



A comparative study of work ethics among private and public sector employees working in Faisalabad, Pakistan

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Abstract

The current study focuses on “A comparative study of work ethics among private and public sector employees working in Faisalabad”. The main purpose of the current study is to see level of work ethics among private and public employees. The present study is conducted in Faisalabad city. Out of many public and private sectors organization one public and one private sector were selected. Fifty respondents were selected conveniently from each of the two selected organization. Total of fifty respondents comprised the sample i.e. 25 masood textile while 25 respondents from GCUF. Data were together over well-organized interview schedule. The student himself lead meetings and total records is collected in one week. It was pleasant experience. The data which were collect conveniently. The structure of job affects the behavior and function of individuals and groups, thus making a difference on the way members act in an organization. In public sector, an individual finds himself in an environment where there is maximum security of employment but very little incentive to give his best. Enjoying more power, privileges and security of service, thus they become more lethargic and do less of hard work. Punctuality loses its meaning for them. They make a negative work ethics values a part of their job personality. In the private sector, the structure is formed in such a way that the security of service and seniority principle. The private employees get a sense of completion, achievement, autonomy and growth in the performance of his job. A private sector employee works hard and does not waste his time in idleness and politics during working hours. Thus, the employee of private sector has a higher level of work ethics as compared to the employees of the public sector.

Keywords: Ethics, learning, work etiquette, personality development, social norms.

Introduction

Work is one of the most important parts of an individual's self and his social identity. Work provides an interest and purpose in life. In today's industrialized and mechanized society, work has come to dominate the lives of individuals as never before. Organizations have predominately emerged and ever work I now a part of an organization whether it is a big or small one, a public or a private one. Every organization is designed with a structure and has its own culture which prescribes rules or norms of conduct for work¹. Ethics, in general can be defined as systematic attempt through the use of reason, to make sense of our individual and social moral experience, in such a way to determine the results that ought to govern human conduct and the values worth pursuing in life². Work ethics therefore, requires the fulfillment of the values, attached with the work. The observance of their values does not need only concern or some sort pressure to be exerted on the individual or worker concerned, but it requires individual's own interest and desire to work within these values. “The belief that work itself is important and that doing a good job is essential”³.

Values are abstract standards that transcend the impulses of the moment and ephemeral situation. A value is anything that is

prized or of benefit, a value does not consist in “desire” but rather in the desired i.e. what we not only want but feel that is right and proper to want for ourselves and for others^{4,5}. According to a study work ethic incorporates in itself a whole set of values which when acted upon. Produce developments. The work ethic values first developed from the religious values, then were made a part of the social environment and then incorporated themselves in the economic arena of activity Weber⁶.

He has termed hard work, honesty, rationality, discipline, punctuality and productive use of time as those values of work ethic, which are necessary to be acted upon for the development of any kind of economic activity. In general, work ethic also refers to apposite attitude towards work. Work as an important and desirable form of activity is also a part of the ethic of work. Although work ethic has numerous different values attached to it, but worker might accept some values as important justification for work and reject other. Not all values are accepted or rejected by a worker. The acceptance and rejection of the values of work ethic depends upon how an organization is structured and the strength of its culture. Organization structure, predetermine what people will do, with whom they will do it, what decisions they will make, what information they will

receive and when, how and how often they will perform action decisions. In other works, organizational structure is the formal arrangement of operations and activities within an organization⁷.

According to a study private, “Is owned and operated by people taking risks and motivated by which to make profit”. In private sector state is not the owner but is owned by private individuals. On the other hand, a “public sector is established for a government purpose or for the management of affairs of public concerns”. A public sector is usually a highly bureaucratic sector. In both these sectors many factors interplay to shape the organization behavior and the level of work of the employee of their sectors⁸. Personal characteristics of the employees are there, but it is the difference in the structure, culture norms, values and rewards offered in their sectors which produce a peculiar attitude and work ethic of the employee of their sectors.

In public sector, the structure formed is thus that an individual’s finds himself in an environment where there is maximum security of employment but very little incentive to give his best. Enjoying more power, privileges and security of service, the public official is easy to prey to misuse of his power and facilities. In contrast, in the private sector, the structure is formed in such a way that security of services and promotions are most directly determined by individual performance then by the seniority principle. In the private sector, the term of service often force the individual to give his best.

The specific targets are set before the individual which has to meet within specified period of time. There is no leniency for those that do not complete their work and assignment on time. Because of such competitive conditions the individuals give their best and cannot leave off till tomorrow what they can today. The private employee gets a sense of completion, achievement, autonomy and growth in the performance of his job. The organization culture is one that develops favors, enhance and include the values of work ethics. A private employee works hard at his job. He does not waste his time in idleness and politics during work hours. Thus, the employees of a private sector have a higher level of work ethics in the performance of his work activities as compared to the employees of public sector who has a low level of work ethic in the performance of his work activities.

Review of literature: The purpose of this chapter is to current abstract of some the available research relevant tom the current education. In this study try consumes made toward see the work ethic among the employees of the public and private sectors. According to a study carried out a historical and analytical research. Through historical analysis, he found out that work ethic is concept fund among the present, which was derived from their religious beliefs, values and was practiced by them in their socio-economic sphere of life. Whereas the catholic religious beliefs and values did not incorporate the concept and values of the work ethic and therefore they did not practice it in their daily socio-economic activities. Consequently

the result was that the Catholics occupied the lower position in the hierarchy of occupations and management whereas the Protestants were at the top level of hierarchy of occupations. On the basis, he concluded that (due to religious difference) the Protestants had a higher level of work ethic than the Catholics and the high level of work Protestants was responsible for the development of the spirit of capitalism⁹.

Habibullah wrote an essay on the part played by the private sector in the economic development of Pakistan. According to him, the private sector had mobilized and incorporated the values of hard work and use of initiative in its work situation. This had led to an increase in the performance and productivity of the private sector. National and personal income had increase due to saving and investment of the private sector. Thus, he concluded that the private sector with its values of hard work, initiative, saving and investment had opened up greater chance of economic development for Pakistan¹⁵. A researcher observed the effect of frequency of contact on job commitment and reported that great the frequency of contact between management and worker, the workers commitment to the job¹⁰.

Cherrington carried out a survey to see whether or not the work ethic values and attitude were flourishing among the company workers throughout the whole of United States. He found out the rewards from work such as pride and craftsmanship in work, getting more many or a large pay and promotions were and important force in increasing the level of work ethic among the company workers. He concluded that due to the rewords the workers got from their work, the work was highly and flourished among them¹¹.

Rab conducted a research to see the association between religiosity and work ethic among the college students. She found out that and increase in religiosity leads to an increase in religiously leads to an increase in the work ethic. Thus, she concluded, there was association between religiosity and work ethic which lead to acceptance of his research hypothesis¹².

Beech reported that the term administration or alternatively wage or salary administration has come to be accepted as the designation for that field of endeavor concerned. While the establishment and implement and implementation of sound policies and method of employee’s compensation. Wages and programmer on have four major purposes¹³. i. First is to recruit people to the firm. ii. Second is the control payroll cost. iii. Third is to satisfy people to reduce quitting grievances and friction over pay. iv. Fourth is to motivate people to supervise performance.

A research based on the level of work ethics among the police officers. He tested an association between work ethics and corrupt activities. According to him, a high level of work ethics was related to low level of corrupt activities and vice versa.

Amjid reported this occupation agreement was meaningfully related with period of work, literacy rate, employees behavior, distance from work place and work hour respectively. CQI is a

management paradigm adopted by many health care organizations¹⁴. This paradigm can be helpful as health care organization respond to the ethical demands created by the work place, particularly respect for empowerment of the worker, shared level of power, subsidiary, collegiality and the production of goods and services that meet the needs of the community served. An analysis of the work place reveals other ethical questions that require the attention of managers, owners and trustees. A study reported that job satisfaction is a positive emotional state resulting from the appraisal of one’s hob and hob experience. Job satisfaction is results of employee’s perception of how will their hobs provide¹⁴.

Objectives: The present study is conducted with the following objectives: i. For discovery out the socio-economic characteristics of respondent. ii. For explore the job satisfaction level among private and public employees. iii. For now the problems facing by the private and public sector employees. iv. For see the difference if any in the level of observance of the work ethics of the employees of both private and public sector.

Methodology

Therefore, this part explains numerous technique and tool for figures collection, study and understanding of data below investigation.

Universe: Dixon and Marry say “any set of individuals or objects having some common observable characteristics constitute population or universe”.

This study aimed to find out the differences of attitudes in employees of public and private sector towards work ethics. There were many public and private sectors in Faisalabad city. So convenient sampling is used in order to cover both these sector.

Sampling: A sampling is small share of population which is signifies the features of full population. It is, therefore in most case advisable to investigate a sample in order to save time and money.

Convenient sampling technique is used to select the sampling of the present study which constituted to sectors. (1). One private sector: Masood textile mill. (2). One public sector: Government college university Faisalabad.

For this purpose respondents are conveniently selected from each sector constitute a sampling of 50 respondents. The respondents are the employees in these sectors.

Tools for data collection: i. Interviews schedule, ii. Questionnaires, iii. Pre-testing, iv. Data collection, v. Field experience.

Data Analysis: After data collection, all the questionnaires were sent for processing. The data was entered and analyzed by

the experts. Baseline study report was developed by interpreting several data sets in connection to the objectives and standards defined for research. The report also comprised lessons learned, gaps/ challenges and best practices found from target district.

Pre-testing: The pre-testing is done in order to ensure the validity and accuracy of interview schedule. Before collecting the actual data, interview schedule was pre-testing some ambiguities were identified. After pre-testing and finalizing the interview schedule, research went to the universe of the study and collected the data.

Field experience: The researchers expend two weeks in figures collection. At the time of data collection, there seem some problems including, major problems is to explain the purpose of research. Our society is characterized by low level of education, respondents found it difficult to comprehend the importance of the research use for the scientific method principle.

Conceptualization: Conceptualization is the action or process of forming a concept or idea of something to make it clear. The Important concepts uses in the study were operationalized is under.

Work: Work is one of the most important part of individual’s activity involving mental & physical effort done in order to achieve a purpose & result.

Public sector: “A public sector is established for a government purpose or for the management of affairs of public concerns”.

Private sectors: Private sector” is owned and operated by people taking risks and motivated by the wish to make a profit.”

Results and discussion

The total sample of the respondents from the district Faisalabad, in the present study, was 30, which was based on data collection. The data about the exploring the basic problem in public and private sectors had been analyzed using the statically tables.

Table-1: Distribution of the defendants based on their district.

District	Incidence	Ratio
Private	25	50
Public	25	50
Total	100	100

Table-1 shows that same proportions of the defendants’ i-e 25 are belonged to public and 25% of the respondents are belonging to private sector.

Table-2: Distribution of the defendants giving to their education.

Schooling	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Literate	25	100	16	64
Illiterate	-	-	9	36
Total	25	100	25	100

Table-2 reveals that 100% of the respondents from public sector are literate and in private sector 64% literate and 36% respondents are illiterate.

Table-3: Delivery of the defendants with respect to sex.

Sex	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Male	15	60	18	72
Female	10	40	7	28
Total	25	100	25	100

Table-3 shows that 60% males and 40% female working in public sector and 72% male and 28% females were working in private sector.

Table-4: Delivery of the defendants in accordance to timing of office.

Office timing	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Yes	25	100	25	100
No	-	-	-	-
Total	25	100	25	100

Table-4 indicates that 100% of the respondents from the private and public sector had always punctual in office timing.

Table-5: Respondents of the Distribution giving to their satisfaction with the working environment.

Response	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Yes	20	80	14	56
No	5	20	11	44
Total	25	100	25	100

Table-5 shows that 80% of the respondents from the public sector as compared to the 56% of private sector the of respondents were fulfilled in working environment of their institution. While 20% and 44% respondents from both sector respectively were not satisfied with working environment of their institution.

Table-6: Respondents of the Distribution regarding to follow up a planned schedule of office work.

Response	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Yes	18	72	20	80
No	7	28	5	20
Total	25	100	25	100

Table-6 indicates that that 72% of the defendants from the sector of public and 80% of the defendants from sector of private had followed a planned schedule in performing their work activities. While 28% and 20% respondents from both sector were not following a planned schedule in performing their work activities.

Table-7: Distribution of the respondents according to the facilities provided to them by their institution.

Facilities	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Free accommodation	12	48	8	32
Free mobility	4	16	12	48
Medical allowance	9	36	5	20
Total	25	100	25	100

Table-7 indicates that that 48% of the respondents from the public sector and 32% of the respondents from private sector were those to whom the facilities of accommodation were provided and 16% and 48% respondents from both sectors respectively had enjoyed the mobility allowance while 36% and 20% respondents from both sectors told that they had enjoyed the medical allowance.

Table-8: Distribution of the respondents according to follow up the instruction of their boss.

Instruction	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Always	23	80	25	100
Some time	2	20	0	0
Total	25	100	25	100

Table-8 shows that from the public sector in comparison with 100% of the respondents of private sector 80% of the respondents had always followed the instruction of their boss. While 20% and 0% respondents from both sector respectively had some time followed the instruction of boss.

Table-9: Respondents of the Distribution regarding the attitude of boss towards their works.

Attitude	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Friendly	10	40	14	56
Strict	10	40	8	32
Lenient	5	20	3	12
Total	25	100	25	100

Table-9 specifies that 40% of the defendants from compared as public sector to the 56% of defendants from private sector had friendly relationship with their boss. Whereas 40% of the defendants of private sector and public 32% had strict relationship with their boss on their work 20% and 12% of the respondents respectively had lenient behavior with their boss.

Table-10: Respondents of the Distribution regarding received any bonus or reward on showing a good performance.

Reward on showing a good performance	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Yes	15	60	18	72
No	10	40	7	28
Total	25	100	25	100

Table-10 shows that 60% of the respondents from compared as private sector to the 72% of public sector had received bonus on showing a good performance. While 40% and 28% of the respondents had not any bonus or reward on showing a good achievement.

Table-11: Delivery of the defendants regarding their good relation with the other employees.

satisfaction	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Yes	25	100.0	25	100.0
No	-	-	-	-
Total	25	100.0	25	100.0

Specifies that same proportion. 100% the respondent from private sector and public had good relation with other employees (Table-11).

Table-12: Delivery of the defendants regarding what kind of help they got any emergency from their institution.

Response	Frequency	Percentage
Less working hours	10	16.66
Financial help	15	25
Urgent /short leave	13	21.66
Total	38	63

Table-12 indicate that 16.66% of the respondents got the help in shape of less working hours in public sector and private .or 25% of the defendants from private sector and public got financial help from their institution in any emergency. While 21.66% of the respondents got help in emergency in the shape of urgent leave and short leave.

Table-13: Delivery of the defendants according to the feelings of people about their private job.

Feelings of common people	Private sector	
	Freq.	% Age
Respectable feelings	10	40
Common feelings	15	60
Total	25	100

Indicates that 40% of the defendants get the respectable feelings by people. And 15% had common feelings (Table-13).

Table-14: Delivery of the defendants regarding completion of their assignments in time.

Completion of the assignment	Public sector		Private sector	
	Freq.	% Age	Freq.	% Age
Always	19	76	21	84
Some time	6	24	4	16
Total	25	100	25	100

Table-14 shows that 76% of the respondents from the private sector as compared to the 84% of the respondents of public sector had always completed their assignments in time. While 24% and 16% respondents from both sector respectively had some time complete their assignment in time.

Conclusion

In a public sector, the structure formed is thus that an individual finds himself in an environment where there is maximum security of employment but very little incentive to give his best. Enjoying more power, privileges and security of service, thus they become more lethargic and do less of hard work. Punctuality loses its meaning of them. They make a negative work ethics values a part of their job personality. In contrast, in the private sector, the structure is formed in such a way that the security of service and seniority principle. The private employees get a sense of completion, achievement, autonomy and growth in the performance of his job. A private sector employee works hard and does not waste his time in idleness and politics during working hours. Thus the employee of private sector has a higher level of work ethics as compared to the employee of the public sector.

Suggestions: i. Public sector should restructure the salary package for employees. ii. The public sector should consider increasing the amount of rewards for boosting up the efficiency of the employees. iii. The public and private employees should be promoted the workers according to the length of service and quality of work. iv. The study is restricted to any male workers of private and public sector. A similar study could be conducted on female employees see the level of work ethics among female employees. v. The working atmosphere in public sector should be male friendly, cooperative and encouraging.

Main findings: i. 51.66 percent male and 48.33 female were working in public sector and 58.33 percent male and 41.66 female were working in private sector. ii. 100 percent of the defendants from the private sector were literate and in public sector 35 percent of respondents’ literate and 15 percent respondents’ illiterate. iii. Half of the defendants from private sector (Masoodtextile) of the respondents from public sector GCUF and 50%, iv. 75% and 8.3% of the respondents respectively from private sector and public were those to whom facility of accommodation allowance was private sector and 8.3% and 66.7% of the respondents from public and private sector respectively had enjoyed the mobility allowance while 16.7% and 25% of the defendants from private sector and public told that they had enjoyed the medical allowance. v. 88.33% of the respondents from the public sector as compared to the 83.33% of the respondents from private sector had working experience of 1-10 years. Whereas 8.33% and 3.33% of the respondents respectively from private sector and public had working knowledge of 11-20 centuries. While of the respondents 3.33% of community sector and 13.33% defendants had working experience above than 20 years. vi. 81.66% of the respondents from public sector as compared to the 50% of the private sector respondents from were fulfilled with working environment of their institutions. Whereas 18.33% of the defendants from the secluded sector were not fulfilled with working environment of their institutions as compared to the private sector. vii. Respondents from public sector as compared

38.33% to the 95% of the respondents from the private sector told that their works according to their interest to a large extent. While 60% of the respondents from public sector and 6.66% of the respondents from private sector told that their work is according to their interest to some level. Remaining and the 1.66% of the defendants from and private sector 6.66% of the public sector were not fulfilled with job. viii. 90% of the defendants from community and 91.66% the defendants from secluded sector had always followed the instruction of their boss. While 10% of the respondents from public sector and 8.33% from the private sector had some time followed the instruction of the boss. ix. 65% of the respondents from public sector as compared to the 61.66% of the respondents from private sector had always completed their assignments in time. While 35% and 38.33% of the defendants from private sector and public respectively had some time completed their assignment in time. x. 100% of defendants from public and private sector had always punctual in office timing. xi. 18.33% respondents from both organizations get the respectable feeling towards the people. And 81.66% had common feelings. xii. 41.66% of the respondents from the public sector as compared to 21.66% of respondents from private sector had got help in emergency from their institutions. 78.33% of the respondents from private sector, whereas 58.33% of the defendants from public sector and respectively had never given any help to their institution. xiii. 13.33% and 43.33% of the defendants from private public and sector had got facility of pick and drop. While 86.66% and 56.66% of the defendants from private and public sector told that they have nit enjoyed the pick and drop facility. xiv. 51.7% of the respondents from compared as public sector to the 78.3% of secluded sector had received bonus on showing good performance, while 21.7% and 48.3% of the respondents had no received any bonus or reward on showing a good performance. xv. 100 % of the defendants from private public and sector had good relationship with other employees.

Interview schedule

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Name of respondent: -----

Age of respondent: -----

Sex male ----- female -----

1. Education of respondent.
 - a) Literate b) illiterate
2. Education level?
 - a) Primary b) middle c) Matric d) F.A/F.Sc
 - e) B.Sc. /B.A f) M.A / M.Sc.

3. What is your monthly income?

1	2	3	4
1200-14000	14000-16000	16000-18000	18000-above

4. Name of institution.
 Ans -----
5. Job status.
 Ans -----
6. Sector public or private
 Ans -----
7. How you facilities following been provided to your by office?

Facilities	Yes	No
a. Free accommodation		
b. Free mobility		
c. Free medical allowance		
d. Any other		

8. For how long you have been working in this institution.
 a) 2 b) 4 c) 6 d) 8 e) 8-above
9. Are you satisfied with the working environment?
 a) Yes b) No
10. If no, why
 Ans -----
11. The work you do is how much according to your interest?
 a) To great extent b) To some extent c) Not at all
11. Do you follow a planned schedule while performing you work activities.
 a) Yes b) No
12. What is the attitude of boss towards your work?
 a) Friendly b) strict c) lenient
13. Do you always follow the instruction given by your boss?
 a) Always b) sometime c) never
14. Did you complete your assignment in time?
 a) Always b) sometime
15. Are you punctual regarding office timing?
 a) Yes b) No
16. As a private job holder, what is the feeling of common people toward your job?
 a) Respectable feelings b) common feelings
17. Are you satisfied with the environment provided in the institution?
 a) Yes b) No
18. Ever you got help from institution during in any emergency?
 a) Yes b) No

19. If yes, then what type of?
 Ans -----
20. Are you enjoy the pick and drop facility in the institution?
 a) Yes b) No
21. Do you think that the criteria for the promotions purely based upon merit?
 a) Agree b) disagree
22. Did you ever receive any bonus or reward on showing a good performance?
 a) Yes b) No
23. If yes, how many time.
 Ans -----
24. To what extent enjoy job security?
 a) To great extent b) to some extent c) Not at all
25. Do you have good relations with the other employees?
 a) Yes b) No

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