

Corporate Governance and Business Ethical Values in Organisation: A Study of Unilag Holdings

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Abstract : The objective of this research was to examine how corporate governance and ethical business values impact both the performance of the organization and its employees, as it is essential for any organization to uphold good ethics and corporate governance. The study was conducted at Unilag Holdings Limited (UniHOLDs) to demonstrate that organizations may experience losses if they do not have proper corporate governance and business ethical values in place. The employees' perception of corporate governance and ethics is crucial for the organization. The research indicated a connection between corporate governance and business ethics values, and therefore, correlation analysis was utilized, making it statistically reliable. The results of the test show a strong positive correlation ($r=.812$, $N=94$, $P<.01$) between corporate governance and business ethical values. A questionnaire was distributed to employees at Unilag Holdings Limited (UniHOLDs), with 94 out of 130 completed and returned. The findings indicate that ethical values contribute to employee productivity, and productive employees have a beneficial impact on the organization's performance. Additionally, the study revealed that employees tend to adhere to rules regardless of their ethical nature. To address this, the organization should ensure that top-level managers do not assign unethical tasks to their subordinates. The study recommends that the organization should consistently practice corporate governance and business ethics. The company needs to make sure that its stakeholders continue to support its way of doing things.

Keywords : business ethics, business ethical values, corporate governance and organization, corporate governance

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