



Ethics, Values, and Leadership in Teaching

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This studies the leadership in the organizations; it also explored the current leadership practices in Indian organization, the study analyses the effective factors of leadership practices. This study first aimed to identify the effectiveness of leadership strategies in organizations. Multifactor leadership questionnaire was administrated as a means of objective assessment of the leadership. The study proceeds to offer answers to questions that there is no significance difference between higher leadership, there is effective factors of leadership practices and effectiveness of leadership strategies in Indian organizations.

Keywords: *Leadership, Organizations, Strategies, Effectiveness, Motivation, Communication, Ethics, Values, Stability, Relationships.*



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1. INTRODUCTION

According to Keith Davis, 'Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor that binds a group together and motivates it towards goals.' Leaders are individuals who dedicate their time and energy to all the positive aspects within themselves or in others; they consistently seek out talent and strive to explore it to its fullest potential. The team with which a leader collaborates is the fundamental aspect of his success, and therefore, he must always select the right individuals. Learning from those around is the primary source of knowledge, aiding and guiding in making critical decisions. A leader must comprehend the needs and emotions of his

employees so that a bond is established between them. In the workplace, individuals spend more than 8 to 10 hours a day; thus, the work environment should be motivating, encouraging, and there should be continuous personal and professional growth for every individual in the organization. A leader who dedicates time to exploring the positive aspects of himself will consistently seek various avenues for improvement. He does not overlook any opportunity for learning; sometimes, imitation serves as a valuable method of learning from a capable and experienced individual within the corporate realm. Each person embodies a mix of negative and positive traits, but success is found in those who actively work on their negative

attributes while enhancing their positive ones through sincere efforts. This is a continuous and regular process that requires considerable patience and perseverance.

The success of a leader is determined by the selection of his leadership strategies and inherent strengths. A leader must implement his plans with honesty and sincerity, being the first to trust his strategy. He should stand firm by his plan and ensure its effective execution. A leader ought to possess the ability to influence others through his extraordinary thought processes and qualities, enabling him to win the hearts of those who will willingly accept him as their leader and follow his strategies or plans, given their immense trust in his capabilities.

Furthermore, a leader should cultivate and maintain relationships, ensuring that all his followers continue to believe in him. He must possess strong communication skills to articulate his thoughts clearly and earn the trust of those around him. Strategic thinking is crucial for a leader's success, as it involves reasoning through logical thinking and guiding others in the right direction. A leader is someone who is engaged in action at all times; his work is never-ending as he continually plans and adapts his dreams, motivating others for their execution.

A leader's identity is intrinsically linked to his team, as the role of followers is equally significant and on par with that of the leader. The team must possess certain distinct qualities to become a great unit capable of achieving long-term goals and targets. Specific attributes of a team can be... Compassion is a crucial aspect that is particularly sensitive from the employee's perspective, as they desire to collaborate with someone who can empathize with their issues and demonstrate kindness towards them. Every individual experiences fluctuations in their emotional state, and both the highs and lows are significant phases that require guidance to navigate effectively. Failing to provide such support may lead to negative consequences.

Stability instills confidence in every individual. Conversely, instability breeds fear, which is detrimental to anyone, as it hinders their ability to contribute fully. Stability encompasses various aspects, including job security, financial status, and organizational standing, among others. Such stability is often fostered by esteemed leaders, making it their duty and responsibility to

cultivate a stable environment within the organization.

Hope represents another vital area where leaders have a significant impact. Employees consistently strive for personal and professional advancement within the organization, guided by their leaders. It is essential for leaders to elevate expectations positively, ensuring that each employee experiences consistent and continuous growth, while also receiving recognition for their dedication and hard work. Employees look to their leaders for motivation to compete and deliver results within the organization. A leader who inspires their team fosters a commitment that encourages employees to fully invest themselves, striving to improve in areas that require adjustments in their work approach. They engage their body, mind, soul, heart, and spirit in their tasks, thereby enhancing the quality of their work and raising the overall standards. Solutions exist for all challenges; it is up to the leader to determine how to address these issues.

Similar to ethics and values, which are interconnected yet not interchangeable, morals and ethics also cannot be used interchangeably. Morals pertain to the beliefs ingrained in society through its individuals, while ethics focuses on the examination of that same morality, including its application and consequences.

The term 'morals' is derived from the Latin word 'Mos,' which translates to 'custom.' Morals originate from internal sources, primarily from within an individual. Although they are generally consistent, an individual's morals can change if their beliefs and thought processes evolve. A person with strong morals may choose to adopt and adhere to a code of ethics; however, it is not necessarily the case that an individual who follows a code of ethics possesses high morals.

Taylor (1975) characterizes ethics as an exploration into the essence and origins of morality, where morality encompasses judgments, standards, and codes of conduct. It relates to what we should do and what we should refrain from doing.

Morals also serve as a guiding principle when evaluating a situation (**Cooper, 1998**). Rather than acting solely based on obligations or expectations, morals provide a foundation for actions based on what is deemed right and wrong. Although morals are subjective, they must be integrated with principles, as this ultimately

establishes a robust foundation for the development of ethics.

2. VALUES AND ETHICS

The concept of values has been defined as a belief that a specific behavior or representation is accepted both personally and publicly in one's life (Rokeach, 1973).

Rokeach (1973) has also identified five assumptions regarding the nature of values, which are as follows:

- Values are relatively few in number. This is evident when values are compared to perceptions and attitudes. Values are intrinsic and universal, while perceptions and attitudes are influenced by circumstances.
- Individuals share similar types of values, albeit in varying degrees.
- Values are organized into a structured value system. This system serves as a guide that clarifies the appropriate ways of behaving within a given context.
- One's personality, the society in which one resides, and the institutions one adheres to form the foundation of value orientation.
- The significance of values is evident in nearly all actions and behaviors.

Often, the terms ethics and values are used interchangeably by the general public; however, they are related yet distinct. Ethics is a field that examines an individual's moral standards in relation to the moral standards of society at large (Velasquez, 2002), while a value is a belief that influences a person's actions based on their own inclinations (Allport, 1931).

Fisher and Lovell (2003) articulated the differences between ethics and values as follows-

- Ethics represent an intellectual perspective on moral dilemmas within the workplace, applicable to both individuals and organizations. In contrast, values embody a belief-driven perspective rooted in emotional connections.
- Values shape behavior and influence the choices made by individuals. They encapsulate a person's thoughts, words, and actions. Values serve as the foundation for the growth and development of our present, guiding us toward the future we aspire to create for ourselves and for generations to come. When values are

integrated into the core of the decision-making process, both at the individual and organizational levels, it fosters cohesive advancement. An individual's value system may sometimes conflict with societal values; however, it is essential for a value system to be acknowledged rather than idealized, as the latter often overlooks exceptions.

- A transformation centered on values within an organization can be achieved through the following steps: The initial step for a firm to cultivate an ethical environment is to establish a vision that emphasizes value creation. Subsequently, these values must be communicated to employees, ultimately reinforcing them. These steps assist the business organization in navigating the ethical challenges it may encounter in its environment through a value-oriented approach.

3. CONCLUSION

Compassion is a crucial aspect that is particularly sensitive from the employee's perspective, as they seek to collaborate with someone who can empathize with their challenges and demonstrate kindness towards them. Every individual experiences fluctuations in their emotional state, and both the highs and lows are significant phases that require guidance to navigate effectively. Failing to provide such support may lead to negative consequences. Stability instills confidence in every individual. Conversely, instability breeds fear, which is detrimental to anyone, as it hinders their ability to contribute fully. Stability encompasses various aspects, including job security, financial well-being, and organizational standing, among others. Such stability is often fostered by esteemed leaders, making it their duty and responsibility to cultivate a stable environment within the organization.

A leader's capacity to establish a strong rapport and maintain effective relationships with team members is essential. Leadership encompasses the interpersonal dynamics between a leader and their subordinates. The primary aim of a leader is to guide their team towards positive collaboration in pursuit of achieving set objectives. Leadership should be grounded in the principle of adaptability, as each situation presents unique

challenges that require innovative and tailored solutions. Motivation plays a vital role in goal attainment, as it inspires individuals to exert their best efforts and work diligently with a positive mindset to achieve their objectives. Leadership embodies the act of inspiring others, possessing a forward-thinking vision to execute the right actions at the appropriate times; a leader is an explorer and innovator, consistently engaged in the creation of something new and distinctive. Furthermore, leadership entails motivating others to strive for excellence while facilitating their growth and development in all endeavors, guiding them towards the path of success.

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