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AN OVERVIEW OF THE BENEFICIAL AND DETRIMENTAL CONSEQUENCES OF CODES OF ETHICS IN A PRACTICAL ENVIRONMENT

Zanyar Nathir Ghafar
Pharmacy department, Bright Technical and Vocational Institute, Sulaymaneah, Kurdistan Region, Iraq
Email: zanyar.ghafar@btvi.edu.iq

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ABSTRACT
The piece of writing aims to contemplate the possibility of a scenario where codes of ethics are unnecessary or unsuitably used. The potential benefits of codes of ethics are well recognized, and there is much research available on this topic. There is a significant amount of literature available on the factors that influence the acceptance of ethical norms. There is a much less number of publications discussing the ineffectiveness of ethical norms within a specific framework of reality. Insufficient attention is given to the adverse effects that arise from the incomplete use of codes of ethics. The study findings demonstrate the circumstances in which a code of ethics may be ineffective and lacking in actual impact. The study highlights how certain components of a code of ethics might result in harmful outcomes when they are embraced and put into practice.

INTRODUCTION

Overview Codes of ethics have become more common in the corporate culture of various firms(Babri, Davidson, & Helin, 2021). Codes of ethics are now prevalent in several organizations, businesses, and trade unions. This is a result of the well recognized fragmentation of ethical norms. They may be classified based on the severity of penalties and the level of coverage they get. The second requirement is the extensive proliferation of ethical standards throughout diverse corporate sectors, associations, industrial groups, as well as numerous professions and semi-professions. The code of ethics may be found in both small and big organizations. Codes of ethics may be found in the form of professional codes, organizational codes, and similar documents. The prevalence of ethical standards has significantly risen, particularly in the last two decades.

Codes of ethics also emerged in socialist nations, a development that was previously inconceivable due to the intention of replacing them with conscious communist morality. Their objective should be to enhance ethical consciousness and promote ethical conduct inside the workplace. Ultimately, this will enhance the efficiency and production of the firm. The concept of maximizing utility or profit is the main focus of the present ethical challenges in business and accounting (Keller, 2007). On the other hand, codes of ethics are official written papers that are available to anyone regardless of their position within the business. These documents define the desired conduct that is expected from both managers and workers. Nevertheless, as stated by (McKinney & Moore, 2008), the sheer presence of a code of ethics does not resolve the issue. Ensuring ethical conduct should be seen as a continuous endeavor, rather being limited to a single statement of intention, which frequently lacks effectiveness. In order to achieve an ideal vision, it is essential that ethics and the improvement of behavior be ingrained across the whole organization, starting with top-level management and extending to the front line.Nevertheless, issues, disputes, improper conduct, and uncertainties continue to exist,

as shown by the media, which is fueled by many instances of deviations on a global scale.

RESEARCH METHODS

How does competence and ethics demonstrate their relationship? When evaluating candidates, their competency should be the first factor to examine. Competence refers to an individual's capacity to exhibit suitable behavior in accordance with the job's demands, so contributing to the intended results of a corporation. Professional ethics plays a crucial part in enhancing an employee's abilities(Lee, 2021). It compels professionals to adhere to ethical standards, fosters the development of values and moral reasoning, and facilitates a good understanding of the significance and responsibilities associated with professional positions in modern society. Podlahova (2012) defines teaching talents as didactic abilities that include more than only the capacity to educate, deliver lectures, or use educational methodologies, ideas, and procedures. Teaching competencies refer to a collection of specialized and highly advanced knowledge, skills, attitudes, and experiences that align with the educational process. These competencies acknowledge the evolving nature of society and consider the cognitive genetic traits, personality, individual interests, and educational requirements of learners.

RESULTS AND DISCUSSION

Ethical Code

The National Education Association (1975) asserts that the education profession encompasses a unified education workforce dedicated to meeting the needs of all students. Furthermore, the word 'educator' include education support workers as well. The educator, valuing the inherent value and respect for every individual, acknowledges the utmost significance of seeking truth, striving for excellence, and fostering democratic norms. Crucial to these objectives is the safeguarding of the freedom to acquire knowledge and impart knowledge, as well as ensuring equitable access to education for everyone. The educator willingly assumes the duty to uphold the utmost ethical principles. The trainer acknowledges the significant level of responsibility that comes with the teaching process. The aspiration for the esteem and trust of one's peers, pupils, parents, and community members serves as the motivation to achieve and maintain the utmost level of ethical behavior.The Code of Standards of the Teaching Sector outlines the goals and principles that all educators should strive for, and establishes criteria for evaluating their behavior. The code of ethics offers professions a uniform and shared moral vocabulary and fundamental directives for ethical conduct. However, as stated in this research, industry-specific rules of ethics impose constraints on ethical decision-making when faced with ethical difficulties (Greenfield & Jensen, 2010)

Dedication to the vocation

The curriculum sector is entrusted by the public with a duty and obligation that necessitates the utmost adherence to the highest standards of professional service.The educator recognizes that the quality of education services has a direct impact on the nation and its citizens. Therefore, they will make every effort to improve professional standards, create an environment that encourages professional judgment, attract qualified individuals to occupations in education, and prevent unqualified individuals from practicing the profession. It is prohibited to reveal information about colleagues acquired during professional duties, unless the revelation is necessary for a significant professional reason or is mandated by law. It is prohibited to intentionally make false or harmful remarks against a coworker.Refrain from accepting any tip, gift, or favor that might potentially compromise or give the appearance of influencing professional choices or actions. Following the codes of large organizations, university codes of ethics emerged; these codes bring with them the principles of corporate ethics that have found a home in academia. These include a focus on efficiency, a welcoming attitude toward new ideas, and a spirit of competition (Moiseenko, Savvina, Mukhametzhanova, & Kosorukova, 2016).

Ethical Regulation in Practice and Ethical Codes

In any case, many colleges throughout the globe have already decided to follow the ethical standards, therefore this threat isn't influencing their choice. Notable colleges all across the globe now have codes of conduct and ethics(McCabe & Trevino, 2017). Their assistance in resolving The words that matter most are quality and efficiency. In order to flourish in the market, commercial firms use codes as a tool to set rules and conventions of business ethics. This helps with improving connections inside the company, building corporate culture, and solving issues with conflicts of interest Codes of ethics can show stakeholders and consumers that the organization is trustworthy because it follows ethical business practices. For similar reasons, universities also make use of the codes.

An examination of the subject from a theoretical perspective

The proliferation of codes of ethics in business institutions is intriguing.It is important to contemplate the significance, objective, and validity of ethical rules. In order to do this, it is necessary to first examine the many categories of ethical norms. One such categorization is based on the intended recipients of ethical norms.From this perspective, it is feasible to identify, primarily, professional codes of ethics. These codes are specifically tailored for certain occupations and partially skilled occupations. An example of this concept is the code of ethics that teachers adhere to, which may be classified as a semi-professional code. An example of a professional ethics code may be the code followed by professionals such as police officers, lawyers, judges, and so on. A code of conduct is distinguished by its comprehensive articulation of the prescribed ethical principles in both positive and negative terms, serving as a definitive framework for ethical considerations within the profession. Regarding the categorization of ethical codes, we specifically identify rules of ethics. These are industry-specific codes, such those for franchising. "One example is the insurance industry's Code of Ethics, which aims to eliminate as many negative elements as possible from relationships between insurance organizations that participate in the insurance sector, particularly in these entities' relationships with clients"(Ambrozy, 2023).

The code of ethics for the biological sciences is another example. .Lastly, there are rules of ethics for corporations. They are present in a broad range of small, medium, and big businesses. Because the Code of Professional Ethics is only implemented inside a single company and economic unit, its impact is restricted. Depending on their influence, ethical norms are divided into several categories. The ideal code is the one that is the softest from this perspective. Its job is to depict an idealized but hypothetical state that is, the ideal model or current situation in the workplace. This kind of code is only a blueprint; it doesn't specify any standards. It does not, in the end, specify penalties or have any particular guidelines. The code of behavior is entirely unrelated. It requires a great deal of specificity. They are codified in certain regulations. "The origin of ethics or self-management in most industries and occupations is explained by punishment avoidance" . It all boils down to uniform, somewhat thorough rules for behavior definition. Sanctions are also often used. Professionals may be strongly motivated to abide by the code by the possibility of facing consequences for breaking it (Spielthenner, 2015). The educational code is the other kind. An explanation section that addresses the code's meanings is also included with this kind of coding. This indicates that there is an explanatory element in the code. Scholars are attempting to address the subject of how a code of principles might sometimes be detrimental in addition to being useless. This may also have to do with another question: how reasonable it is for there to be codes of ethics, or what situations and circumstances call for the use of codes of ethics. (Spielthenner, 2015)offers a fascinating perspective on speech and ethical norms. He discusses both the apparent and true justifications for adhering to ethical rules. As long as its limits are understood and accepted, it ought to be able to make a significant and constructive contribution to a more thorough investigation of ethics in education (Campbell, 2000).

A code of ethics should only be used in an attempt to enhance the ethical aspects of the corporate culture. Other targets are not permitted.In some situations, the Code of Ethics is more widely recognized in practice. It is accepted by the management tier that is more used to the organization or structured part. This implies that the lower and intermediate levels of management should be in charge of providing this

in decentralized companies. Higher management's approval ensures a greater degree of acceptability in centralized companies. The efficacy of the code is greatly increased by the participation of the organization's management and employee representatives. Regular modification of an ethical code is also a necessary need for its acceptance. The code of ethics's acceptability and efficacy are greatly diminished by its relative immutability and the absence of employee representatives throughout its formulation and revision. According to some writers, codes of ethics should be modified since they are unique to certain communities. "A negative code is far more effective for women than a positive one"(Alahmad, 2010). Even when respondents are unable to recollect particular details of the code, the act of having a code of ethics in place seems to have a favorable effect on their impressions of ethical conduct in businesses (Adams, Tashchian, & Shore, 2001).

Instances of Inappropriate Implementation Manufactured for Illustrative Purposes in the Code of Ethics

An illustrative example may be provided by scientific institutes. Envision a conventional scientific establishment with intriguing scientific findings. At a certain point in time, a code of ethics is implemented, which forbids workers from publishing in a particular set of scientific journals. You are required to participate in a tour at this location. Scientific journals are primarily categorized into two kinds. The first option is one that essentially does not impose royalties on writers. The primary source of revenue is derived from fees either for actual prints or paid electronic access. Significantly, there is no fee for publishing. Another consortium of scientific publications selects them. In our hypothetical scenario, the code of conduct would be enforced by a directive that instructs writers to only publish their work in scientific publications that do not need payment. Put simply, he intends to publish content that is prohibited in a publication that requires payment. This infringes upon the author's freedom to publish in any journal of their choosing. Life sciences are crucial to future solutions for people and society. As life science research gains prominence and worries about science's credibility, integrity, and intentions develop, society has sought more responsibility from scientists (Jones, 2007). Is it better to act ethically or not? Making a positive impact on people's lives and leading by example are two of the most important aspects of leadership. You can make an impact even if you don't do much (Alahmad, 2010).

Another instance would be an unjustifiable prohibition on working for another firm in a comparable sector, if it is legally permissible. This limitation is applicable to both full-time and part-time work. Whether or whether the person is physically doing several occupations is irrelevant. Any attempt to use ethical considerations in this circumstance is entirely unsuitable. The true underlying motive may vary, however, we hypothesize that the individual enforcing this provision in the code of ethics may attempt to disguise the rationale using ethical terminology. Nevertheless, the actual cause may vary. The individual in question may see other firms operating in the same or closely adjacent field as competitors or potentially antagonistic. Prior to replicating the Code, it would be beneficial to review the key topics discussed in the paper delivered at the Luton Seminar, which established the framework for the Code(Butler, 2002). Regardless of the formality of the communication channel, employees felt that they were given fewer ethics-related material than they really need. If a company's code of ethics is to affect its workers' ethical conduct, it must be well conveyed. Ho,C.M. (2013)

This might well be the genuine cause. Alternatively, this worker could generate an underlying factor that seems to be motivated by ethics. Nevertheless, the actuality diverges, and the genuine cause lies in the adverse disposition towards other entities operating within the same domain. If you persist in indulging in fantasies, you may discover an additional legitimate justification for doing this action. Consider a scenario where the individual who initiated the implementation of the stated section of the code of ethics attempted to create many simultaneous employment relationships in the past, but due to specific circumstances, their purpose was not accomplished. His interest in the ban may stem from his refusal to let others to do the same. Presenting this instruction in terms of ethical violations might be done by categorizing such actions as a conflict of interest. Simultaneously, the insufficiency of this ban is evident, since there is clearly no conflict of interest. It pertains to mitigating one's personal

dissatisfaction after experiencing a failure in a prior job interview, when there was no agreement enabling the individual to have a simultaneous work arrangement. Are corporate rules of ethics inherently ethical? In order to question this idea, a preliminary collection of universal moral principles is suggested as a means to morally assess all company standards of ethics (Schwartz, 2002)

In some instances, the code of ethics may not be deemed sensible, and this lack of sensibility is not always due to the deliberate imposition of damaging material by a powerful entity. In some instances, we hold the belief that a simple corporate code of ethics has little significance inside a particular firm. There are several possible explanations for this. The primary factor might be its classification as a micro-enterprise, which typically employs little more than 10 people. There is no need for implementing a corporate code in a firm of this kind, since any capable leadership should be able to effectively oversee a small number of people. We deem this instrument for the application of ethics unnecessary in this circumstance. We deem it devoid of significance. There are several such instances that we can undoubtedly locate. For instance, it might be an establishment such as an office with a certain number of workers or a small educational institution. There is no feasible way that such a technology can expedite decision-making procedures in a small organization.

Occasionally, a firm may implement a code of ethics as a distinct method of demonstrating its commitment to ethical practices inside the organization. In this scenario, the code of ethics does not alter the fundamental conduct inside the firm, and its establishment just serves as a demonstration of endorsing ethical principles within the organization. In this instance, the native code is just designed for the picture, specifically to maintain the corporate brand. In essence, its primary objective is to enhance public relations, rendering it entirely futile in terms of enhancing workplace ethics. Additionally, stakeholders might be convinced of the significance of ethics inside a company by other means, rather than only relying on the self-interested implementation of a corporate code of ethics. This tool is superfluous for generating a public picture. If this is the prevailing situation inside the firm, we assert that a corporate code of ethics is unnecessary. "A code that exists independently is merely a superficial layer that gives the appearance of being ethical, but in reality, it deceives anyone who interacts with the company that claims to have it" (Wood & Rimmer, 2003).

We have covered certain scenarios where an organizational code of conduct may not even be required, as well as those where it has been adopted and is either totally or partly detrimental. A detrimental code of ethics establishes immoral norms of conduct that ethical theories or ideals are unable to support. It is essentially a set idea that a person in an organization's leadership may pursue objectives other than moral ones. It may even be a clandestine chairmanship or kind of leadership in really critical situations. Unknown, dubious motives could be at play when very arbitrary behavioral standards are included into a company code of ethics. Most likely, neither the code of ethics nor discussions with employers' representatives or a group of workers addressed such a subjective viewpoint. If he had not pursued any self-serving goals and was not a part of the company's management, even the ethically educated author of the code would not have authorized it. An organization's workers may find it very challenging to embrace an inflexible business code of values. This is a cliched code of ethics if the company's management—typically only the senior manager approves the normative corporate code of ethics notwithstanding this discrepancy. This kind of introduction to a code of ethics makes it very likely for it to give rise to hidden conflicts. Tension often arises when management tries to enforce a code of behavior against the wishes of the workforce, and this may result in labor disputes. One may see the implementation of a company's code of ethics as a type of command. It may also take the form of devious tactics used by the organization's leadership to maintain their positions of authority.

CONCLUSION

In this article, we have discussed some of the reasons why a code of ethics may not be essential and some of the ways in which their introduction might be detrimental to a company. We can't find any moral theories or principles that support the introduction of damaging ethical norms of conduct into a

code of ethics. In essence, it is the unwavering belief that an organization's leadership may advance agendas that conflict with ethical principles. In extreme circumstances, it may even be a clandestine chairmanship or command. Incorporating highly subjective standards of conduct into a business code of ethics may have hidden, dubious motivations. It is quite unlikely that the code of ethics, employer representatives, or a team of workers ever addressed such a subjective judgment. Without his position in the company's management and his own self-serving goals, not even the code's ethically-minded creator would have given his approval. Companies often struggle to get their staff to agree to strict, non-negotiable codes of conduct. This code of ethics has seen better days if it has received the stamp of approval from the company's upper management, even if it is normative despite the contradiction. Introduced in this manner, a code of ethics has the potential to spark dormant tensions. When management tries to enforce a code of behavior against employee will, it often causes friction and eventually leads to labor disputes. A code of ethics for a company is like a directive in that it must be followed. It may also be a hidden way for the organization's leadership to maintain their own positions of power.

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