

# Work Ethics and Job Performance of Government Employees in a Component City

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**Introduction.** The public sector plays a significant role in the state of society. Public servants are expected to meet challenges and perform and improve public sector performance and tackle corruption allegedly due to the lack of ethics in governance. The highest standards of ethics in the country are embodied in the Constitution of the Republic of the Philippines enunciated in RA 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees). The paper assessed the extent of the practice of work ethics of government employees in the areas of commitment to the public interest, professionalism, justness and sincerity, political neutrality, responsiveness to the public, nationalism and patriotism, commitment to democracy, and simple living. Likewise, the study investigated the level of job performance of government employees in terms of quality, efficiency, and timeliness.

Also, it correlated the relationship between work ethics and job performance. Moreover, the study explored the challenges encountered by local government employees in the practice of work ethics and job performance.

**Methods.** The descriptive-comparative correlational research was used to assess the extent of practice of work ethics of government employees using the eight norms of conduct when they are taken as a whole and grouped according to demographic variables of age, sex, employment status, and length of service. Also, the job performance of government employees was measured using the domains of quality, efficiency, and timeliness when grouped according to the same variables. The respondents of the study are the 367 government employees identified through proportional random sampling. The data were generated from a survey using a researcher-made survey questionnaire based on the guidelines of RA 6713. The results were computed using the Mean, Standard Deviation, frequency count, percentage distribution, Mann Whitney U-test, and Spearman Rank Correlation.

**Results.** The findings generally revealed that the practice of work ethics of government employees is very good, with responsiveness as the highest-rated norm and simple living as the lowest-rated norm. However, significant differences were found when employees were grouped as to their demographics. As to the level of performance, government employees were rated "very satisfactory" on quality, efficiency, and timeliness, but with significant differences when grouped according to their demographics. The most crucial challenge encountered by employees is conflicts/issues in the office emanating from their being unaware of the provisions of RA 6713, the Code of Conduct and Ethical Standards for Government Officials and Employees, among others. Correlation between the practice of work ethics and the level of job performance was found to be significant.

**Conclusion.** The practice of work ethics of government employees is only in compliance level being subject to government standards imposed on them but has not transformed to the level of integrity and institutional culture. Likewise, employees have become complacent since performance is not tied with the level of pay and year-end perks. The significant differences in the practice of work ethics on the norms of conduct and job performance, when employees are grouped by their demographics, implied that employees are not knowledgeable and aware of the repercussions of non-compliance of these norms revealing lack of proficiency and untruthfulness. The significant correlation between the practice of work ethics and level of job performance, as supported by robust evidence, indicates that public sector values are affected by the enforcement of government rules and regulations.

**Practical Value of the Paper.** The study significantly contributes to the few existing literature on the relationship of the practice of work ethics with the level of job performance. The findings of the study provided baseline information to Human Resource Management Officers in the formulation of a responsive program at developing appropriate work ethics of employees for the achievement of outstanding performance.

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