Ethics of Algorithms: A Socio-Professional Approach	This previous research finding explores the ethical context of performance using a socio-professional approach. It discusses how social and professional contexts influence the development, Implementation, and impact of performance (Gal et al., 2020).
	The Ethics Toolkit: A Compendium of Ethical Concepts and Methods	Findings in each cluster have addressed various aspects of ethics in different contexts. Among the highlighted topics are the development of human resources sensitive to morality, the relationship between entrepreneurship and ethics in the sharing economy, the role of Islamic work ethics in employees' pro-social behavior, ethical behavior in Islamic family businesses, ethical frameworks for artificial intelligence and digital technologies, and the influence of social and professional contexts on performance ethics (Banks et al., 2021).

These findings also discuss a compendium of ethical concepts and methods that can be used as reference tools, as well as ethical defences for human rights (Schormair & Gerlach, 2020). Overall, these previous research findings highlight the importance of considering ethical values in various contexts, ranging from the workplace to technology and finance, which have been found to impact employee performance (Hendrycks, Burns, Basart, Critch, & Li, 2020).

Moreover, these previous research findings highlight the importance of understanding the social and professional context in considering performance ethics. One of the main issues discussed is bias in the development and implementation of performance (He & Xu, 2022). Bias can arise from various sources, including non-representative datasets or opaque decision-making processes. This reinforces the need for careful ethical review at every stage of the performance lifecycle, from design to implementation (Brennan, English, Hasnas, & Jaworski, 2021).

Additionally, these previous research findings highlight the social responsibility of technology companies in managing the social and ethical impacts of the technologies they develop. This includes ensuring data security, protecting user privacy, and minimizing potential negative impacts such as structural unemployment or social division (Miller & Taddeo, 2020). Furthermore, transparency and accountability are considered key to ensuring that performance operates with integrity and fairness (Cribb, 2020; Forrest, 2021; Ife, Soldatić, & Briskman, 2022; Løgstrup, 2020; Smith & Kouchaki, 2021; Westermarck, 2022). These previous research findings emphasize the importance of openly explaining how performance is generated, how decisions are made, and how they can affect individuals and society as a whole.

To address these ethical challenges, some previous research findings propose the development of better ethical frameworks to guide the development and implementation of performance. This may involve ethical risk assessment processes, consultation with relevant stakeholders, and comprehensive performance testing before widespread use (Alrubaihi & McAdam, 2021; Chrisley, 2020; Christmas et al., 2020; Guizzardi et al., 2020; Juárez & Gasper, 2021; Soltani-Nejad & Jahanshahi, 2022). This research findings ultimately highlights the complexity and urgency of considering ethics in the development and implementation of performance technology. In an era where technology is increasingly integrating into everyday life, understanding and applying ethical principles are becoming increasingly important to ensure that technology is used for the common good and does not harm individuals or specific groups.

In the workplace, work ethics form the foundation of how we interact, work, and contribute in the work environment. Every day, as we enter the workspace, we bring with us a set of values that shape the core of who we are as professionals. At the pinnacle of work ethics is honesty and integrity. Honesty is the pillar that supports everything we do in the workplace. It's not just about honesty in words but also in actions and intentions. Integrity ensures that we act according to the moral principles we hold, even when no one is watching. Additionally, professionalism is a hallmark of someone with strong work ethics. It encompasses neat appearance, respectful behavior, and high-quality work. Professionalism creates an environment where people feel valued and respected.

Overall, work ethics are crucial for creating a positive and productive work environment, promoting personal and professional growth, and building trust and credibility in the workplace. By embodying these principles, individuals can become valuable contributors to the organization and achieve success in their careers. Every day, as

we go through our work routines, we are faced with choices that test our work ethics. When we prioritize quality in our work, even if it requires extra time and effort, we demonstrate our dedication to our profession. When we maintain open and honest communication, we build trust with coworkers and superiors, creating a transparent and collaborative work environment.

However, challenges sometimes arise in the form of temptations to neglect tasks, take shortcuts, or even lie for personal gain. This is where our integrity is tested. Choosing to remain true to our moral principles even when it's difficult is an act that shows strong character and strengthens our reputation as reliable individuals. Work ethics also involve how we handle conflicts and disagreements in the workplace. When we treat others with respect and seek solutions that benefit all parties, we build healthy and supportive relationships. This helps create an environment where everyone feels valued and heard.

Work ethics are not just a set of rules to follow but more of a worldview that influences every interaction and decision we make in the workplace. That's why it's important for us to pay attention to how our attitudes and actions affect the work environment and the people around us. As individuals with strong work ethics, we are responsible for our own reputation as well as the company's image where we work. When we conduct ourselves with integrity and professionalism, we help maintain the company's reputation as a reliable and respected business.

However, work ethics also involve awareness of the social and environmental impacts of our work. We must consider how our actions affect the surrounding community, the environment, and future generations. By adhering to sustainability principles and corporate social responsibility, we can help build a better world for everyone. Ultimately, work ethics form the foundation of a healthy and productive work culture and general human ethics. By respecting these values and applying them in our daily lives in the workplace, we can become positive agents of change in our organization and society as a whole. Work ethics are not just about what we do but also about who we are as individuals and how we interact with the world around us.

3.1.2 Implementing Work Ethics and General Human Ethics in Indonesia Corporation

The approach focused on individual needs in employee competency development is a crucial step for companies to achieve an inclusive and supportive work environment. By considering variations in learning styles, skill levels, and special needs of employees, companies can ensure that every individual has an equal opportunity to develop and reach their full potential. Transparency and accountability are also key in ensuring that the evaluation and competency development processes are conducted with integrity and fairness. By conducting transparent processes, companies not only increase trust in the evaluation system but also ensure that decisions are made based on ethical and professional considerations. Diversifying employee development programs is also an effective strategy in meeting the diverse needs of employees. By providing a variety of programs, companies can accommodate the different interests, skills, and career goals of each individual. This not only helps employees develop relevant skills for their roles and responsibilities but also increases their motivation and engagement in the development process. Employee involvement in the planning and implementation of development programs is also crucial to enhancing the effectiveness of employee development. When employees feel heard and involved in the development process, they are more likely to be motivated and committed to achieving their development goals. Regular and objective performance assessments, as well as constructive feedback, help employees identify their strengths and areas for

development. Collaboration between management, employees, and the human resources department is also essential in supporting sustainable career development.

Through comprehensive evaluation of employee development needs, identify the skills and competencies required for various roles within the company, as well as the gaps between the skills currently possessed by employees and those needed to achieve the company's goals (Dennison, 2023). Based on the analysis of development needs, create individual development plans for each employee. These plans should include short-term and long-term development goals, as well as concrete steps to achieve these goals (Freeman & Velamuri, 2023).

Ensure that employees have adequate access to development resources, such as training, seminars, literature, and mentors. Companies can conduct internal training or send employees for external training as needed (Constantinescu & Kaptein, 2021). By providing coaching and mentoring programs for employees who want to develop specific skills or prepare for advancement. Coaching by experienced managers or mentors can help employees learn from their experiences and develop their potential (Tencati, Misani, & Castaldo, 2020).

By implementing these steps, companies can create a work environment that supports employee career development, increases their engagement and motivation, and ensures that the company has a competent and ready team to face future challenges and opportunities (Meskell & Pels, 2020). Employee development in the corporate industry becomes a crucial aspect in improving human resource quality and company productivity. This is in line with findings that in achieving these goals, companies are expected to adopt a comprehensive and sustainable approach to developing their employees (Olsson, Nielsen, Camerlink, & Pongrácz, 2022; Raman, Utts, Cohen, & Hayat, 2023; Wang, Xu, & Song, 2021). Through employee development, their needs and potentials are identified. This can be done through individual performance evaluations, company needs analysis, and mapping competencies needed to achieve company goals. With a clear understanding of employee needs and potentials, companies can design appropriate development programs (Constantinescu & Kaptein, 2020).

One effective development method is training and education. Companies can conduct internal or external training related to technical, managerial, or leadership skills needed in the company's work environment. This training can be tailored to the individual's level of experience and needs to ensure its effectiveness. In addition to training, employee development can also be done through coaching and mentoring. Through coaching programs, employees with more experience and competence can share their knowledge and experience with junior colleagues (LaFollette, 2020). This not only helps in knowledge transfer but also builds strong working relationships among employees. Furthermore, companies can utilize technology to support employee development. Companies need to evaluate the effectiveness of development programs periodically to ensure that set goals are achieved. This evaluation can be done through employee surveys, performance analysis, or direct reviews of outcomes achieved. By adopting a comprehensive and sustainable approach to employee development, companies can ensure that their human resources become valuable assets in achieving competitive advantage and business sustainability.

Conclusion and Recommendations

The study highlights that fostering work ethics and employee development in the corporate industry is vital for enhancing human resource quality and company productivity.

By leveraging insights from 140 research findings, companies can create supportive work environments through tailored training, coaching, technology adoption, constructive feedback, and regular evaluations. This approach not only boosts employee growth but also strengthens competitiveness and ensures long-term business sustainability.

Effective employee development involves identifying specific training needs, providing access to resources, and evaluating program outcomes. Managers and supervisors play a crucial role in guiding and supporting employees, offering feedback, and facilitating growth opportunities. These efforts enhance employee competencies, productivity, and the company's market position. By adapting development programs to employees' needs and work environments, companies can align with industry demands, such as modern agricultural techniques or advanced management skills. Regular evaluation ensures program effectiveness, driving improvements in performance and productivity. Implementing these strategies supports the company's goals, promotes growth, and secures sustainability. Future studies are recommended to focus on other factors contributing to employee performances

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