

REGD. No. : 42785/88

ISSN No. : 0971-6939

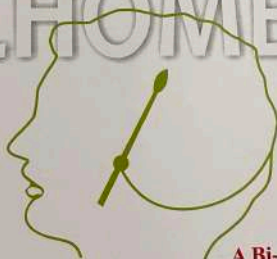
U.G.C. Approved : 45155

Vol. 33

January-June, 2019

No. 1

JOURNAL *of* PSYCHOMETRY



**A Bi-annual, Referred and
Peer Reviewed Journal**



**Organ of Indian Institute
of Psychometry**

EVERGREEN PLAZA, 117, B.T. ROAD, KOLKATA - 700 106

RELATIONSHIP BETWEEN WORKPLACE ETHICS, AND MORAL FOUNDATION, MOTIVATIONAL FACTORS, NEED FOR UNIQUENESS AMONG IT PROFESSIONALS

Pousali Banerjee

Guest Lecturer, Department of Psychology, Seth Anandram Jaipuria College, Under University of Calcutta

Ishita Chatterjee

Assistant Professor, Department of Applied Psychology, University of Calcutta.

Workplace ethics means the ability to distinguish from right and wrong. It includes the applications of moral principles and set of values regarding the proper behaviour and code of conduct in workplace. Moral behaviour which is one of the major foundations of the workplace ethics means to behave morally i.e. how to be a good supporter of social order or how someone treat other individuals. Intrinsic and extrinsic motivation is also related to workplace ethics as how we motivate to maintain our ethical behaviour and moral values and avoid unethical means in our workplace. Need for uniqueness means to behave in such a way that differ us from other individuals, i.e. how our need to be a unique person, and our unique way to deal with problems and work affects our ethical behaviour and moral behaviour in workplace. This study tries to find the level of workplace ethics, moral foundations, and motivational factors, and need for uniqueness among IT professionals within age group of 25-35 comprising of 150 males and 150 females and work experience varying of 1-3 years and 3- above years. The questionnaires used are: The Ethics Position Questionnaire (Forsyth, D. R.; 1980), The Moral Foundation Questionnaire (Graham, J and Haidt, J and Nosek, B.; 2008), The motivational scale (Intrinsic and extrinsic motivational factors) (Pareek, U ; 1996), and The need for uniqueness scale (Snyder, C R. & Fronkin, H. L. ; 1977). The statistics used were descriptive statistics, independent samples t test, and product moment correlation. Results indicate that

there is significant difference between male and female and between senior and junior employees based on their working experience with regard to the variables undertaken for the study. Workplace ethics and moral foundation also the major aspects in the present era, and it is found to be significantly correlated with the variables under study. Need for uniqueness is significantly correlated with workplace ethics at 0.01 level irrespective of working experience. Need for uniqueness is also correlated with workplace ethics at 0.01 levels irrespective of gender. Intrinsic motivation for females and extrinsic motivation for males also correlated with workplace ethics at 0.01 level of significance. Lastly some dimension of moral foundation are also significantly correlated with workplace ethics at both 0.05 and 0.01 level. The variables that are contributing towards this and how they are varying with gender and work experience needs clarification. Keeping this in mind this study has been undertaken.

KEYWORDS : Workplace ethics, Moral foundation, Motivational factors, Need for uniqueness

Information technology (IT) is the technology of modern science where we can use computers to store, retrieve, and manipulate data or information. In 1958 the term "Information Technology" was first coined by Harold J. Leavitt and Thomas L. Whisler in an article published in the Harvard Business Review, where they commented that "the new technology does not yet have a single established name. We shall call it information technology (IT)."

Address correspondence to : Pousali Banerjee
Guest Lecturer, Department of Psychology,
Seth Anandram Jaipuria College, Under University Of Calcutta
E-mail : pousalli@gmail.com