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ETHICAL CONDUCTS, SUCCESS IN BUSINESS MANAGEMENT, AND SUSTAINABILITY IN NATIONAL DEVELOPMENT

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ABSTRACT----------

This work focuses on ethical conducts, success in business management and its sustainability in a nation's development. Business ethics is a set of moral principles and values that guide the behavior of individuals and organizations in the business world. It encompasses the standards of conducts that businesses should follow to ensure their actions are fair, honest, and responsible. Methods of data collection are chiefly secondary. Ethics in the workplace can be managed through the use of codes of ethics, codes of conduct, policies, procedures, and ethical training to resolve ethical problems. This paper recommends that ethical practice is essential in every business and that individuals should adopt a mindset of working towards a better future to achieve sustainability in a nation's development. Behaving ethically has therefore become a crucial issue, as it is directly relevant to business growth and sustainability. The study found that unethical behaviour in business transactions has a significant effect on business management and sustainability in national development. Ethics in the workplace is essential for managerial success. Managers must ensure that the conduct of their employees is under control and that the dispositions of their employees as regards their routine duties are monitored ethically.

KEYWORDS: *Ethical, Conducts, Success, Business, Management, Sustainability, Nation Development*

INTRODUCTION

Business ethics goes beyond legal compliance and involves making decisions that are morally right, even if they may not be required by law. Business ethics, simply put, involves learning what is right or wrong, and then doing the right thing in relation to business activities. Ethics is the science and art of proper behaviour. It is the branch of philosophy that studies human actions in terms of their being right or wrong, licit or illicit. In conjunction with aesthetics, it forms the division of philosophy known as axiology (the theory or science of values). While ethics is concerned with moral values and standards, aesthetics is concerned with artistic values and with the nature of beauty and art. According to Oxford Dictionary, the meaning of ethics is "a system of moral principles or rules of behaviour".

According to Keith Davis, "Ethics commonly means the rules or principles that define right and wrong conduct". It is a discipline which tries to justify the deliberate acts of man as either good (to be approved) or bad (to be disapproved). Hence, ethical actions invite praise or blame, reward or punishment. In ethical actions, the "ought" is involved. Philosophers use the term "ethics" to refer to the systematic study of these rules or principles. *(*Davies, 2022).

Ethics is a discipline which seeks to understand business codes in order to determine how much they can influence the outcome or end product of the business entrepreneur. Driving a point from the definition of business conduct or ethics helps the employers or the management to take decisions that are morally right in dealing with issues relating to their employees, production, customers etc. While safeguarding the aims and objectives of the business firms, it is important that they behave ethically all the time. In business, there is always a myriad of problems facing the stakeholders, that is, the employees, employers and managers. Also involved are the management, government personnel, and even the customers in defining what is ethically wrong or right. Ethical conduct is crucial for business

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success in Nigeria, fostering stakeholder trust, enhancing reputation, and ensuring long-term sustainability, especially amidst a landscape where unethical practices like bribery are prevalent. Businesses that integrate ethical values into their governance, strategy, and operations, emphasizing transparency, fairness, and social responsibility, are better positioned to attract investment, drive innovation, and achieve lasting success.

Over the course of about 30 years, beginning in the 1980s, unethical business practices led to bankruptcies that drained more than $1.25 trillion from the U.S. economy. For reference, that is about 20% of the fiscal 2023 budget proposal for the federal government. Enron, Arthur Anderson, WorldCom and Lehman Brothers are among the now-defunct firms whose names are infamous because their leadership allowed and even encouraged morally wrong behavior. Unethical behavior in these cases hurt investors, employees and the communities where they lived. It also led to the creation of increasingly more detailed laws regulating business activities, including the Sarbanes-Oxley Act and the Dodd-Frank Act.

A company's ethics will determine its reputation. Good business ethics are essential for the long-term success of an organisation. Implementing an ethical programme will foster a successful company culture and increase profitability. Developing a business ethics program takes time and effort, but doing so will do more than improve business; it will change lives. A company's ethics will have an influence on all levels of business. It will influence all who interact with the company, including customers, employees, suppliers, competitors, etc. All of these groups will affect the way a company's ethics are developed. It is a two-way street; the influence goes both ways, which makes understanding ethics a very important part of doing business today. Ethics is very important, as news can now spread faster and farther than ever before.

Ethics is synonymous with morality. It is prevalent in all professions as it guides, regulates, directs, modifies and controls the actions and inactions of people at work. Business is an economic activity concerned with the exchange of value between the environment and individuals or groups. Business involves a flow of various economic activities from factors of production to the final market. The essence of business is the anticipation and satisfaction of consumers' needs at a cost the consumer would be willing to pay in order to obtain the value utility of the goods and services paid for (Ikon 2004).

A human being's personal ethics determine individual standards of right and wrong. Ethics allow people to determine what they should do in a given situation. Each person develops ethical standards, and it is the responsibility of each individual to examine personal morals and behaviour. In business, ethics refers to the behavior relating to the moral problems that occur in business organisations. People often automatically assume that businesses are unethical. Business seems to be constantly linked to scandals. Given the media attention to bad ethical decisions, companies that practice good business ethics can distinguish themselves in the minds of their customers and their employees. The company culture helps to determine the ethics of the organization. It is crucial that businesses behave ethically in every working relationship.

REVIEW OF RELATED LITERATURE

Conceptual Framework

Business ethics (also known as corporate ethics) is a form of applied ethics or professional ethics, that examines ethical principles and moral or ethical problems that can arise in a business environment. It applies to all aspects of business conduct and is relevant to the conduct of individuals and entire organizations. These ethics originate from individuals, organizational statements or the legal system. These norms, values, ethical, and unethical practices are the principles that guide a business. (*Hasnas, 2025).*

Business ethics refers to contemporary organizational standards, principles, sets of values and norms that govern the actions and behavior of an individual in a business organization. Business ethics have two dimensions: normative business ethics or descriptive business ethics. As a corporate practice and a career specialization, the field is primarily normative. Interest in business ethics accelerated dramatically during the 1980s and 1990s, both within major corporations and within academia. For example, most major corporations today promote their commitment to non-economic values under headings such as ethics codes and social responsibility charters.

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Over the years, the term ethics in organizational performance has long been associated with management scholars and business leaders around the world. There is a broad agreement that, as a matter of corporate policy, every organization should strive to be committed in a manner that is ethically transparent. The concept of ethics simply deals with how decisions affect other people and organizations. According to Etuk (2014), ethics and morality are aspects of axiology concerned with what is good, what is beautiful and what is desired or preferred human conduct. Ethics is concerned with contemporary norms or standards of conduct that govern the relationship among human beings and their institution. Ebitu, and Beredugo (2015) explain ethics as a set of moral principles or values used by an organization to steer the conduct of the organization itself and its employees in all their business activities, both internal and in relation to the outside world.

The term "business ethics" came into common use in the United States in the early 1970s. By the mid-1980s, at least 500 courses in business ethics reached 40,000 students, using some twenty textbooks and at least ten casebooks supported by professional societies, centers and journals of business ethics. The Society for Business Ethics was founded in 1980. European business schools adopted business ethics after 1987, commencing with the European Business Ethics Network. In 1982, the first single-authored books in the field appeared.

Firms began highlighting their ethical stature in the late 1980s and early 1990s, possibly in an attempt to distance themselves from the business scandals of the day, such as the savings and loan crisis. The concept of business ethics caught the attention of academics, media and business firms by the end of the Cold War. However, criticism of business practices was attacked for infringing on the freedom of entrepreneurs and critics were accused of supporting communists. This scuttled the discourse of business ethics both in the media and academia. The Defense Industry Initiative on Business Ethics and Conduct (DII) was created to support corporate ethical conduct. This era began the belief and support of self-regulation and free trade, which lifted tariffs and barriers and allowed businesses to merge and divest in an increasingly global atmosphere.

Nigeria currently has a high rate of dead businesses, as most businesses die because they basically abandon ethical principles from the onset. The challenge is now much more on prospective young entrepreneurs who want to venture into businesses as they are discouraged by the environment due to unhealthy and unethical business practices because the business environment has been made to be hostile for young and upcoming entrepreneurs. Behaving ethically has therefore become an important issue and is germane to business growth and sustainability. Most societies are now more conscious of the ethical implications of business operations and activities. (Purnis, 1994, Asolo, 2000, and Adewole, 2015).

If ethics were easy and straightforward in our organizations, there would be no need for a research work such as this one. However, this is rarely the case. Ethical decision making and practice are fraught with difficulties and challenges. Ethics often stretches us and moves us to think beyond our own self to consider others: our family, our work group, our organization, our country, our culture. At the least, when we consider our own ethics, we have to ask ourselves: What is my own ethical position or stance? How is that similar to, or different from, others'? Will my actions have the intended consequences? What unintended consequences might arise from my actions? These are challenging questions to ask at a personal level. We must consider what we deem appropriate and inappropriate, acceptable and unacceptable, right and wrong for ourselves and in relation to others.

Some Philosophers' Definition of Ethics

The efforts at distinguishing 'what can physically be done' from 'what can ethically be done' are countless. Most moral philosophers, nevertheless, agree that not everything is ethical. In their effort to ground morality on reason, philosophers have always looked for an objective definition of ethics.

Plato (427-347 B.C.): Plato concludes that to be ethical is to act according to the best *logos* (reason) and with the right intention. He claims that knowledge furnishes man with the right intention. Plato has left his reflections on goodness, justice, and good and bad government in his Dialogues. Aristotle (384-322 B.C.): Aristotle was a pupil of Plato and the tutor to Alexander the Great. For him, ethics is the art of living well, that is, according to the true good of man, which is what all desire. According to him, doing good leads to happiness or *eudemonia*. Nobody can possibly desire evil, because all seek happiness.

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David Hume (1711-1776): For Hume, ethics is simply a matter of feeling and sentiments. Acquired habits and ingrained customs make us perceive strange, unpleasant and gaudy things as bad and pleasant ones as good. He denies the role of reason in identifying right and wrong actions. His contention was that reason is simply a slave of sentiment and emotions. Hume was the one who proposed the ethical trend known as Emotivism.

Lawrence Kohlberg (1927-1987): For Kohlberg, "one of the most frequently considered factors in ethical behaviour in work organizations is the level of moral development of individuals in the organization." Scholars maintain that "engagement in ethical or unethical behaviour depends on the individual's ability to ethically reason".

Ethical Principles for Business Management

All personnel must be committed to telling the truth in all forms of communication and in all actions. This includes never purposely telling partial truths, selectively omitting information, making misrepresentations or overstatements. Honesty also means reliably sharing both good and bad news with equal candor. All dealings and relationships must be founded on a conscious commitment to fairness, treating others as you would like to be treated. Fairness requires treating all individuals equally and courteously, never exercising power arbitrarily and never exploiting weaknesses or mistakes for personal or corporate benefit. Demonstrated by a conscious effort to set a positive example of ethical behavior, leadership is a commitment to excellence through ethical decision-making. Businesses and business executives maintain their leads by constantly improving operational efficiency, worker satisfaction and customer approval.

Organizations and personnel demonstrate integrity through consistency between actions and words that inspires trust and credibility. Integrity also means keeping promises, honoring commitments, meeting deadlines and refusing to participate in unscrupulous activities or business dealings. Fostering a business environment of empathy and compassion requires a commitment to being kind and caring toward all personnel, business partners and customers. Business goals must be benevolent, ensured by spending enough time to understand the needs and sensitivities of others, including the local community. Respect is demonstrated by a full commitment to the human rights, dignity, autonomy, interests and privacy of all personnel. It means recognizing that everyone deserves equal respect and support for sharing ideas and opinions, without fear of any penalty or form of discrimination.

Employees exhibit responsibility by taking full ownership of their jobs, striving to be conscious of the emotional, financial and business consequences of their actions. Taking their responsibilities seriously also demonstrates employee maturity and ability to do a job without needing strict supervision. Loyalty is proven by never disclosing information learned in confidence and by remaining faithful to coworkers, clients, business partners and suppliers. Loyal employees avoid conflicts of interest, help build and protect the good reputation of their company and help boost the morale of their coworkers.

Organizations must fully comply with all applicable laws and codes from local, state and federal agencies. Law-abiding businesses and personnel also adhere to industry and trade regulations, marketplace standards and any additional mandatory organizational policies, practices and procedures. Accountability requires a total commitment to the ethical quality of all decisions, actions and relationships. High expectations for ethical behavior drive business practices when an organization and its personnel are held accountable to fellow employees, consumers, the local community and the wider public in general. Committing to transparency requires making business information and policies available to appropriate groups, such as financial investors, personnel and consumers. It includes, for example, sharing criteria for price hikes, wages, hiring, granting promotions, addressing workplace infringements and firing employees.

Organizations and personnel demonstrate a commitment to the environment by helping mitigate the effects of global climate change. Beneficial actions include reducing the negative environmental impact of doing business by improving energy efficiency to help lower carbon emissions, reducing water usage and reducing waste. When you consider the 12 ethical principles for business (Honesty, Integrity, Promise-Keeping, Loyalty, Fairness, Caring, Respect for Others, Law-Abiding, Commitment to Excellence, Leadership, Reputation and Morale, and Accountability), you might imagine that it can be hard to stick to the company's morals while also seeing through

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basic business principles. But it is possible and can have waves of positive outcomes. Organizations are more focused than ever on recruiting and retaining personnel committed to moral integrity and ethical business practices.

Maintaining an ethical status is the responsibility of the manager of the business. According to a 1990 article in the Journal of Business Ethics, "Managing ethical behaviour is one of the most pervasive and complex problems facing business organizations today. Business ethics reflects the philosophy of business, whose aim is to determine the fundamental purposes of a company. Business purpose expresses the company's reason for existing. Modern discussion on the purpose of business has been freshened by views from thinkers such as Richard R. Ellesworth, Peter Drucker, and Nikos Mourkogiannis: Earlier views, such as Milton Friedman's, held that the purpose of a business organization is to make a profit for shareholders. Nevertheless, the purpose of maximizing shareholders' wealth often "fails to energize employees". In practice, many non-shareholders also benefit from a firm's economic activity, among them employees through contractual compensation and its broader impact, consumers by the tangible or non-tangible value derived from their purchase choices, society as a whole through taxation and/or the company's involvement in social action when it occurs. On the other hand, if a company's purpose is to maximize shareholder returns, then sacrificing profits for other concerns is a violation of its fiduciary responsibility. Corporate entities are legal persons but this does not mean they are legally entitled to all of the rights and liabilities as natural persons.

Ethics are the rules or standards that govern our decisions on a daily basis. Many consider "ethics" with conscience or a simplistic sense of "right" and "wrong". Others would say that ethics is an internal code that governs an individual's conduct, ingrained into each person by family, faith, tradition, community, laws, and personal mores. Corporations and professional organizations, particularly licensing boards, generally will have a written code of ethics that governs standards of professional conduct expected of all in the field. It is important to note that "law" and "ethics" are not synonymous, nor are the "legal" and "ethical" courses of action in a given situation necessarily the same. Statutes and regulations passed by legislative bodies and administrative boards set forth the "law". Slavery was once legal in the US, but one certainly would not say enslaving another was an "ethical" act. (Armstrong, 2023).

Influential Factors on Business Ethics

Many aspects of the work environment influence an individual's decision-making regarding ethics in the business world. When an individual is on the path of growing a company, many outside influences can pressure them to perform in a certain way. The core of a person's performance in the workplace is rooted in their personal code of behaviour. A person's personal code of ethics encompasses many different qualities such as integrity, honesty, communication, respect, compassion, and the common good. In addition, the ethical standards set forth by a person's superior(s) often translate into their own code of ethics. The company's policy is the "umbrella" of ethics that plays a major role in the personal development and decision-making processes that people make with respect to ethical behavior. (Anand, & Rosen, 2024).

EMPIRICAL REVIEW

Turyakira (2018) argues that ethics in the world of organizational business involve "ordinary decency," which encompasses such areas as integrity, honesty and fairness. Behaving ethically is seen as part of the social responsibility of an organization, which itself depends on the philosophy that organizations ought to impact on society in ways that go beyond the usual profit maximization objective. Business ethics is described as the ultimate rules which dominate the assessment of "what constitutes right or wrong, or good or bad human conduct in a business context" (Shaw, 2010). The performance of an organization is sometimes based on the ethical work climate. An ethical work climate reflects the collective moral reasoning of organization members. Thus, a strong ethical climate provides employees with a foundation for thinking about moral issues. (Abiodun & Oyeniyi, 2014).

Although organization members may reason effectively about the right thing to do, translating reason into action depends on the moderating effect of two additional contextual factors: collective moral emotion (in the form of collective empathy) and collective ethical efficacy. Furthermore, the moral reasoning reflected in ethical climate is more likely to translate to ethical behaviour if members care about those impacted by their actions (empathy) and believe in their ability to successfully follow through on their decision (efficacy) (Branko, Drago, & Zoran, 2015).

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Thus, ethical climate, collective moral emotion and collective ethical efficacy interact to create an environment more strongly related to ethical behaviour, and these researchers focus their studies on the theme of ethics in business. Business ethics leads to cost and risk reduction. Just as bribery and corruption are seen as inimical to the development of a healthy economy, so is the lack of high ethical standards inimical to trust and loyalty, with their detrimental effects on a company (Ike, 2002).

Business ethics, according to Braimoh (2017), means various things to various people, but generally, it is about knowing what is right or wrong in the workplace and doing what is right. According to Ezinma and Micheal in Ikelegbe (2012), there is no doubt that ethics should be an important part of business activity. They added that though the two are treated as mutually exclusive, but cannot be separated in real life and right thinking activities. Newton and Ford (1998) pointed out that ethics is an issue of growing concern and importance to business. They also emphasized that value questions are never absent from business and that moral responsibility is the first characteristic demanded for a manager in any business that wishes to survive. Therefore, grounding in ethical reasoning is the best preparation for business success.

According to Ezigbo (2022), managers can influence their employees to behave ethically by taking actions that develop trust, such as sharing useful information and making good on commitments. In recent years, many organizations in Nigeria have faced significant challenges in sustaining a competitive edge due to weak ethical standards, poor corporate governance, and declining trust from stakeholders (Okoye & Eze, 2019). Despite the growing awareness of ethical business conduct as a strategic tool for achieving competitive advantage, unethical practices such as favoritism, bribery, lack of transparency, and inconsistent application of organizational policies still persist across several firms, including those in the manufacturing sector (Okoye & Eze, 2019; Uche, 2021).

Ogbonna and Eniola (2022) observed that unethical behaviors often result in reputational damage, financial losses, poor employee morale, and decreased customer loyalty, all of which undermine a company's ability to maintain long-term competitiveness. Although organizations like the Nigerian Bottling Company (NBC) operate under globally recognized ethical standards due to their multinational affiliations, they still face challenges adapting to local ethical expectations and regulatory environments. Studies have shown that even multinational firms in Nigeria struggle with issues such as internal corruption, compromised integrity in procurement and supply chain practices, and lack of objectivity in decision-making processes.

Nwachukwu, Chladkova, and Zufan (2020) established that ethical leadership, specifically traits such as honesty and integrity, positively correlates with a firm's capacity for innovation and adaptability in dynamic markets. Moreover, Ezeani and Oladele (2020) emphasized that a lack of objectivity in managerial decision making often results in misallocation of resources and inefficiencies, ultimately weakening a firm's cost reduction strategies. These lapses not only inflate operational costs but also stifle innovation, discourage knowledge sharing, and hinder responsiveness to market changes. Ogbonna and Eniola (2022) found that unethical practices within Nigerian firms led to increased operational expenses and reduced employee engagement, which negatively impacted process innovation.

Akintokunbo (2023) investigated the effect of business ethics on organizational performance. The level of complexity and dynamism in business is on the increase. Not left out is the high level of rivalry among business operators. Therefore, any business that must succeed in the precarious modern business environment must ethically stand out in the way and manner it conducts its business. The study also found that corporate adherence to standards and observance of corporate social responsibility are significant to an organization's profitability. In conclusion, the study found that business ethics have significant effects on the organizational performance of business organizations in Kaduna Metropolis. It was recommended, among others, that corporate entities should ensure that ethical principles are strictly followed, which will invariably preclude unethical tendencies in business on the part of management as well as employees (Murphey, Laconia, et al. 2007).

Ezeanyim, Ezinwa & Ezeanolue (2024) investigate the effect of ethical climate, unethical standard practices, ethical culture and ethical behavior on organizations using selected manufacturing in South-East, Nigeria. The study reviewed relevant conceptual, theoretical and empirical literature. The study was anchored on stakeholder theory, and a descriptive research design was adopted. The study was carried out in South-Eastern Nigeria, comprising Abia,

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Anambra, Ebonyi, Enugu and Imo states. The population of the study was 4871, comprising all employees of the selected manufacturing firms. A sample size of nine hundred and twenty-seven (927) respondents was selected for the study using Borg and Gall formula. It was found that ethical climate had a significant positive effect on an organization's performance in South-East Nigeria. Unethical standard practices had no significant positive effect on organizational performance. The study concludes that business ethics had a significant positive effect on employee job satisfaction of academic staff of public universities in South-East Nigeria. The manufacturing sector should have a workable system for identifying and resolving ethical problems.

Ikelegbe & Samuel (2018) examine business ethical practices in Nigeria and its imperative for sustainable national development. The paper posits that ethical practice is necessary in every business and that individuals should have a mindset of working towards a better future in order to achieve sustainable national development. It added that businesses in Nigeria should take initiative to work within the benchmark presented by international agencies such as roundtables of business leaders from Europe, Japan and United States of America, (CAUX), the Center for Organizational and Professional Ethics (COPE) etc. to achieve sustainable national development. The paper discusses why unethical problems occur in businesses and the levels of business ethics. It emphasized the benefits of ethical programmes in business. It concludes that ethical business practices are desirable in every nation, including Nigeria and that to achieve sustainable national development, developing the individual morally is necessary. The paper recommended a change in our value system, compliance by both international and local businesses with labour and environmental norms enacted at the international level and that the government should be committed to enforcing anti-graft laws in Nigeria *(*Anand & Rosen, 2024).

RESEARCH METHODOLOGY

The study used a descriptive survey of correlation types. It attempted to investigate the relationship between individual and organizational variables that could be critical in understanding why people engage in ethical or unethical conduct within an organization. According to Ugwu, "other personal variables such as age and family size have also been found to be strong factors of unethical behaviour. In our unique business environment, pressures from family members may lead some people to engage in unethical practices. In trying to respond to demands of relations, employees may engage in some unacceptable behaviours, including ignoring company rules to favour relatives, and using company resources for personal use in order to cope with financial pressures. Employee judgment of how fairly or unfairly they are treated is a critical aspect of the overall perception of the organization. An organization that is perceived to be unfair in its treatment of employees is generally viewed as violating some established principles of justice and may also be viewed as an unethical organization. In such an organization, employees may not be committed to the organization and, as a result, could engage in retaliatory behaviours, including engaging in unethical practices.

The ethics of a company and its employees are heavily influenced by the state of the country. If a country is heavily plagued with poverty, large corporations may continue to grow, while smaller companies are withering and are then forced to adapt and scavenge for any means of survival. As a result, the leadership of the company is often tempted to participate in unethical practices to obtain new business opportunities. Additionally, social media is arguably the most influential factor in ethics today. The immediate access to so much information and the opinions of millions highly influence people's behaviours. The desire to conform to what is portrayed as the norm often manipulates our idea of what is morally and ethically sound. Popular trends on social media and the instant gratification that is received from participating in such quickly distort people's ideas. Findings show that the major reasons why a business firm should promote a high level of ethical behaviour are to meet the demands of business stakeholders, enhance business performance, comply with legal requirements, prevent or minimize harm, promote personal morality, and promote the organization's image.

RECOMMENDATION

Management should ensure that its employees are enlightened through training on the need to be ethically transparent in their day-to-day business activities. The stakeholders' organization's ethical codes of conduct should be made known to all employees, and the need to observe them should be emphasized. The study recommends, among others, that decision makers should set the use of ethical conduct as a priority towards improving organizational performance by setting adequate resources and commitment to achieve these ends.

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Ethical dilemmas in the workplace are not simple matters to avoid. Some characteristics of a high-integrity organization were identified. And some fruitful specific recommendations were made based on the study, among which is that management of corporate organizations should improve on ethics programs to create more awareness, to lessen the conflicts of interest, and also improve customer confidence. Managers must ensure that the conduct of their employees is under control and that the dispositions of their employees with regard to their routine duties are monitored ethically. It is recommended that Nigerian ethics training should enforce transparent decision-making protocols and implement monitoring systems to reinforce integrity and objectivity across all levels of operation. These results underscore the importance of ethical conduct in driving organizational efficiency and creative performance

CONCLUSIONS

The study concludes that business ethics are not merely compliance tools but strategic enablers of sustainable competitive advantage. Ethical business practices are desirable in every nation, including Nigeria, and to achieve sustainable national development, a change in our value system, both international and local businesses, with labour and environmental norms enacted at the international level, and the government should be committed to enforcing anti-graft laws in Nigeria.

As Nigerians continue to search for ways of improving their reputation and economy, focus on ethical behaviour in our organizations is very critical in this search. Increasingly, we have observed a lot of unethical conduct by managers and leaders of many corporate organizations in Nigeria. Some of these new developments have challenged our quest for more direct foreign investments into the country and overall economic growth. As we strive to join other developed countries of the world in the global market, to imbibe best practices in conducting business affairs, we must strengthen our organization to become more responsive in handling ethical issues in our organization.

Corrupt practices kill organizations. Giant corporations have collapsed overnight as a result of unethical practices. Organizations on their own can also involve strategies to ensure that their members become ethically oriented. Finally, proper personnel selection and training, building a supportive environment where staff members are treated fairly, ensuring that the climate in the organization is ethically-oriented and building quality leaders, who are also principled, may help organizations develop a work environment where ethical behaviours dominate.

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