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Christian Ethics and Employee Management systems

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Abstract

The research study reviews relevant literature on effect of Christian ethics on employee administration. Corporate ethics and employee organization schemes have grown in numbers and relevance and have gained the attention of several works of literature. However, little is known about how religious values impact the employee management system, predominantly Christian ethics. The study was to find out how Christian ethics influence employee management and address the inadequacy of research studies in the area. The study used an experimental method and gathered data through reviewing relevant documents such as books, articles, and research studies involving qualitative data and analysis using an interpretive approach. The results showed that Christian ethics positively affects employees, health professionals, and employers and could enhance their performance and overall output of the Organization's productivity. The results further revealed that Christian ethical principles beneficial to organizations could be extracted and designated as positive work ethics to be accepted by both Christians and non-Christians to promote ethical conduct and productivity. They could put as written policies as a shared vision. The study recommends that human resource professionals act as guardians to protect their organizations and select employees that align with their organizations' ethics and values. The study concludes that human resource professionals can also train managers to exhibit ethical conduct in a structured formal system to develop a moral climate in the workplace.

Keywords: ethics, management, employee, values, professionals, Christians

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INTRODUCTION

Christian ethics emphasizes the ontological existence of moral standards by Divinity (McKenny, 2018). It takes from the Bible the guiding principles needed to live our lives. They are rules focusing on conduct, their basic understandings that help us determine what is right or wrong, and their outlines of moral reasoning which emphasize character and the ideals of a community built on social justice (Kislyakov et al., 2020). In some religious traditions, such as Christianity, people may derive their conceptions of right and wrong from the regulations and laws set forth by their religious leaders and in the relevant authoritative guides. Deific Understanding Philosophy associates ethics with adherence to the holy book's traditional commands. Christian ethics is often bound by logic and consistency concepts, and it must navigate ideal and conceivable situations (Monbiot, 2016). The Bible states committing work to the Lord and establishing plan (Proverbs 16:3 ESV). Ethics define an organization's status and help create a corporate ideal to thrive even in difficult times. Much as organizations exist and work within a given context, ethics represent organizational actions and principles to achieve an excellent corporate status (Badulescu, 2018).

Individuals' well-being is the most essential and universal moral principle, and it is represented by behaviors, activities, and situations that include breaking and helping others (Ford, Agosta, Huang, & Shannon, 2018). The employees depict positive emotions if they practice good behavior and principled conduct from the flank of the Society. . Positive moral feelings, nonetheless, may be directed towards the other employees who were harmed by the Organization's negative moral feelings (Greenbaum et al., 2020).

Ethics are essential in activating human resources and achieving organizational goals. Employees' ethics can improve the quality of care by impacting their performance and having a positive ripple effect on the Organization. Consequently, implementing and overseeing some ethical development programs could help people develop their ethical competency. (Barkhordari-Sharifabad et al., 2018).

Colossians 4:1 ESV to be ethical requires treating people such as staff and consumers appropriately and justly. That treats your slaves rightly, expressive that you still obligate to a master above. Institutions grow when they create relationships with employees based on principles (Stacks, 2016). Employees are critical assets for any company, and the right employee management tool will make a significant difference (Sarfraz, Qun, Abdullah, & Alvi, 2018).

In several ways, a company's success is determined by its human capital. Personnel managing are one of the strategic guidelines for an organization's growth, to provide highly skilled and empowered workers to each segment of the Institute as well as the creation of a creatively active workforce that rejoins positively to changes, adept to development and renewal (Akhmetshin, Brager, Pokramovich, Mariya, & Yu, 2018).

Exploring employee engagement to improve company efficiency is a good idea. Employee engagement results from the combination of many interactive modules, such as obligation, involvement, affection, discretionary effort, dynamism, positive attitude, and psychological presence contribute to employee efficiency, positively linked to organizational success (Gupta & Sharma, 2016). An employee management system is where all employees' professional and personal information is securely stored and handled.

Unethical behavior costs organizations a lot of money. Employees can experience emotional fatigue and burnout due to abusive institutional behaviors, jeopardizing job satisfaction and business sustainability. Organizations have gradually been seen as a significant cause of environmental, social, and economic problems at the expense of the wider community. Businesses are to account for the societal concerns of their actions (Neumann, 2018). According to studies, companies that conduct themselves ethically have higher sales, profits, and a better reputation among customers and other stakeholders (Turyakira, 2018; Malik & Kanwal, 2018). At present, the corporate ethics literature and employee management schemes have grown in both numbers and relevance. However, there have been limited review articles on Christian ethics and employee management system. Little is known about how religious values, predominantly Christian, influence employee management. With these impetuses, this research seeks to explore Christian ethics' influence on the employee management system to help address the inadequacy of research studies in the area.

Objectives

1. To examine how Christian ethics affect employee management.
2. To examine recruitment and selection practices in light of Christian ethics in an employee management system.
3. To examine recruitment and selection practices in light of Christian ethics in an employee management system.
4. To examine the effect of training and growth on the employee management system.

Research Questions

1. How do Christian ethics affect employee management?
2. How do Christian Ethics influence Employee Management systems?
3. How do Christian principles be applied to Employee Management systems?

The bond between dutiful values, managerial attitudes, administrative activities, and executive results has received little research. Studies had focused on the undesirable consequences of religious fanaticism rather than the positive consequences of spiritual illumination. Therefore, the study will highlight the link between Christian ethics and employee management systems. The study will add to Christian ethics and the employee management system literature.

The Study does not cover every aspect of Christian ethics and employee management system due to time constraints. Data were obtained from only the literature review of relevant documents to the study. Assessing the reliability of sources is one of the challenging parts of a literature review, particularly with the ease of finding information on the internet. There is an existent way to evaluate through experience; then again, there are actions in assessing information quickly and accurately. Hence, the quality of work is not compromised.

LITERATURE REVIEW

Ethical conduct

Workplace ethics is considered a moral code that guides employee behavior and decision-making regarding right and wrong. Organizational citizenship, individual characteristics, and deviant occupational behaviors are all related. The service climate and ethical principles affect positive and negative employee attitudes (Chen & King, 2018). Honesty, integrity, reverence for others, obedience to the rules, doing good and causing no harm to others, and responsibility are common ethical values that apply to all occupations (Trevino, & Nelson, 2021). Making informed, ethical decisions regarding current norms and rules, engaging effectively with stakeholders, participating in long-term reflection and perspective-taking, demonstrating moral courage, and contributing to positive change are essential aspects of responsible leadership (Voegtlin, 2016).

A study shows that managers, proprietors, and senior executives are more likely to consider market veracity as their reference for describing fairness (Järlström et al., 2018; Dundon & Rafferty, 2018). It confirmed that being dutiful donates absolute to the sense of fair-mindedness even in a physical setting. They also divulge that worldly ambitions supersede sacred principles concerning market realities (Aydin & Alquayid, 2019).

Pandey and Singh (2019) disclose that devout conduct improve job satisfaction and decrease work-family disagreement. It was also discovered that religious managing works as a shield between work-family skirmish and job satisfaction and is an arbiter for this relationship.

Employee supervision and employee management systems

Employee management assists workers in doing their best work each day to accomplish the Organization's broader objectives. Employee management covers various roles and duties, but they almost all fall into five categories. Employee management systems assist employees in keeping track of employee information such as payroll, medical information, attendance/leave records, and overall performance to run a smooth organization.

Employee management under the influence of Christian ethics

Christianity is a religion, a belief, or a established concepts that come composed to form a common principle, philosophy, conviction, creed, and system by which people conduct themselves, connect, and relate to God (Brunner, 2014; Dean, 2010; Avis, 2013). The religious

view of faith and a broad interpretation of Christianity, Judaism, and Islam's divine religions follow God's external revelations.

A greater proportion of religious adherents in the country where an establishment does business usually involve implementing more ethical practices in the commercial field. These findings are acquired for various religions. In addition, states where there is no principal conviction do not show a convergence between religious conviction and ethical communal practices (Gallego-Alvarez et al., 2020). Certain beliefs connect to the economic activities of the countries in which they are practiced. Theology, especially Protestant theology, has the most vital link to economic development and capital. In *The Protestant moral and the Spirit of Capitalism*, Weber claims that capitalism necessitated a disciplined workforce and regularized capital spending, motivated by the desire to maximize wealth as an aim in and of itself rather than to meet material needs. Business success is a sign of God's joy and a harbinger of eternal reward (Hall, 2018). God blessed profitable work, and those who earned this blessing through hard work and efficient use of resources and time were rewarded here and in the afterlife (Branine, 2017). Good habits such as community and public involvement, voluntary work, and individual behaviors, as well as emotional modification, expectant and meaningful connections, principled outlooks, constructive reinforcement and thoughtful relationships with household and friends, vigorous living, and daily exercise, are all examples of religious engagement (Nguyen, 2019). Islamic religion recommends guidelines such as providing formal religious education at all levels (elementary, secondary, and higher levels) and promoting ethical values such as purity, sincerity, transparency, etc., through media and cultural institutions.

Furthermore, managers could provide courses and training to their workers to teach them Islamic work ethics (Raies, 2021). Employees' growth can be aided by religion, which nurtures their developmental properties. Employees may grow throughout the company and promote organizational learning by focusing on religiosity and related constructs (Belwalkar, Vohra, & Pandey, 2018). Religious organizations can enhance their functionality by empowering workers. Feeling devoutness encourages inherent motivation and job creating, enhancing employees' job performance (Moon et al., 2018). Dutiful sanctity curbs the bond between job load and worker ingenuity. It effectively reduces the undesirable connection flanked by these variables (Moon et al., 2020).

When creed is attuned to company shared standards, it can play socialization and social regulation functions. Christian religious values such as "Do unto others as you would have them do unto you," "Thou shall not steal," "Thou shall not lie," and "Thou shall not destroy" applies to human resource management and production.

There is a substantial relationship amongst religiosity and worker interactive results. Furthermore, a fairly stronger correlation is recounted through employees' constructive social effects (Qureshi & Shahjehan, 2021).

How to Integrate Christian Values into Business

Though the literature attests to the importance of religion in business, stakeholders can rarely communicate how their spiritual principles molded their ethical assessments. Hence, considerable effort should be completed to help individuals improved learn to put on their carefully held sacred views in the workplace (Blosser, 2019).

People in business are to hold firm to their beliefs and treat their staff, customers, and competitors the way they would like to be treated while pursuing their path. The Bible can be a good guide for people who struggle to apply Christian principles to business operations. It can be difficult and gratifying to model good Christian ideals in life and business. However, one can be a good Christian while also running a profitable business. (Trevino & Nelson, 2021). Training of employees plays vital role in the success of system of government and in making experienced Folks work efficiently. It is believed that movement affects productivity, work commitment, and personal development (Sudhakar & Basariya, 2018).

Proverbs 19:1 - A poor person who walks with integrity is preferable to a fool who speaks crookedly.

Jatinder Kumar Jha, Biju Varkkey, and Praveen Agrawal (2017) conducted a case study titled "Contribution of H.R. Systems in Development of Ethical Climate at Workplace" (TPDDL). The study looked at how human resources related to the growth of an organization's ethical environment and how that climate affects individual and organizational outcomes. The findings revealed that providing a trustworthy, equitable, and open work culture helps organizations retain professional employees.

All actions should be based on honesty. It is the most straightforward approach to bringing Christian ideals into the workplace. It also promotes stability in the workplace and sets an example for others. When others can trust you, you are more likely to be considered for development, opportunities, and collegueship, especially as you grow in your profession (Fraedrich et al., 2018). Therefore, do unto others as you want them to do unto you, for the law and the prophets command it. 7:12 (NLT)

One of the lessons taught to us as children is the golden rule. It is also one of the most critical aspects of a successful business. Companies that treat their stakeholders' will have a high rate of success. Some successful and profitable companies are also the most ethical (Iqbal & Mirakhor 2017). If you sell anything or purchase from your fellow citizen, you shall not wrong each other. Leviticus 25:14. (NSV)

While it is natural to look after your staff, it's equally critical to treat your competitors fairly in business. Doing the right thing isn't always simple, but it improves your reputation and helps you develop long-term commercial partnerships. Companies who regard their competitors as enemies expend resources where they shouldn't and can, in the end, devote a lot of time to litigation instead of being in the boardroom. A company should be competitive, develop trust between its clients, and endure marketplace rivalry (Huang, 2019).

Who among you does not sit down and analyze the cost of constructing a tower to determine if he has enough money to finish it? Then, when somebody puts a foundation but cannot complete it, everybody who sees it ridicules him, saying, "This man started to construct but was unable to complete it." 14:28 is a verse from the Gospel of Luke.

Profit is why businesses exist—earning money, striving for success, and caring for your family are not unchristian activities. The Bible, on the other hand, instructs us to be prudent in our endeavors. Make short- and long-term plans to advance our careers while also increasing the value of our companies. That involves choosing competent advisors, living within one's means, investing wisely, and planning for the future—for an employee or your Organization. If you invest intelligently, you will reap benefits that will benefit you and others (Flammer & Bansal, 2017).

Whoever sows meanly will reap meanly, and whoever sows abundantly will reap. Therefore each person must do what his heart desires, not reluctantly or under duress. And God can make every grace abound to you so that you may have plenty for every decent work, having all sufficiency in everything (2 Cor. 9:6).

Companies that treat their employees well fare better than those that do not, and businesses that give back to the community enjoy both altruistic and financial benefits (Steenkamp, 2017). Generosity is a cornerstone of Christian ethics, whether in monetary gifts, expertise, time, or care. Companies display good corporate citizenship when they support causes consistent with their values. Many business executives believe faith and prosperity do not have to be mutually exclusive. A person may lead with authority, compassion, and integrity by bringing your Christian values to work (Clucas, 2017).

System for justice and workforce management

The Bible has been used as a business text in America for hundreds of years (Coffman, & Grundmeier, 2018). Before the twentieth century, business schools and courses were founded on biblical concepts (Melé & Fontrodona, 2017). Future business leaders were being trained in biblical schools (Gerlach, 2010). Honestly, major companies and schools teach ethics and moral principles in their classes, emphasizing their duty to their staff, clients, and creditors (Gerstein, & Friedman, 2016). Employers look for more in their new employs than just technical skills in today's competitive, fast-paced market. They are looking for new work and have both hard and

soft skills. One of those desired soft skills is resilience. Graduates must be prepared to meet challenges head-on as the competitive business environment rapidly changes. Resilience training integration into the business curriculum becomes a novel way to prepare students as business leaders emphasize the value of resilience, setting Christian liberal arts universities apart from the competition with a distinctive value proposition (Berg & Carson, 2020).

A company that wants to succeed and make money must build trusting relationships with its employees. Employee turnover is expensive in every company; it is mainly in small businesses that workers put on several hats and are often treated as family members (Mishra, 2015). The enhancements may lead to devising strategies and policies for business practices to reduce turnover intentions. Employee turnover is unfavorable to managerial output and productivity, leading to cost of different monetary and intellectual resources and assets (Holston-Okae, 2017). It is believed that for a lesser industry to increase productivity, it must focus on promotion over customer retention thru relational marketing (Bruce, 2017).

Ethical leadership structures require the need to engage psychological empowerment precincts in shaping the company's success and the spiritual identification of employees (Alshammari et al., 2015; Nolan, 2017). Compliance-oriented ethics programs center employees' attention on preventing indiscipline. At the same time, value-oriented ethical behavior can be achieved more empowering and noncoercive, appealing to workers' sense of responsibility and expectations to act ethically (Arora & Sinha, 2019). According to the Bible, enslaved people should obey their earthly masters in everything they do, not to please others, but with honesty and fear of God Ephesians 6:5.

Performance Management System (PMS)

One of the requirements for implementing a competency base system on employee work behavior and performance is that supervisors guarantee employees' performance is well-matched with their corporate ethical standard (Kakkar, Dash, Vohra, & Saha, 2020). High Performing organizations need effective performance management programs to foster and develop the necessary principles, ideals, and competencies (Lippert, & Dulewicz, 2018). Performance management benefits employees, employers, and society (Aguinis, 2019). The Performance Management System (PMS) provides crucial information on whether employees' skills and values align with their companies' priorities (Aguinis, 2019). An ill executed management system will fail to inspire employees, and their work dissatisfaction will affect their ego, efficiency, and success. Management scheme can be the most critical issue in determining whether a company can effectively manage its human resources (Singh & Twalo, 2015).

The sluggard's soul yearns for and receives nothing, while the diligent's soul is well-supplied. Proverbs 13:4, ESV. Learn from the ant, son; acquire from her prudent. The ant bakes dough in

summertime and collects her sustenance in the harvest without the help of any leader, officer, or ruler. ESV Proverbs 6:6-8

When employees' aspirations are not met, meager work conduct and efficiency can disrupt an establishment's ability to realize its purposes (Singh & Twalo, 2015). Employee efficiency is improved by using performance management systems, with the end goal of improving organizational performance (Aguinis, 2019). Line managers are entrusted with implementing performance management programs and engaging in a continual process of goalsetting, feedback, coaching, and performance evaluation with their staff (Van Waeyenberg & Decramer, 2018). When properly implemented, a good PMS will provide essential data to enable a business make informed resolutions about its employees (Singh & Twalo, 2015). Therefore, there should be no space for any organization's strategic objectives to be compromised using a well-developed PMS (Singh & Twalo, 2015).

Organizations must pay adequate attention to their human capital in the current evolving circumstances to achieve more productivity and effectiveness and, eventually, achieve established goals (Fowler, 2013). Companies must enhance their human resource efficiency to improve productivity (Sadeghi et al., 2015). Performance Management Systems can be critical in deciding whether a company can efficiently manage its human capital. When workers' requirements are not met, improper work behavior and performance can disrupt a firm's goals. There is a link between personal factors and productivity, technical and organizational factors and productivity elements, and management factors and productivity (Ahmadi et al.). (2017). As a result, each of these four dimensions of job components should be improved to improve worker performance. Employees' perceptions of fairness, or justice, in the workplace are essential for achieving valuable ethics management outcomes (Sharma, 2018). The Human resource function plays an essential part in nurturing fairness in the workplace and in the context of ethics programs. To be ethical entails treating people, such as staff and clients, fairly and reasonably (Al Halbusi et al., 2021). Ethical leadership improves managerial justice discernments, counting each of its exact proportions, enhancing employee ethical behavior.

Leaders, treat your bond slaves impartially and honestly, knowing that you also have a master in heaven Colossians 4:1. Employee management systems include interactions between two parties (management and employees) about how a quality management system can be effectively run and implemented (Kaziliūnas, 2014; Pritvorova et al., 2018). Employees expect to be handled with sufficient regard for their benefits as part of their expectations when entering a new institute that onboarding new employee has ethical implications. Organizations will strengthen the employer-employee affiliation and appreciate their new workers' obligations by understanding the onboarding process's implicit ethical issues (Caldwell, & Peters, 2018).

Both religions and philosophies influencing Asian people's perceptions of learning and growth believe in the rule of causality. Nothing is thought to happen in and of it because it has been affected by something. Understanding, which comes through knowing, thinking, and acting, is the only way to drive oneself to enlightenment and perfection. Both religions and moral philosophies encourage people to seek knowledge by reading and studying. Codes and policy guides, formal training programs, and senior management correspondence are typically used to communicate ethical behavior practices to employees.

Some ethics programs provide employees with a way to communicate with management (Trevino, 2021). Acts of justice, compassion, integrity, and openness are examples of ethical conduct. The best control ensures that all stakeholders know these ethics (Trevino & Nelson, 2021). One of the effective ways to communicate organizational ethics is to train employees on corporate values (Rick, 2019). Human resource management is at the heart of companies' ethical issues (Hecklau, Galeitzke, Flachs, & Kohl, 2016). Captari, Hook, Hoyt, Davis, McElroyHeltzel, & Worthington Jr (2018) assert that religious values be incorporated into an employee management path.

The foundation for no sexual pestering is, do not commit sexual impropriety Matthew 5:27-30) (or, in more favorable terms, respect and love). Do not steal (Exodus 20:15) in good times, pact honestly, is related to fair pay in exchange for excellent employee enactment. Due process in employee conflicts requires that you not lie (or be truthful in more constructive words).

The principle of "thou shalt not destroy" (or, in a more optimistic sense, "value life") applies to safety and consumers' health, as well as healthcare benefits. Traditional religious ideals, such as compassion, fairness, and individual respect, have positively affected an organization's human resources and job efficiency.

Darma & Supriyanto (2017) posit that compensation affects employee satisfaction, performance, happiness, and efficiency. Aliyu & Isiaka (2019) articulate that a reward system is essential to the Organization in handling employees' performance. Motivated employees can be a important factor in managerial accomplishment. The difference between theory, or what religious beliefs encourage, and fact, or how people are treated in the workplace, is even more comprehensive. According to Christian spiritual teachings, ethical principles should prioritize financial considerations. Unethical earnings obtained by fraud, bribery, corruption, laziness, and other methods are contrary to any belief system's spirit because they may satisfy one side but not the other. As a result, justice, fairness, equality, and happiness are essential components of an ethical and spiritual reward system.

METHODOLOGY

The methodology used reviewed pertinent literature, mainly books, articles, and research studies encompassing qualitative data collection methods and analysis. The study is grounded

on understandings from the examination of standing literature from different studies, reports, journals, and books relevant to the topic. The study also used the interpretive approach, which assumes that knowledge of reality is achieved through shared meanings and documents review (Antwi & Hamza, 2015). This technique can be well-defined as a process for classifying, investigating, and recording outlines in the form of themes inside a text.

Structuring research and linking it to prevailing knowledge is the building block of academic investigation accomplishments, irrespective of discipline. Literature review can be termed a systematic way of gathering and synthesizing earlier research.

A practical and piloted review as a research method generates a firm underpinning for evolving knowledge and expediting theory improvement.

By incorporating results and viewpoints from observed findings, a literature review can address research enquiries with an authority that no single study has (Snyder, 2019).

The findings serve as means to help acquire helpful information about the area under study.

The difficult task with research is not about collecting or generating more data but about interpreting and putting together what already exists and making sense of them. The study ascribed to the viewpoint and made the most out of the insights gotten from the existing literature.

Sampling Strategy and Techniques

The study adopted purposive sampling techniques to select documents and summarize the appropriate aspect of finding the content.

A purposive sample is one whose features are definite for a resolve appropriate to the study (Klar & Leeper, 2019). Purposive sampling, also known as judgmental, selective, or subjective sampling, is a form of non-probability sampling in which researchers rely on their judgment when choosing members of the population to participate in their surveys.

This survey sampling method requires researchers to know the purpose of their studies to correctly choose and approach eligible participants for surveys conducted using online survey platforms. Researchers use purposive sampling when they want to access a particular subset of people, as all survey participants are selected because they fit a specific profile.

RESULTS

The study revealed that honesty and ethics are imperative to success. Employees, customers, and competitors should be treated the way one wants. Carefulness is the calmest way to apply Christian values to any business setting. Fairness and honesty in business practices enhance the reputation and build business relationships that could serve far into the future.

Christian ethics influence Employee Management systems by adopting the Bible as the primary source for the guidelines we are to follow, the principles we seek, and the values we are to form. The study reveals that the most operative way to become more ethical is to give more

significant consideration to how our actions and decisions at work are shaping our organizational culture and values.

Employing economic wealth as resources for advanced social ends is another Christian standard for business. Christianity, and other faiths, involves various ethical norms for business inspires virtues. Equally, Christian piety can be stimulating in an important company. Human pride, anxiety, and regard for persons are essential in Christianity. This religion also pressures a sense of justice in business, such as the austere compliance of contracts, discerning regulations, and operating for the sake of the common good.

DISCUSSIONS

The above literature shows that managerial issues and specific characteristics play a important role in determining the managerial social conscience and workplace nonconformity behaviors. Good practices such as community and civic service, voluntary work, personal behaviors, emotional change, proactive, and productive relations, ethical approaches, optimistic reinforcement, and thoughtful relationships with domestic and supports demonstrate a person's devotion to faith.

Christian ethical conduct should manage proactively through explicit ethical leadership and conscious management of the Organization's ethical culture.

Human Resource prospective to safe ethical guidance at the top level is mostly dependent on the nature of the Organization's philosophy. Cultures of honesty permit Human Resource administrators to impact the veracity and ethical conduct in top executives. The literature review also shows that providing a trustworthy, equitable, and open work culture helps organizations retain professional employees. The recruitment and selection of workers, as well as their orientation, is critical to the preservation of Christian ethical principles. They are guardians responsible for protecting their organizations' employees, consumers, and clients from value-degrading and value-destroying actions. An ethical culture is a critical tool that human resource practitioners may use to select employees who are consistent with their company's values.

The organizational culture is primarily determined by the hired, picked, and promoted people. According to the literature review, modeling workplace business ethics is at the start of every employee's experience with the company induction service. New workers readily absorb and accept the Organization's principles and standards after their initial socialization. It's easier to emphasize ethical organizational principles and standards from the start than to adjust them later when workers have become acculturated members of the company. The literature review stressed that an ethical workplace culture changes workers' mindsets and helps the company reap various benefits, including improved organizational efficiency, customer service results, more motivated employees, and decreased unethical behavior. As they shape employees'

perceptions of the Organization's ethical values, human resource personnel must integrate the moral dimension into their processes and procedures. Line managers' fair and open treatment reinforces the Organization's ideals and priorities in workers' minds. Employees appear to thank the company for having a safe work environment in several ways, including high levels of engagement, success, and the display of extra-role behavior at work. Finally, managers can be educated in ethical behavior and implement standardized formal framework to foster an ethical workplace environment.

Training packages play a vibrant role in all organizations. These suites develop Employee productivity at the place of work, update Employee Understanding and enhance their services. It helps in circumventing Managerial old-fashioned.

Earlier studies on effect of teaching and growth of employee management reveal that: Practical training is a essential factor in refining efficiency, raise employee and firm competency levels. It bridges the gap between desired and actual employee results. There are various techniques to advancing employee performance at work, including teaching. Education, in specific, increases employee value and organizational success by increasing knowledge, skills, and ability. Training programs motivate employees to advance their performance and services, bring about higher structural adeptness. Hence, planning should be directed to the goals and aspirations of the company. Practical preparation is a well-planned intervention to accomplish the necessary knowledge for enhanced employee accomplishment. The study supports the idea that training improves employee efficiency. Other related literature reveals that training and developing professionals is incumbent on designing, implementing, and evaluating their programs' effectiveness in reducing workplace performance disputes. There were views that it's obligatory upon business education, and training to incorporate practices that improve inspired capability by eliminating or reducing self-perceived borders in people, such as fear, adverse individual judgment, and babbling. Investing in company teaching and growth is usually said to be a good administrative exercise to keep proper proficiency in the precise field in the future too.

A business should first ensure that its most basic goals are uninterruptedly achieved rather than looking for meeting a specific objective or exploit the interests of a certain group. Institutions need to concentrate on three characteristics of Performance Manage System: its distinctiveness, dependability, and harmony. These structures govern the efficiency of PMS in engaging employees and impelling their efficiency and performance. Managers are to raise the moral tendency in their organizations. To be precise, managers should stress on nurturing a principled workplace: ensuring impartial conduct and candid information consistent with Christian principles.

CONCLUSIONS AND RECOMMENDATIONS

The research is an exploratory study focused solely on findings gleaned from a review of the established literature, including articles, journals, periodicals, and books related to the study's subject. A critical examination of relevant literature, primarily books, papers, and research studies, was used to advance methodology, including qualitative data gathering and analysis.

This section aims to determine the study's capacity to achieve the objectives outlined. The study's main aim was to examine Christian Ethics and Employee Management Systems.

How Christian ethics affect the employee management

Findings from the study emphasized the need to adopt biblical work ethics. If it is adopted and adhered to strictly by stakeholders, it will improve the whole business world's ethics. The findings suggest that Christian ethics positively affects employees, enhancing their performance and the overall output of the organization's productivity. That rich is a sign of God's favor and eternal reward based on the belief that God blessed profitable work. The individual's bestowed blessing by God is rewarded here and in the hereafter. Such a belief and mindset induced believers to lead a life that made them prosperous as God favored them.

Several studies have established that religiosity encourages employee development and improves their functionality. Furthermore, the study reveals that religious commitment manifests in positive behaviors such as community service and civic duty, volunteer work, decent approaches, optimistic sustenance, and thoughtful relationships with domestic and associates. It is suggested that these beneficial principles to organizations should be extracted and called positive attitudinal work ethics to be generally accepted by Christians and non-Christians.

Human Resource Professionals are better positioned as gatekeepers to recruit, select and develop employees. They could instill in them Christian ethics and monitor the implementation of those ethical values in the organization. Human Resource professionals are guardians who must protect their organizations and select workers aligned to their corporate Christian moral values. Those employed and promoted ultimately determine the workplace culture, and the best place to start to shape workplace corporate ethics is at the start of the experience of each employee.

Christians are urged by their faith to keep a certain standard of conduct following the biblical tenets. In the face of any dilemma at the workplace, it is expected that both management and employees will observe morally right decisions and follow Christian ethical values. The employee management system of recruitment and selection practices should ensure that Christian ethics, and new employees, do not dilute corporate values.

Ethics training, workshops, incentives, penalty policies, and mechanisms for reporting ethical issues are ways to promote ethics. Improving interpersonal and technological skills through

preparation, a fair performance assessment method, and various communication programs improve corporate ethics. It is incumbent on organizations to educate managers on ethical behavior, and a standardized institutional framework must be in place to foster an ethical workplace environment. One of the most effective ways to communicate organizational ethics is to train employees on corporate values. Training and development provide the appropriate forum for imparting knowledge and coaching to enhance understanding.

CONCLUSION

The study was an exploratory research study that used a critical review of relevant literature, mainly books, articles, and research studies encompassing qualitative data collection. The study makes conclusions based on the findings. The study's objective was to examine Christian Ethics and Employee Management Systems. The researcher developed three (3) research objectives to facilitate and investigate this objective.

Firstly, the study concludes that Christian Ethics and Employee Management Systems bother on many factors. These include quality of employee selection, orientation, training, incentives, and a structured formal system to develop Christian ethical values.

RECOMMENDATIONS OF THE STUDY

The study makes various recommendations based on the findings, conclusions, and literature reviewed for the study. These are recommendations for Christian Ethics and employee management system and research, as outlined below.

Recommendations for organizational ethics

The study makes various recommendations for Christian Ethics and employee management systems, which are stated below.

Christian ethics positively affects employees, enhancing performance and the overall output of the organization's productivity. Principles beneficial to organizations should be extracted and named positive work ethics to be accepted by Christians and non-Christians.

Those H.R. professionals are guardians who must protect their organizations and select employees aligned to their values. They can train managers to display ethical conduct and a structured formal system to develop a moral climate in the workplace.

Recommendations for Future Studies

The study makes various recommendations for the future:

The study recommends that future study survey the association between Christian Ethics and Work Ethics and the Relationship between Christian-held religious beliefs and their application in the workplace.

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