MANAGEMENT ETHICS

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ABSTRACT

Ethics for management is based on moral that are good practice in management to create confidence among those involved in the efficient and effective management of an organization or community, society, that is, policy formulation, planning Organizing directing coordinating and controlling to achieve goals and make steady and sustainable progress by having systems and mechanisms in the governance of the operation of the organization is transparent. Creating fairness to the society as a whole however, living with the educational process it is something that must be done forever. Because life has to learn to solve problems all the time. Therefore, having a fair ethics is a good practice, morality, making the students moral pretty good ethics, therefore, the role of the education administrators in the digital age must know and follow the principles of morality, as humanitarianism, because it is the morality that makes it humanity. Organization and Society Therefore, there must be a cultivation of personnel in the organization to have ethics for management.

Keywords: Ethics, Management

I. INTRODUCTION

Ethics are important for human beings who live together in society or work in various organizations, both public and private, because ethics is a good practice, this is to build confidence among those involved in the efficient and effective management of the organization or social community. That is to say, within an organization or unit, policies, planning, organization, work order, coordination, motivation and control must be established in order for the organization to achieve its goals and progress in a stable and sustainable way through systems and mechanism. Supervision and control of the operations of the organization is transparent, to be fair to the society as a whole.

Definition, Ethics and Management

Ethics is a person who has a clean mind, purity, sacrifice or good conduct, according to the framework of academic merit In order to develop and use academic results, it is considered to be carried out in accordance with the best ethical principles. From the Dictionary of the Royal Institute of Thailand 2011, it has been given that the meaning of ethics is "dharma" which is a code of conduct.

For Buddhist dictionary (Copyright Edition) Printed No. 34 January 2016 page 262 Charit or Chariya 6 (normal conduct, heavy conduct in any way which is inherent in nature, the background of the mind, the habit, the habitual nature, the pattern or the large type of behavior of the The conduct itself says that the person who behaves in such a manner is called the charita.

By ethics = ethics + dharma is natural behavior born of self-righteousness Causing peace and order in society, which is summarized as ethics conduct, being a person with a clean mind, purity, sacrifice or good behavior.

Management (Management) refers to the organization of a group of people in an organization to work together effectively to achieve the common objectives of the organization. Management consists of planning, Organizational management, directing, leading or motivating, coordinating and controlling.
According to the Dictionary of the Royal Institute, BE 2542 (1999), meaning "management" means ordering work, controlling work, carrying out.

**The importance of ethics**

Phramaha Adisorn Thirasilo, (1997). Ethics. The meaning of Phra Brahmakunaphorn (P.A. Payutto) is to live a good life, or an educated life because the process of living with the educational process it's the same thing because life must be learned. There are considerations to solve problems all the time. Ethics and fairness are rules of moral conduct, moral rules, teach students to be virtuous, good ethics, therefore, the role of education administrators in the new era must be known. The precepts that should be upheld regularly are called humanitarian because they are the five virtues that make one human being. Ethics refer to the virtues that are expressed physically in a good manner that are desirable in society.

Saroj Buasri (1993), “ethics” means behavior that is considered valuable. These behaviors include morals, virtues, net worth and traditions.

Chaiset Promsri (2006), “Ethics” refers to the principles of moral rules and values that govern the behavior of an individual, or any one group to determine what is right and what is wrong. Ethics sets a standard for what is good and what is bad, to be used as a decision-making criterion.

Duangduean Phanthumnawin (1989: 33) gave the meaning of "ethics", referring to many social characteristics of human beings including various types of social behaviors which society wants to have in its members, it is a behavior that socialism favors and acts. Most were satisfied that action is the right thing to do.

Aphinant Chantanee, (2019), “Ethics” is a person who conducts good deeds, works according to dharma principles. by conducting daily life according to moral principles and having good conduct in accordance with good social rules.

Piaget (Piaget 1960: 160-161) held the view that ethics is a characteristic of the human experience, and duties relating to rules for cooperation on social arrangements of interests and the health of the individual, their relationship is mutual in the form of action and rights.

Carter V. Good (1973: 89) referred to "ethics" as the adaptation of behavior to the rules or standards of good or good conduct.

Kohlberg (1972: 212) said of ethics. Ethics is a conscience.

Rules and standards of conduct in a society that a person develops until he has his own behavior. The society will decide the outcome of the action. that is an action right or wrong.

John W. Creswell (John W. Creswell, 2009: 91-92) addressed the issue of

Ethics relating to forgery or fabrication of findings to meet the needs of researchers or stakeholders. Deceptive acts are not tolerated by professional researchers and constitute scientific misconduct. There should be a proactive stance by researchers who must not participate in the operation.

In summary, ethics is a guideline or rules for proper conduct. It's the kind that society wants bring benefits to oneself, others and society. It can be seen that the meaning of both morality and ethics will be consistent and in the same direction. When it comes to morality, it also includes ethics. It can be said that a person behaves according to one of these meanings will be a person who has both morals and ethics within himself is accepted and respected by the people in the society. Able to live a normal life. Therefore, ethics is a suitable practice and is accepted in a group of people or society to adhere to. in line with international principles and not contrary to local culture or traditions.

**Management Theory**

It is a theory that deals with organizing groups of people in an organization to work together effectively to achieve the common objectives of the organization. Management consists of planning. Organizational management, commanding, leading or motivating, coordination, and control, which are theoretically important as follows:
Theory of Management of Peter F. Drucker(1954-2005)

Explains, “Management is a science and an art, to accomplish the task according to the objectives and the goals set By the skill of another person.” Drucker said,“In today's economy, the most important resource is not labor, capital or land anymore but it is a matter of knowledge” is a modern management theory. Focusing on management in the new era, there are 4 items: 1) Planning, 2) Organizing, 3) Leading, and 4) Control.

The modern management theory of Drucker can be applied in business organizations and clergy. This is because the distribution of products and services. It is necessary to use a lead (good example) and induce them to buy a product or use a service. But they cannot use their influence to order people to buy their products or use their services. The same is true for clergy organizations.

Gulick's Theory of Organizational Management (Luther Gulick, 1937) developed the theory of organizational management. Well known as “POSDCoRB” is the abbreviation for Mission. There are 7 importance of management theory as follows:

1) Planning (Planning) is the planning of projects and activities, which is a preparation before taking action so that the results of operations can achieve the objectives and goals set efficiently and effectively.

2) Organization (Organizing) is the structure and design of the organization. By considering the appropriate work, such as dividing the work (Division of Work) into departments, divisions or departments, the amount of work, the quality of work, or organized according to the specifics of the work (Specialization).

3) Staffing is the procurement and development of human resources in the organization, in accordance with the position. This is to enable personnel to work efficiently and effectively and in accordance with the division of departments that are defined.

4) Directing is the ordering and facilitating to carry out missions such as Leadership, Human Relations, Motivation, and Decision making, etc.

5) Coordinating (Coordinating) is the coordination of various parts of the work process to be continuous, in order to keep the operation going smoothly and continuously.

6) Reporting is a process and technique for informing the supervisors of the class about the performance results, in relation to communication (Communication) in the organization is with.

7) Budgeting (Budgeting) is a task that requires expenses related to operations and accounting, financial and fiscal controls, so that the spending corresponds to the amount of work.

Fayol's Theory of Management (Henri Fayol; 1841-1925) developed the theory of management. By analyzing the work to eliminate disadvantages in organizational management, which are defined in 5 things as follows: 1) Planning, 2) Organizing, 3) Commanding, 4) Co-ordinating, and 5) Controlling.

Deming's Quality Management Theory (TQM: W. Edwards Deming, 1993) developed an organization-wide quality management theory. By focusing on quality management as a system of work in order for the work to be satisfied impression and confidence to the service users both outside and inside the organization which can be divided into operational levels according to the level of personnel in the organization as follows:

1) Quality Management is a broad direction or direction in the operation, which is the mission of the top management in the organization.

2) Quality Management It is the implementation of the quality policy to define the practice as a quality goal, and must be formulated as a quality plan for further operations.

It is the task of the manager or the next level.

3) Operations to achieve quality it is the duty to work to achieve results or goals that are in accordance with quality, which must be monitored improve and preventing problems that may arise.

Therefore, quality management requires work that must be coordinated well. This is a quality management process known as the “Deming Cycle or PDCA Cycle” therefore has 4 main tasks as follows:
Step 1 Planning (P)

Step 2 Implementation of the Plan (D)

Step 3 Examination of performance (C)

Step 4 Improvements/Troubleshooting (A)

These 4 steps must be performed continuously indefinitely. which is like a circuit The cycle or wheel (PDCA) revolves around changing, that is, the process of getting the job done correctly, effective and reliable, which uses the PDCA cycle as a tool for continuous management to monitor, improve and develop to meet the goals of the organization.

Buddhist method of administration (PrayoonThammachitto, 2 0 0 6 ) used for executives. The function (Function) of executives has 5 components (POSDC) as follows:

P - Planning means planning is the direction of the current operation. for success that will follow in the future Good executives must have a vision to determine the direction of the organization.

O - Organization means organization, is the structure of the relationship of members and the chain of command within the organization. There is a division of labor and decentralization within the organization.

S - Staffing means personnel work. It is recruiting new personnel. Personnel development and use of people to suit the job as well as to send advancements in the professional field.

D - Directing means directing, is a communication for the implementation of the plan. Executives must have good human relations and leadership.

C - Controlling refers to supervision. It is the control of the quality of operations within the organization as well as the process of solving problems within the organization.

Aphinant C’s Management theory (Aphinant C: PPOCC, 2020)

P: Policy is principle to guide decisions and achieve rational outcomes and is implemented as a procedure, which Policies are generally adopted by a governance body within organization.

P: Planning is a requirement that guides you to act, for planning it is the process of thinking in advance of what to do, how to do, where, and when, with effective and efficient practices from planning.

O: Organizing is a systematization of work and systems of people or positions in order to use resources for efficiently and effectively management. By organizing work groups Determination of authority and responsibility with systematic coordination and control this will help the performance to achieve the objectives and goals of the organization.

C: Coordinating is the process of communication to provide mutual understanding in working cooperation in accordance with the times and activities required to achieve the objectives. Solidarity and efficiency and effectiveness to keep work running smoothly. There is no duplication and conflict, as created unity and good understanding in the organization.

C: Controlling is a process or mechanism established by an organization to ensure that the activity performed will be successful and achieve the stated objectives, this is a process for monitoring activities to ensure that the objectives are achieved as planned. Which is an important duty in management is that control is related to planning because control is an essential tool in formulating plans to execute as planned, which is an assessment of return.

Theory of Efficiency, by Herbert A. Simon (Herbert A. Simon, 1960).

Give consideration to which tasks will be most effective. Let's look at the relationship between the input (input) and the output (output) received. Therefore, the output minus the input factor, and if it is a public administration, the state organization adds to the satisfaction of the service recipient, (satisfaction), which is written as the following equation:
E = (O-I) + S

E = Efficiency is the efficiency of work.
0 = Output is the output or work received.
I = Input is an input or resource.
S = Satisfaction is the satisfaction of the service recipient.

Emerson (Harrington Emerson, 1864) developed the theory of organizational efficiency. The importance of organizational structure and goals 12 principles of efficiency

1) Clearly defined goals
2) Use common sense
3) Good advice (Competent counseling)
4) Discipline
5) Fair deal
6) Have reliable information (Reliable Information)
7) Has the ability to be quick (Dispatching)
8) Standard and Schedule
9) It is always in a standard condition. (Standardized condition)
10) Standard operation (Standardized operation)
11) Orders are standardized. (Standardized directing)
12) Efficiency reward

Simon (Hubert, Simon, 1984) defines a method for efficiency in operations as well as speed of operation have accuracy in operation have the ability to work and have success on time in operation including the achievement of operational objectives. Simon has identified factors that are critical to operational efficiency:

1) Operational characteristics
2) Policy and administration
3) Operating environment
4) Performance progress
5) Relationships with colleagues
6) Morale and morale in the work
7) Job security and satisfaction

Management Ethics Synthesis

5.1 Applying ethical principles to management

From the above-mentioned theory of ethics in management it can be seen that ethics in management means Management of the organization with integrity to move forward steadily and sustainably by creating a mechanism to control the operation of the organization transparently. Thus, it can be seen that in the Western world business management ethics is increasingly given importance to the concept of corporate social responsibility. Business Ethics online magazine to follow the business sector's work on ethics, governance,
corporate responsibility and social responsibility arising from investments. The magazine aims to promote ethical business practices and supporting the growth of a community of professional practitioners and responsible investment.

Thus, the key principles of management ethics can be summarized. To be adapted to the governance of the organization as follows:

1) The rule of law is the presence of modern and fair laws, regulations, and rules that are accepted and agreed upon by the operators, agencies, society, and the organization that has improved the rules and regulations to be strict, expeditious and fair.

2) Moral principle is adhering to the correctness of morality, ethics and culture that society accepts to be practiced. Campaigning for employees to perform their duties as a role model for society. Encourage and encourage the operators to be honest, sincere, diligent, patient, and disciplined engage in honest occupation.

3) The principle of transparency is to build mutual trust of people in the organization. By improving the working mechanism of all units to be transparent, employees, citizens or stakeholders access to information by convenient and easy to understand and can verify the correctness clearly.

4) The principle of participation is to provide opportunities for operators, the public or stakeholders participate in the recognition Offer opinions in decision-making on important issues of the agency. Either by commenting referendum or other

5) The principle of responsibility is awareness of rights and duties, or a sense of social responsibility or environment Pay attention to public issues of the agency eager to solve problems respect different opinions Dare to accept the good and bad results of their own actions.

6) The principle of value for money is the management and use of limited resources for the maximum benefit of the public. Campaign for employees to save resources, use resources worthwhile, create quality products and services. Maintain and develop natural resources to be complete and sustainable.

5.2 Benefits from implementing management ethics

In the life of every human being wants to be successful in life both in education. Work and family life are the same. Organizations, whether they are government organizations business organization or private organizations. The objectives or goals in the organization and how to work for the organization to achieve the objectives or goals set. Therefore, the benefits of applying ethical principles in management are as follows:

1. Enable personnel in every organization to apply ethical principles in daily life in the organization, because management ethics makes people who have studied and understood the principles of management ethics. The management process consists of planning the organization. Personnel recruitment, administration and supervision, once a person has studied these processes, he or she can apply knowledge of management ethics to succeed in life in the organization and achieve the set goals hold.

2. The ethical principles of management are applicable to all organizations. All organizations, both small and large whether it is a government organization or a private organization, when applying management ethics Will allow the organization to achieve the objectives or goals that are set because the organization can use resources cost-effectively, effectively and efficiently in production. There is a good way to work, reducing the steps in the work of employees or officers or personnel. As a result, the work in the organization is successful and employees or officers or personnel are hired appropriate according to the process of recruiting people to work, promoting the quality of employees or officers or personnel.

II. CONCLUSION

Ethics are principles of conduct, guidelines, patterns, or principles of goodness that are based on religious principles. adhere to the common interests or principles of national development for the ability to live together in society happily Cultivating ethics is like developing mental qualities that influence human behavior in society in every organization. To create the power of ethics in the organization. It's not something that can be completed in a short time. To create and implement it requires patience and determination, have confidence At least we should start with ourselves first. Then expand it to our departments and then do it gradually. To know if an organization
is ethical in its management or not, it requires an ethics review. Because the temptation of great interests influences the human conscience, these are the moral conflicts that arise in the human mind, which influences the decision of man as to which way he should go. The best thing to do is Seek out a mentor to guide you through conflicts to help you find a solution in the event of conflicting ideas. There is ambiguity about right and wrong. Because sometimes people tend to do things that are unethical. Therefore, there must be an ethical examination. Which is the best ethical verification tool? To examine one's own ethics. Starting from the use of questions in the ethics examination, 3 items: 1) Is the thing done in accordance with the law, rules and regulations of the country? Is it against company policy? Which in management the word legitimacy It does not imply only civil or criminal correctness, but must adopt various policies of the organization into consideration as well, such as the code of conduct and the policy of operational measures, such as a policy that clearly states that All personnel must be honest. Be honest with yourself and others to service recipients to the position, duties, etc. 2) Is it appropriate to do so? That decision when looking at both the short term and the long term is it fair to all parties? Has promoted a good relationship with others or not, to realize that Organization management, in addition to being loyal to the organization. Must be loyal to the corporate circle as well. unauthorized gain malpractice considered unfair and these will return to us, and finally hit us because there is no way we can be happy If we are in an organization or an industry that is complicated This leads to a lack of trust from others or other organizations. 3) How do we feel about that decision? It's an emotionally focused question. Our feelings and moral standards exist. We will be proud do you feel good? Proud or not If those events were published in the newspapers Or, if the family knows this, the key to promoting good ethics is to set a good example for the people in the organization. Consequently, the constant use of questions as a tool for ethical investigations will lead you and your organization to the correct pattern that it can become a habit and be a good example of a leader. Be a good role model for the people around you in the organization because he is a person who practices ethical management.

REFERENCES