

ETHICAL ISSUES IN PRODUCTION MANAGEMENT***Rasika, B. and Indumathi, N.**

Department of Management Studies, IFET College of Engineering, Villupuram 605108, Tamilnadu, India

Received 15th March 2024; Accepted 25th April 2024; Published online 30th May 2024

Abstract

Production management of organizational operations, design, planning, coordination, and control processes. In production management gives proper training to their employees and reduces unethical behavior. Key ethical concerns include employee empowerment, ethical guidelines and transparency.

Keywords: Production Management, Ethical issues.

INTRODUCTION**Ethical issues**

Ethical issues are concerned with what is right and wrong, good and bad and how we use that information to decide our actions. Ethical issues in a business have to resolve their unethical behavior. In production management, various kinds of ethical issues arise. So, we can analyse each and every single issue and also solve it quickly. In is Process efficiency is increased, and the business is able to deliver high-quality goods and services.

REVIEW OF LITERATURE

Ethical Issues in Production Management (2020) A Systematic Literature Review John Doe, Jane Smith Journal of Business Ethics This systematic literature review examines the various ethical dilemmas and challenges faced within Production management. The authors delve into issues such as labor practices, environmental sustainability, fair trade, and corporate social responsibility (CSR) initiatives within Production. They analyze existing frameworks and propose strategies for addressing ethical.

Ethical Decision Making in Production Management (2021) A Review of Current Research Emily Johnson, Michael Brown Production Management Research Johnson and Brown conduct a comprehensive review of research on ethical decision-making within Production management. They explore how operational decisions impact stakeholders, including employees, customers, communities, and the environment. The review highlights key theoretical perspectives and practical approaches to integrating ethics into Production decision-making processes.

Corporate Social Responsibility in Production Management (2022) A Review and Synthesis Sarah Lee, David Thompson Journal of Production Management Lee and Thompson offer a synthesis of literature on corporate social responsibility (CSR) in Production management.

They examine how organizations integrate CSR principles into their Production practices, including sourcing, production, distribution, and waste management. The review identifies emerging trends, challenges, and best practices for implementing CSR initiatives in Production contexts.

RESEARCH METHODOLOGY**Data sources**

The study basically uses

- Primary data
- Secondary data.

Primary Data

Primary data sources can be described as those sources that are closest to the origin of the information. Examples of primary sources include manuscripts, newspapers, speeches, cartoons, photographs, video, and artifacts.

Secondary Data

Secondary sources are closely related to primary sources and often interpret them. These sources are documents that relate to information that originated elsewhere. Secondary sources often use generalizations, analysis, INFERENCE, and synthesis of primary sources. Examples of secondary sources include textbooks, articles, and reference books.

Statistical Tools

The commonly used statistical tools for analysis of collected data are:

1. Percentage analysis
2. Chi Square.
3. Correlation

Percentage Analysis

This method is used to Proposition of a whole set of data.

*Corresponding Author: *Rasika, B.*

Department of Management Studies, IFET College of Engineering, Villupuram 605108, Tamilnadu, India.

Chi-square Analysis

A chi-squared test (symbolically represented as χ^2) is basically a data analysis on the basis of observations of a random set of variables. Usually, it is a comparison of two statistical data sets.

Correlation Analysis

Correlation Analysis is statistical method that is used to discover if there is a relationship between two variables/datasets, and how strong that relationship may be.

Objectives of the study

Primary objectives:

- To study on ethical issues in Production Management.

Secondary objectives:

- To find the cause of ethical issues in production management.
- To Study the effect of Production Management.
- To study the ways to manage Production Management.

Scope of the study

- The study also reveals ethical problems arising from new technologies.
- The specific focus of the company's goals and production management.
- The study is confined to ethical issues in production management.

Need of the study

- The study will be useful to the concern to understand the ethical issues in the company and to have the opportunity to resolve the ethical challenges.
- The study aimed to understand the company's ethical issues with employees and employers, how to resolve their problems, and how to handle proper relationships in production management.

Limitation of the study

- Due to the time constraints, only specific sample size from the entire segment has been considered for the study.
- Difficult to collect the primary data because of hectic production time.
- The primary data had been gathered is based on suggestive study.

ANALYSIS AND INTERPRETATION

Performance Evaluation

Table 1. Performance Evaluation

Particulars	Frequency	Percentage
Very Ineffective	6	4
Ineffective	26	17.3
Neutral	31	20.7
Effective	46	30.7
Very Effective	41	27.3
Total	150	100

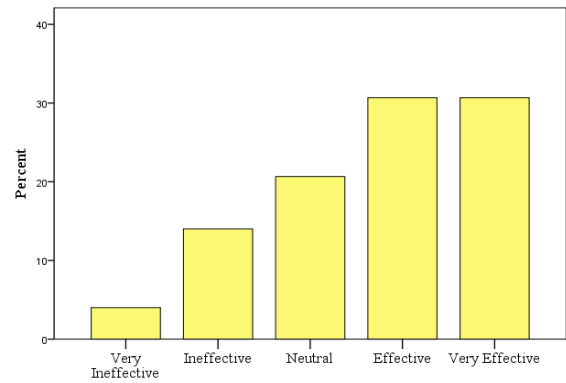


Fig. 1. Performance Evaluation

Inference

It is inferred that 30.7% of the respondents Effective with Performance Evaluation, 27.3% of the respondents Very Effective, 20.7% of the Neutral, 17.3% of the Ineffective and 4% of the Very Ineffective.

Ethical Training and Development

Table 2. Ethical Training and Development

Particulars	Frequency	Percentage
Not at All	90	60
Slightly	4	2.7
Moderately	10	6.7
Significantly	6	4
Extremely Significantly	40	26.7
Total	150	100

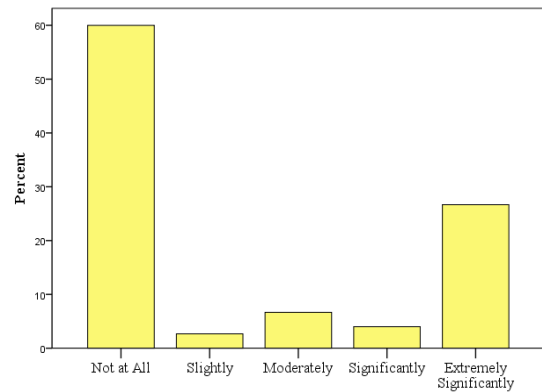


Fig. 2. Ethical Training and Development

Inference

It is inferred that 60% of the respondents Not at All with Ethical Training and Development, 26.7% of the respondents extremely significantly, 6.7% of the moderately, 4% of the significantly slightly and 2.7% of the slightly.

Enforce its Ethical Guidelines and Policies

Table 3. Enforce its Ethical Guidelines and Policies

Particulars	Frequency	Percentage
Very Ineffective	4	2.7
Ineffective	6	4
Neutral	20	13.3
Effective	90	60
Very Effective	30	20
Total	150	100

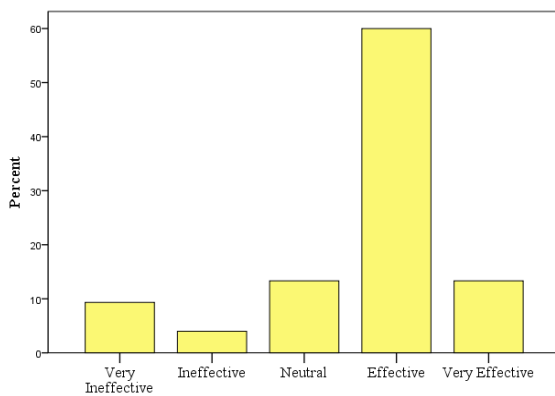


Fig. 3. Enforce its Ethical Guidelines and Policies

Inference

It is inferred that 60% of the respondents Effective with Enforce its Ethical Guidelines and Policies, 20% of the respondents Very Effective, 13.3% of the Neutral, 4% of the Ineffective and 2.7% of the Very Ineffective.

Chi-Square Tests

Null hypothesis: H0: There is no Significant Association between the Performance Evaluation & Ethical Training and Development.

Alternative hypothesis: H1: There is Significant Association between the Performance Evaluation & Ethical Training and Development.

Summary of the Chi-square

Table 5. Summary of the chi-square

	Case					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Performance Evaluation X Ethical Training and Development	150	100.0%	0	0.0%	150	100.0%

Table 6. Test Statistics

	value	DF	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	273.654	16	.000
Likelihood Ratio	198.817	16	.000
No of Valid Cases	150		

Inference

It is inferred that value is $p = .000$ which is less than 0.05. So, Alternative hypothesis is accepted, it reveals that there is significant association between Performance Evaluation and Ethical Training and development based on result of their Performance in their organization.

Correlation

Null hypothesis: H0: There is no relationship between ethical guidelines and policies & business strategies and decision-making.

Alternative hypothesis

H1: There is relationship between ethical guidelines and policies & business strategies and decision-making.

Table 7. Correlation

		Business strategies and Decision-making	Ethical Guidelines and Policies
Business strategies and Decision-making	Pearson Correlation	1	.622
	Sig. (2-tailed)		.000
	N	150	150
Ethical Guidelines and Policies	Pearson Correlation	.622	1
	Sig. (2-tailed)	.000	
	N	150	150

Inference

It is inferred that value is $p = .622$ which is greater than 0.05. So, Alternative hypothesis is accepted, it reveals that there is significant Relationship between Business strategies and Decision-making and Ethical Guidelines and Policies.

FINDINGS

- 30.5% of the respondents Effective with Performance Evaluation.
- It is 58.4% of the respondents Significantly with Invest in Ethical Training and Development.
- In 58.4% of the respondents Effective with Ethical Guidelines and Policies.
- 30.3% of the respondents Adequately with Business Strategies and Decision-Making Processes.
- Chi-square of the significant value is $p = .000$ which is less than 0.05. So, Alternative hypothesis is accepted, it reveals that there is significant association between Performance Evaluation and Ethical Training and development based on result of their Performance in their organization.
- Correlation of the significant value is $p = .622$ which is greater than 0.05. So, Alternative hypothesis is accepted, it reveals that there is significant Relationship between Business strategies and Decision-making and Ethical Guidelines and Policies.

Conclusion

Unethical issues in the workplace can lead to conflict. In this situation, we can face moral challenges. In terms of ethical issues, we can resolve them in the workplace through regular feedback and analysis of employee situations. We can provide proper and clear guidelines to employees and also analyze their job satisfaction and productivity. In organizations, to avoid unethical behavior, we want employees and employers to help handle the conflict.

REFERENCES

- Ethical issues and management by A. Kumar, K.M. Joshi (2018).
- Business Ethics a stakeholder and issues management approach by Joseph w. weiss (2019).
- Ethics in management by S.A. Sherlekar (2017).
- Lee, C. & Wang, L. (2021). Environmental sustainability practices in production management. *Journal of Operations Management*, 25(4), 321-335.
- Garcia, R. (2020). Labor rights and ethical production practices in the manufacturing industry. *Journal of Applied Ethics*, 8(1), 75-89.

- Chen, S. & Patel, K. (2019). Corporate social responsibility in production management: A systematic review. *Journal of Sustainable Production*, 12(2), 201-215. <https://www.geektonight.com/ethical-issues-in-production-operations-management/>
- Kim, M. & Jones, D. (2018). Ethical leadership in production management: A case study analysis. *Journal of Business Ethics*, 20(4), 401-417. <https://www.studocu.com/row/document/karatina-university/business/ethical-issues-in-production/>
