

Ethical Practices and Organizational Sustainability of a State University in San Pablo City Laguna, Philippines

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ABSTRACT

Ethical practices as viewed on the three ethics approaches can drive leader and employee involvement in sustainability-related behaviors. This study sought to determine ethical practices of employees and leaders of a state university in San Pablo City, Laguna Philippines as well as the institution's sustainability. A descriptive research was conducted through a survey administered to sixty-six (66) faculty members. The study also investigated if there are differences on the ethical practices of the leaders and employees when grouped according to profile factors as well as looked into the relationship between ethical practices and organization sustainability. The study revealed that the leaders and employees highly put into action the ethical practices in relation to Kantian, Virtue and Care Ethics. Moreover, the level of sustainability as exercised by the institution in terms of its contribution to society and the environment is perceived to be highly practiced. Furthermore, it was concluded that there is no significant difference on the ethical practices of the leaders as perceived by the faculty members. Significant relationship between ethical practices and organizational sustainability was established. It is recommended that cross sectional study may be conducted to employees with longer years and higher academic rank.

Keywords: ethical practices, organizational sustainability, Kantian, Virtue, Care

About the presenter:

Marierose P. Valenzuela graduated with a BS Applied Mathematics at the University of the Philippines-Los Banos and with a Master in Business Administration at San Pablo Colleges (SPC). She is also presently taking up and have already earned 48 units in Doctor in Business Administration at SPC. She has been in the rural banking industry for 20 years before going back to the academe as she had her previous experience in education at the De La Salle University-Dasmariñas from 1991-1994. She is at present an Instructor 1 and the Program Coordinator of BS Business Administration at the Laguna State Polytechnic University, San Pablo City Campus, Laguna, Philippines.

