

## REVIEW ARTICLE

## AN OVERVIEW ON GLOBALIZATION AND ITS IMPACT TO EMPLOYEES' ETHICS AND WORK PERFORMANCE

Julieta A. Sumague, Elaine Joy C. Apat, Db, Marierose P. Valenzuela, Guillermo B. Briones

Laguna State Polytechnic University, San Pablo City, Laguna Province, Philippines.

\*Corresponding Author Email: [elaine.apat@lspu.edu.ph](mailto:elaine.apat@lspu.edu.ph)

This is an open access article distributed under the Creative Commons Attribution License CC BY 4.0, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

## ARTICLE DETAILS

## Article History:

Received 23 February 2023  
Revised 03 March 2023  
Accepted 03 April 2023  
Available online 05 April 2023

## ABSTRACT

This paper discussed the Globalization and its impact to the employees Ethics and Work Performance in local and international countries. Every organization, large or small, uses a variety of capital to make the business work and stay in the field. With the aim of economic diversification, people and organizations really try their best to follow and reach the set goal for them to be satisfied. A strong work ethic is an attitude an employee applies to their work that indicates a high level of passion for any work they do. Globalization really affects not only we had but also the whole things that we have especially the businesses, transportation and even the lives of the people. The idea of globalization goes beyond simple acceptance of mutually beneficial economic relationships. Globalization is the state of being receptive and accepting of the things, principles, and ideas of other people and cultures. The study evaluates the body of research on the effects of globalization on work ethics around the world and looks for potential patterns of convergence of work ethics across various nations. We all know that even the country we belong is adopting and adjusting to the globalization, still it is our option if we are going to follow, work ethically, and show a better performance. Based on the study of this research there is no significant relationship between globalization and employees' ethics and work performance.

## KEYWORDS

Globalization, Employees Ethics, Work Performance, Economic, Diversification, Economic Relationship, Convergence of work Ethics

### 1. INTRODUCTION

According to the National Geographic Society, Globalization is a word used to describe how trade and technology have made the world into a more connected and interdependent place. Through modernization the society that we belong is more upgraded and well improved. The concept of work ethics has been used as a broad term to describe the set of moral principles a person abides by while fulfilling their task (Alam and Talib, 2015). The work ethics in a particular environment is closely linked with the cultural ideology and religion being practiced in such a place (Baguma and Furnham, 1993). For this reason, work ethics can be influenced by the degree of openness to foreign cultures and ideologies that are made possible through globalization. Globalization is a term that is commonly used in recent times to refer to the suppression of barriers to economic trade and openness to foreign economic interest.

The idea of globalization has gained widespread acceptance. However, several writers have attempted to provide different perspectives on the idea of globalization that transcend the purely economic viewpoint and in agreement. Considering hypotheses already in existence (Robertson, 2007; Robertson et al., 2002; Lechner, 1985; Schütte and 1998). The word "work ethics" has also been used evolved over time and in different places. Different views on professional ethics have been examined in and will be covered in later sections of the available literature. Work ethics can be seen in an individual's perspective as referred to as a person's set of moral standards in the process of carrying out their duty. Using a work ethics from an organizational perspective relates to the professional or commercial behavior standards that establish the criterion for evaluating the moral character and values of employers and employees who emerge

during a business (Alam and Talib, 2015).

Although the full effects of globalization in the workplace have not yet been seen, some shifts are beginning to materialize as more businesses embrace this development and expansion. While many of these changes are beneficial, others might not be. Small business owners are discovering that in order to stay up with these developments, they must embrace new procedures and standards. Based on the research, we can't control globalization and as time goes by it will be more developed. The only things that businesses should do is to accept and adjust from the development that we have and work ethically and show a better performance.

### 2. RELATED LITERATURE FOREIGN

According to the article the idea of globalization has gained widespread acceptance. Recently widespread use and has served as a general term to refer to the world's trade facilitation relationships. However, some writers have attempted to provide different perspectives on the idea of globalization that transcend the purely economic viewpoint and in agreement with theories already in existence (Robertson, 2007; Robertson et al., 2002; Lechner, 1985; Schütte, 1998). This phrase, "work ethics," has also evolved over time and in different places. Different perspectives on professional ethics have been examined in presently available literature, and it will be covered in later sections.

#### 2.1 Working Morals

From a personal standpoint, work ethics can be referred to as a person's

## Quick Response Code



## Access this article online

Website:  
[www.egnes.com.my](http://www.egnes.com.my)

DOI:  
10.26480/egnes.01.2023.22.25

set of moral standards in the process of carrying out their duty. using an work ethics from an organizational perspective refers to the professional or commercial conduct standards that establish the criterion for evaluating the moral character and values of Employers and employees who emerge during the business (Alam and Talib, 2015). different methods for Over time, work ethics have changed, but these distinct approaches have been condensed to two broad categories. Perspectives: the pro-capitalist viewpoint and the capitalist viewpoint.

An article about the idea of globalization goes beyond simple acceptance of mutually beneficial economic relationships. Globalization is the state of being receptive and accepting of the things, principles, and ideologies of other people and cultures. The study reviews the body of research on the effects of globalization on work ethics around the world and looks for potential patterns of convergence of work ethics across various nations. The majority of the studies under review showed that globalization significantly affects work ethics. Recent studies also revealed trends of convergence between some geographically distant nations that at first had various cultural work orientations. As globalization is an ongoing process, the level of convergence may change over time.

According to the article it might be helpful to briefly discuss the key concepts of Post-Fordism and Post-Industrialism before discussing the effects that globalization has had on work and organizations. The term "Fordism" refers to the theories and precepts promoted by Henry Ford, including the assembly line, rigid technologies, unchanging work schedules (Taylorism), and increasing productivity through economies of scale, deskilling, and intensification (Ritzer, 2000). Fordism is thought to have started to wane in the 1970s and was eventually replaced by Post-Fordism. Shorter production runs, flexible production, flexible management, more capable workers with greater autonomy and responsibility, and greater differentiation in society and the workplace are just a few of its distinguishing features. Consumers are also willing to pay more for high quality and easily noticeable goods (Ritzer, 2000).

According to the article making moral decisions in the present is not an option. It's a requirement in business, education, government, and every aspect of our daily lives," says William C. Butcher (Retired chairman of the Chase Manhattan corporation). Ethics, which is derived from the Greek word "ethos," has over time gained more significance and relevance in the fiercely competitive business environment. Since 1960, when social unrest peaked, financial scandals peaked in 1980, and the "Global Village" began to take shape in 1990, the world has faced many ethical challenges. Although business expanded and the environment provided more markets and numerous opportunities, it also brought with it many other business malpractices such as product duplication, child labor, money laundering, environmental issues, and many others.

The New Millennium had to deal with a tsunami of business crimes in addition to more unethical business practices. A few examples include intellectual property and patent theft, cybercrimes, and workplace sexual harassment. This time period recognized the importance of including business ethics in their strategic business alliances and programs in order to address these grave issues. Many businesses have benefited from a competitive edge, goodwill, and recognition in the international business community by incorporating business ethics into strategic decision-making. They have drawn in a capable workforce and support a positive workplace culture. In the end, all of this has produced solid profits and a competitive business environment that is healthy. Business ethics, the effects of globalization, and current issues are important terms.

According to the article the term "globalization" generally refers to a variety of dynamic phenomena that share the following characteristics: I they transcend national borders; and (ii) they increase the interdependence or integration of human societies. employees of globalization The analysis's findings support four hypotheses that have been shown to have a direct impact, and the mediator's job of mediating the two variables is flawless. The findings of this study may be helpful to businesses and psychologists working in industries and organizations. An article about Employee motivation regarded as a force that propels workers toward achieving particular organizational goals and objectives. Since everyone wants to use their financial and human resources as effectively as possible, it is currently one of the hottest topics in organizations.

The main goal of this study is to find out what types of factors affect employee motivation in Pakistan and how much motivation affects job performance. 160 teachers from public and private schools participated in the data collection using a self-administered questionnaire. Employing four variables—employee motivation, employee performance, intrinsic rewards, and employee perceived training effectiveness—regression

analysis is used to determine the impact of employee motivation on employee performance. The findings of this study demonstrate a strong and favorable relationship between employee motivation and performance. Additionally, it is concluded that intrinsic rewards significantly improve employee motivation and performance. This study comes to the conclusion that motivation has a poor relationship with employee perceptions of training effectiveness. Additionally, it is demonstrated by their responses that despite receiving training courses, they chose not to use them in their regular lessons because they thought they were ineffective. They were dissatisfied with the instruction they received, which had an impact on their desire to teach.

According to the article by bringing up the role of the adversity quotient mediator, this study investigates the significance of work ethics for employees in the organization towards performance achievement. The study used path analysis techniques and AMOS version 24 to investigate and explore the direct and indirect influence through mediators. Three research variable scales were used in the data collection process. There are 220 research participants. An article about consumption, exchange of goods and services on a global scale, the production of national wealth, the achievement of political stability, and the broad-based advantages of sustainable human development to put it another way, an organization's adherence to ethical standards directly affects all of its stakeholders, its productivity, the organization's profitability, and the macroeconomic growth and development of the country.

Efficiency as it relates to the employment relationship is dependent on how well employees are managed at work, including the observance of workplace ethical standards. Of course, most men and women spend most of their time at work, and managing employees—both individually and collectively—remains a key aspect of organizational life. The primary determinism around which people's lives are ordered, organizations are improved, and countries are developed is work in society as a whole. This paper examines the effects of spirituality, intrinsic religiosity, and Islamic work ethics (IWE) on employee job performance in light of the expanding significance of spirituality and religion-related factors in the workplace.

An article about Workplace relationships are essential for overall growth, the creation of goods and services, as well as for domestic earnings. Adaptations for Workers. The wages of many workers have changed as more businesses have access to foreign firms that offer outsourcing. Third-world countries' lower standards of living allow them to offer their services at a price that is significantly less than that of nations with higher standards of living. As more businesses adopt the outsourcing trend, this has impacted many workers in the United States and other major nations. Although it increases the profit margin for the businesses, it may also result in lower employee earning potential. An article about full effects of globalization on the workplace have not yet been felt, some changes are beginning to materialize as more businesses adopt this trend and diversify their workforces. While many of these changes are beneficial, others might not be. Small business owners are discovering that in order to keep up with these changes, they must adopt new procedures and standards.

## 2.2 Growing Cultural Diversity

Companies must deal with growing cultural diversity in the workforce as globalization spreads. Due to these modifications, both small and large businesses must adopt new employee policies and guidelines. As a result of the increased cultural diversity, businesses have benefited greatly as they have learned new management and marketing strategies related to various cultures. In terms of one's tenure within an organization, away from a state of predictable security and toward the dynamic, competitive reality of flexible careers. Organizations must seek flexibility in the management of their human resources as a result of globalization. Due to this, an increasing number of businesses are choosing to use contingent workers, including contract, temporary, part-time, and ad-hoc employees. Other alternative forms of worker representation are also used, including total quality management, teams and quality circles, employee involvement programs, and human resources initiatives.

Unquestionably, the advent of new opportunities and innovations brought about by globalization marks the beginning of a new era in the employment relationship. Additionally, it has been claimed that it promotes economic growth in both developed and developing nations by fostering greater specialization and the concept of comparative advantage. An article about Business ethics, also referred to as corporate ethics, is a subset of applied ethics or professional ethics that examines moral or ethical issues that may come up in the business world. It is relevant to the actions of both individuals and entire organizations and is applicable to all facets of business behavior. These moral principles come from people, official statements made by organizations, or the legal system. These

standards, ideals, moral and immoral behaviors serve as the foundation for a business.

According to the article a person's actions and behavior within a business organization are governed by contemporary organizational standards, principles, sets of values, and norms, which are referred to as business ethics. There are two types of business ethics: normative business ethics and descriptive business ethics. The field is mainly normative as a corporate practice and a career specialization. Descriptive methods are used by academics who are attempting to understand business behavior. The variety and volume of business ethics issues show how profit-maximizing behavior interacts with non-economic concerns. An article about Globalization, which is generally understood as the confluence of concepts encompassing the free flow of international trade, global technology, etc., is frequently cited as one of the primary causes of the change in the dynamics of the employment relationship.

This change was facilitated by the organization's shifting ethics code, which in turn helped to positively mediate the link between ethical leadership and work performance. In addition, a conditional indirect effect was discovered, whereby the frequency of leader-follower interactions positively moderated the indirect impact of ethical leadership on job performance via perceived salience of the ethics code; more specifically, the strength of the indirect effect grew as the frequency of leader-follower interactions increased. The limitations and recommendations for further research are discussed, along with the theoretical and practical implications of the findings.

An article about Modern organizations must take proactive measures to ensure that workers perform at the desired level while being aware of the norms and best practices in their respective industries and countries of operation. According to one such action known as ethicism is growing, and work ethics are one of those actions that can help employees achieve the desired level of job performance, regardless of the shady dealings and unethical behavior of rivals in the business environment (Altham, 2002). A well-established indicator of this perceived decline in work ethic is the widespread integrity violations by employees in our modern workplaces (Tolbize, 2008). The media regularly covers problems with fraud, theft, corruption, information manipulation, misconduct, and the like (Huberts et al., 2007). According to eminent academics, institutionalizing ethical behavior is necessary for a company to maintain its market leadership or become the industry champion (Victor and Cullen 1988; Schminke et al., 2007).

A study about empirically investigates the mechanism by which managers' ethical leadership practices affect employees' job performance. Work performance, perceived importance of an ethics code, perceived ethical leadership, and leader-follower distance—which is operationalized as the frequency of leader-follower interaction—are the four variables that the study looks at in relation to one another. Data from a sizable multinational company in South Korea were obtained, and the questionnaire responses of 196 leader-follower pairs (196 team leaders and 196 employees) were analyzed. The findings showed that the managers' ethical leadership had a positive impact on how the employees perceived certain issues. For instance, the salience of issues like might be anticipated to decline once European economies are once again growing strongly enough to lower unemployment to levels seen prior to the recession.

However, other changes are brought about by powerful structural forces at work in the world economy, such as the accelerating pace of technological advancement, globalization, and demographic change. For the foreseeable future, these forces are likely to continue to disrupt and displace the labor markets in Europe. As a result, both the jobs that are available to workers and the skills that employers in Europe require will fundamentally change. An article about controversies over the morality of children's work have grown in recent years, with little progress being made. The deadlocks result from a failure to acknowledge the various types of child labor and a dearth of empirical studies examining its causes and effects. We present data from the export-oriented Brazilian shoe sector, which is notorious for hiring young people. The main conclusions are as follows: 1) local employers and children view child labor as harmless, but the U.S. government views it as dangerous to children and unfair to U.S. producers; 2) efforts to remove children from the shoe industry have been thwarted by local resistance and raise ethical questions; and 3) in some situations, efforts is observed.

According to the article both the industrial structure and the occupations supported by European economies are changing. In various national contexts, this change can take many different forms, but there are some recurring themes. Both low-skilled customer service jobs and high-skilled "knowledge" jobs have seen an increase in employment, while

manufacturing jobs have seen a corresponding decline. This has led to a "polarization" of the workforce in many nations, with more high-skill and low-skill positions available but fewer calling for middle-skill qualifications. Young people are finding it more difficult to break into the workforce, and the percentage of the workforce with full-time, permanent contracts has decreased. Some of the changes are cyclical and the outcome of a recession and a halting recovery. For instance, it might be anticipated that the rise in temporary employment will level off once the economies of Europe are once more expanding vigorously enough to lower unemployment to levels seen prior to the recession. However, other changes are brought about by powerful structural forces at work in the world economy, such as the accelerating pace of technological advancement, globalization, and demographic change. For the foreseeable future, these forces are likely to continue to disrupt and displace the labor markets in Europe. As a result, both the jobs that are available to workers and the skills that employers in Europe require will fundamentally change.

This article investigates how changes in foreign competition affect the incentives and compensation plans for American executives. We discover that increased incentive provision occurs in a number of ways as a result of import penetration (instrumented with exchange rates and tariffs). The first benefit is that it makes pay more responsive to performance. Second, it widens the pay gaps between executive levels within the company, with CEOs typically seeing the biggest pay increases. The demand for talent is also correlated with increased foreign competition. These findings imply that some recent trends in pay structures may be explained by a rise in foreign competition.

According to the article with growing globalization and the saturation of the labor market brought on by the recent global economic downturn, human capital is receiving more attention. Both developed and developing nations focus on increasing human capital development to speed up economic growth by investing the necessary time and energy. Therefore, one of the fundamental strategies for competing on a global scale is human capital development. Particularly, businesses must devote the necessary resources to building their human capital, which has a significant impact on performance. This study explores the degree to which human capital directly affects a company's performance from a number of important angles. Financial and non-financial performance of the company are considered when evaluating performance. Finally, a model explaining the connection between human capital and firm performance is developed in this paper.

According to the article there are numerous accounts of both the good and bad effects of globalization on workers in developing nations. However, a complete picture is lacking, and many of the stories have strong ideological undertones. This essay examines the academic literature on the topic, including a number of ongoing studies, and draws conclusions about how public policy should be affected. The effects of trade openness, foreign direct investment, and financial crises on average wages are covered first. The impact of exposure to international markets on the distribution of wages by occupation, skill, and gender is covered in the second section. Third, it explains the pattern of job creation and loss brought on by globalization. The impact on unemployment rates is the fourth issue discussed because these two processes are not coordinated. The fifth section of the paper examines labor market regulations that can be used to counteract the negative effects of globalization on employment and wages. Finally, it discusses how, in the context of globalization, the international community could encourage developing nations to adopt sensible labor market policies.

A current study examines how human resource management affects how well government institutions perform. The government institutions continuously work to improve their performance by reducing costs, updating products and procedures, and raising quality in order to compete and survive in the rapidly changing economic environment that is characterized by trends like globalization, rising investor and customer demands, along with increasing product competition. The analysis of the present study was conducted using quantitative research methods. A sample size of 240 participants was chosen for this study. All of the hypotheses were found to be false, with the exception of the fifth, which claimed that "Decentralization is positively associated with organizational performance." Decentralization has a positive relationship with organizational performance, it was therefore concluded.

### 3. LOCAL LITERATURES

An article about business ethics: effect on employee productivity and behavior. An organization's management relies heavily on ethics to achieve long-term success and stability for both its employees and itself. The goal of the study was to comprehend how business ethics affected



employee behavior and organizational productivity. Additionally, it sought to understand how respondents felt about the significance of ethics in business. Hobbes, Rawls, Locke, and Immanuel Kant's theories served as the foundation for this investigation. Data were gathered from August to December 2016 among 254 employees of the various businesses based in Metro Manila using a survey questionnaire created by the researcher. The results of the analysis and interpretation of the data obtained are as follows. Employees believe that ethics are extremely important in the company they will work for, and this is one of their top factors in deciding whether to stay with their company or leave it.

The unethical and illegal behavior has a significant impact on their values, which may have an impact on employee behavior and productivity as well as the company's ability to hire or retain staff. It has an effect on employees' jobs as well because it can cause them to be distracted from their work and waste time in pointless conversations that might even get to management, who needs to address it. The results showed that there was no statistically significant difference in the respondents' perceptions of the significance and impact of business ethics to employee behavior and productivity when they were grouped according to profile factors like age, sex, number of years in the company, and employment status.

A review of the literature on how globalization affects work ethics. The idea of globalization goes beyond simple acceptance of mutually beneficial economic relationships. Globalization is the state of being receptive and accepting of the things, principles, and ideologies of other people and cultures. The study reviews the body of research on the effects of globalization on work ethics around the world and looks for potential patterns of convergence of work ethics across various nations. The majority of the studies under review showed that globalization significantly affects work ethics. Recent studies also revealed trends of convergence between some geographically distant nations that at first had various cultural work orientations. As globalization is an ongoing process, the level of convergence may change over time. An article about the impact of work ethics on government employees' job performance. Ethics is connected to a favorable effect on worker performance. Strong proponents of work ethics change the organization's objectives and core principles for the better. This descriptive-comparative correlational study evaluated the impact of work ethics on the caliber of government employees' job performance.

An article about Philippines performance management reforms. The performance management reforms that have been implemented in response to the Philippine bureaucracy's problems with underperformance are covered in this chapter. In the Philippines, the issue of bureaucratic performance has long been a source of worry. The demands placed on bureaucracies to carry out and complete mandated tasks reflect a variety of immense and growing pressures. Like the bureaucracies of other bureaucracies, developed or developing, where reform has essentially persisted as an ongoing and recurring agenda, the public sector reform in the Philippines has been a persistent concern. The majority of civil service employees are located at the national level and work primarily in the education industry. Because public funds are siphoned off from their intended or mandated use and diverted to the personal bank accounts of government officials, both from the bureaucracy and elected politicians, corrupt practices harm government operations and performance.

Like the rest of the world, the Philippines is experiencing increasingly uncertain changes as a result of globalization. We live in a new economy that is "powered by technology, fueled by information, and driven by knowledge," according to the US Department of Labor. Beyond new tools and quicker communications, technology will have an impact on work and skills as they are redefined and reorganized. An article about Graduates' Proficiency in Job Performance and Employability Skills. Like the rest of the world, the Philippines is experiencing increasingly uncertain changes as a result of globalization. We live in a new economy that is "powered by technology, fueled by information, and driven by knowledge," according to the US Department of Labor. Beyond new tools and quicker communications, technology will have an impact on work and skills as they are redefined and reorganized. The current era has produced opportunities as well as difficulties and difficulties that affect the employment and education sectors of our nation.

An Article about impact of work ethics on government employees' job performance. Ethics is connected to a favorable effect on worker performance. Strong proponents of work ethics change the organization's objectives and core principles for the better. This descriptive-comparative correlational study evaluated the impact of work ethics on the caliber of government employees' job performance. A survey questionnaire created by the researcher was used, and it was given to 367 employees who had

been selected through proportional random sampling. The study found that work ethics are well practiced and that job performance is very satisfactory, indicating that work ethics have a significant impact on job performance. However, when employees were grouped according to their demographic profiles, significant differences were discovered. There is a strong correlation between work ethics and job performance, but most employees only perform at a compliance level. Hence the requirement to strengthen moral principles. The results offered fundamental data for improving human resource management programs.

An article about Government employees in a component city's work ethics and productivity. The state of society is significantly influenced by the public sector. As a result of allegedly lacking ethics in governance, public employees are expected to meet challenges, perform better than before, improve the performance of the public sector, and combat corruption. The Constitution of the Republic of the Philippines, as stated in RA 6713, embodies the highest ethical standards in the nation (Code of Conduct and Ethical Standards for Public Officials and Employees). The paper evaluated the degree to which government employees adhered to the highest standards of professional conduct in the areas of dedication to the public interest, professionalism, fairness and sincerity, political neutrality, responsiveness to the general public, nationalism, patriotism, commitment to democracy, and simplicity of lifestyle. The study also looked at how well government workers performed their jobs in terms of quality, effectiveness, and timeliness. It also correlated the link between work ethics and productivity. The study also looked at the difficulties local government workers face in upholding work ethics and performing their duties.

An article about Philippines Business Ethics. The Philippines has a very peculiar understanding of "business ethics," which can be attributed to the country's diversity in terms of languages, ethnicities, and geography, as well as its dominance of the Roman Catholic religion and its still-relatively recent history as a nation. The main ethical issues are the economy's quick expansion and liberalization, along with the unequal distribution of wealth, environmental destruction, and corruption. Academics and businesspeople search for innovative answers to these particular problems.

An article about How Human Resource Management Practices and Demographics Affect Employees' Work Values in the Philippines. A survey of 100 Technological Institute of the Philippines employees in Quezon City revealed that their work values were correlated with their civil status ( $B=.602$ ), training program ( $B=.321$ ), and performance appraisal ( $B=.179$ ), which together accounted for 65.5 percent of the variation in the results. The employees who are single or unmarried place a higher value on their work being intellectually ambitious. They believed that the more training they took, the more their job-related skills were improved. The less criticism they received from their immediate superiors regarding their work performance, the more eager they were to learn and become experts in their field. The study's findings point to the potential impact of civil status (demographic) training programs and performance evaluation (human resource management practices) effects on management theory and practice.

An article about the goal of the study was to ascertain the impact of the workplace on employees' levels of engagement at work. to establish the study's theories and provide a thorough understanding of the subject. Review of related literature Questionnaires were utilized to gather the data. Descriptive assessment and a correlational research design were used in the study. The data were analyzed using Pearson r correlation and weighted mean. The study found that while the humanistic and entrepreneurial environments are moderate, the bureaucratic environment is high. It has been discovered that employees have high levels of work engagement. The study's hypothesis is accepted because there is a significant correlation between the work environment and employee engagement.

An article about Structural Equation Modeling Approach to Examining the Effect of Work-Home Arrangements on Employee Productivity During the COVID-19 Pandemic in the Philippines. As a result of digital technology, working remotely, telecommuting, or from home has become more common. The "Telecommuting Act," which was passed by the government of The Philippines in 2019, allows employers of various organizations to offer their employees flexible work schedules or work from home options. This study examines the effects of work-from-home policies on Filipino workers' productivity. This study examined the causal connections between "Work from Home Factors," "Job Satisfaction," "Job Performance," "Commuting Satisfaction," "Job Stress," and "Productivity" using structural equation modeling. Participants in The Philippines completed 250 electronic questionnaires in total. According to this study,

"Work from Home Factors" have a significant positive impact on "Job Satisfaction," "Productivity," and "Job Stress," but not on the other two. Second, "Job Performance" is negatively impacted by "Work from Home Factors". Finally, "Job Performance" significantly negatively affects "Productivity." Through the use of SEM, this study sheds light on the interrelationships between "Work from Home Factors," "Job Performance," "Commuting Satisfaction," "Job Stress," and "Productivity." Should different organizations and management decide to include working from home as one of their work arrangements, this study would be helpful.

An article about Philippines, the significant relationship between work performance and job satisfaction. This study looked into the connections between teachers in Cotabato City, the Philippines, and their job satisfaction and work performance. Particularly, there was a significant correlation between the personal characteristics of the teacher respondents, including their age, length of service, level of education, and job satisfaction. To examine the relationships between the variables included in the study, a descriptive correlational design was used to select 200 teachers who work in elementary public schools. Teachers in twelve representative elementary schools in Cotabato City, Philippines, received survey questionnaires. According to the study's findings, the majority of teacher respondents are female, married, have a master's degree, have 11 to 15 years of experience, and are in the 31-40 age range. Regarding the rating of work performance, it was given a very satisfactory rating. Age, highest educational level, and length of service all had a significant impact on job satisfaction, but sex and civil status were also noted to have a significant impact.

An article about Employee Engagement and Workplace Well-Being at Divine Word Colleges in Ilocos, Philippines. The goal of the study was to establish a link between workplace health and work engagement among employees of Divine Word Colleges in the Ilocos Region. Theories were presented, and related research and studies were reviewed in order to support the study. A descriptive correlational research design was employed in the study. All of the study's respondents worked for the colleges. Validated questionnaires were used to conduct the study, and weighted mean and Pearson  $r$  were used to tabulate and interpret the data. According to the study, there is a connection between employees of Divine Word Colleges in Region I, the Philippines' workplace well-being and work engagement.

An article about Asia is currently one of the world's regions with the highest rates of economic development and social change. High growth rates in Asia, particularly in China, are supporting recent growth in the global economy. According to this, the region is not only experiencing rapid economic growth, but it is also experiencing significant internal change. For example, China, the region's most populous nation, is currently industrializing at a rate comparable to that of 19th-century Europe. India, the second-most populous nation in the region, has experienced a significant influx of jobs and investment into the business services sector, particularly in call centers (Taylor and Bain, 2006). As a result of the transfer of numerous jobs from Europe and North America to countries like India, the Philippines, China, and Malaysia as part of the process of business process outsourcing, Asia is now benefiting from the restructuring of the global service sector for the first time ever (Srivastata and Theodore, 2006). In the process of becoming important international hubs for the global banking and financial services sector, Singapore, Hong Kong, Tokyo, and Shanghai are assuming the status of major global cities (Sassen, 2001).

An article about globalization, while there has long been interest in Southeast Asia's rich culture, there has also recently been a growing interest in learning more about how their governments operate. Factual information about their governments is more in demand now than ever before due to factors like globalization, education, and the interconnectedness of regional issues. The cultures and customs of Southeast Asia are diverse, and this book compiles an in-depth analysis of the fundamental elements of public administration systems in a few chosen Southeast Asian nations in a single volume. The chapters thorough descriptions enable in-depth comparisons.

An article about the evidence of a fertile area for discussion and for the focus of an academic conference or a body of writings when one considers the topic of work. For starters, it is not a trivial subject but one that is easily associated with many applications and fields of relevance. Economics, psychology, sociology, ethics, history, and theology, among other related fields, are all currently interested in the topic of the work. However, work has a tendency to always be of interest to the present and to be extremely pertinent to current events. The fascination with work comes from the fact that it has always been a fundamental component of every historical era,

as well as every type of organization or society. The achievements of every civilization and the emergence of so much that is excellent and valued everywhere bear the hallmarks of work at all times. Because work is something that all of us directly know and provides a component that is indispensable and integral for our personal goals and our prospects for any meaningful successes, there is an automatic interest in it, even if the initial suggestion of the theme evokes some feeling of mundanity or tedium. Consider what potent social, political, and religious realities must be made explicit in any reasonable, forthright examination of work. It is a subject worthy of thought and discussion, one that holds promise, and even one that may be somewhat dangerous.

Article about the development and advancement of a country's economic and political life are crucial, but when that nation's moral spirit is corrupted and broken, all social systems and structures are destroyed from the inside out. The urgent need for moral formation in the Philippines today cannot be emphasized enough. Teachers play a significant part in creating a quality society and changing cultural norms. Thus, the qualities of teachers must be the secret to success in teaching. The standard of teachers as people also affects the quality of education. This survey-correlational study sought to determine the relationship between the job performance of educators at a state university and workplace spirituality, work ethics, and organizational justice.

The findings showed that, on the whole, the researchers' study's educators were highly organizationally just, had excellent work ethics, and generally performed exceptionally well. Workplace spirituality of the educators was positively and significantly correlated with organizational justice and work ethics. Their work ethics were significantly and positively correlated with their organizational justice. On the other hand, the educators' organizational justice and job performance were negatively but not significantly correlated, whereas their workplace spirituality and work ethics were positively but not significantly correlated with job performance. It was discovered that factors like organizational justice and work ethics significantly predicted how well educators performed their jobs. However, workplace spirituality did not significantly predict work performance.

An article about the rest of the world, the Philippines is experiencing increasingly uncertain changes as a result of globalization. We live in a new economy that is "powered by technology, fueled by information, and driven by knowledge," according to the US Department of Labor. Beyond new tools and quicker communications, technology will have an impact on work and skills as they are redefined and reorganized. The current era has produced opportunities as well as difficulties and difficulties that affect the employment and education sectors of our nation. According to Lasan, both sides stand to gain significantly from having human resources that are competitive in a global economy. Graduates of higher education institutions who have educational experience will be the human resource.

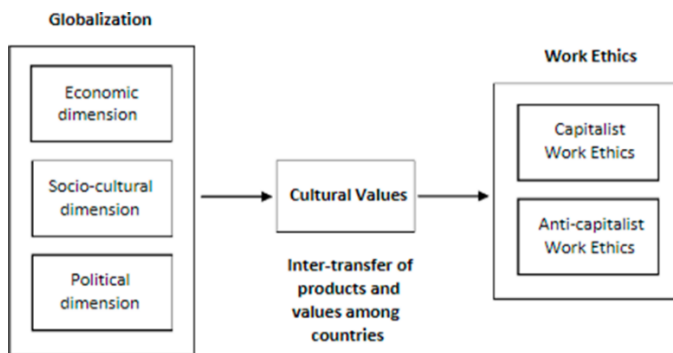
An article about the performance management reforms that have been implemented in response to the Philippine bureaucracy's problems with underperformance are covered in this chapter. In the Philippines, the issue of bureaucratic performance has long been a source of worry. The demands placed on bureaucracies to carry out and complete mandated tasks reflect a variety of immense and growing pressures. Like the bureaucracies of other bureaucracies, developed or developing, where reform has essentially persisted as an ongoing and recurring agenda, the public sector reform in the Philippines has been a persistent concern. The majority of civil service employees are located at the national level and work primarily in the education industry. Because public funds are siphoned off from their intended or mandated use and diverted to the personal bank accounts of government officials, both from the bureaucracy and elected politicians, corrupt practices harm government operations and performance.

#### 4. THEORETICAL CONCEPT

There are many theories that deal with both globalization and work ethics. Only a few of these theories, however, go into detail about how globalization and work ethics relate to one another. The traditional theory of globalization is one of these theories. According to conventional wisdom, globalization affects a nation's readiness to absorb the beliefs, ideals, and goods of other nations. The conventional theory was first developed as a hypothesis on country of origin impacts Nagashima, but it has since been applied as a broad theory to describe how people and nations feel about globalization (Nagashima, 1970; Roth and Romeo, 1992; Suh and Smith, 2008).

According to common wisdom, people, organizations, and nations are resistant to change and as a result, they frequently reject foreign

ideologies, ideals, and goods. This desire for the status quo may be motivated by an unreasonable preference for goods and ideas with a local origin or by a lack of faith in foreign ideas and products (country of origin effect) (ethnocentrism). According to the hypothesis, there is no connection between globalization and work ethics because nations would rather uphold their own values and work habits than embrace those of other nations. We adopt it as our major model for contextualizing the findings of the evaluated research since it was the standard theory of globalization, which was the theory that applied to this study the most.



**Figure 1:** Conceptual Framework About Globalization and Work Ethics

## 5. METHODOLOGY

This paper is a qualitative data that draws from secondary data to describe the impact of globalization on employees' ethics and work performance. This method can be considered appropriate because it involves conducting a review of the existing literature on globalization and work ethics with the objectives of extracting and mapping the various research findings as well as detecting patterns that could answer some pertinent questions or suggest areas for further research (O'Gorman et al., 2013). This method was developed with the intention of extracting and mapping the various research findings as well as detecting patterns that could answer some pertinent questions or suggest areas for further research.

## 6. RESULT AND DISCUSSION

According to the article entitled Impact of Globalization on work Ethics which serves as the source of information and idea to finish the said task is that several works have tried to evaluate the effect that globalization has had on the adoption of various approaches to work ethics in a variety of countries around the world. Some cultural ideas, which may have originated in that country or in another, can be traced back to the origin of some of the components that go into making up the various work ethics that exist in a given nation. There are few authors who hold the view that globalization has not been fundamentally altered how some countries approach their culture and their work ethics, but there are some. For example, attempted in their research to determine whether or not the influence of globalization plays a role in the decision to accept or reject specific ideas or products that have their roots in a foreign country (Suh and Smith, 2008).

They investigated people's perspectives on globalization (global openness) and the effect of country of origin in a study that they carried out. The effect of country of origin was evaluated from a constructive point of view (i.e. the tendency to accept a product or idea due to its country of origin). They examined the information gathered from a sample of 133 people living in Korea. They came to the conclusion that there is an inverse connection between individual ethnocentrism and the country-of-origin effect, whereas there was no connection between globalization and the country of origin effect. As a result, globalization has not significantly contributed to the reduction of unfairness based on a person's country of origin.

Countries are being affected either voluntarily or involuntarily by the value systems of other countries as a result of the rising levels of migration, foreign economic interest, and trade relationships between governments and multinational corporations. Even though the effects of globalization often begin with economic relationships, globalization should not be seen as merely a means to acquire economic prowess. Instead, globalization should transcend into an openness towards the positive aspects of other cultures Pope Francis. There is no such thing as a fully formed cultural, economic, or political system (each society possesses a part of the whole), and the only way for us to profit from the positive aspects of the practices of other cultures is to interact with members of those cultures.

The spread of cultural values across nations and continents has been facilitated by globalization, and these values have a significant impact on the work ethics of the environment in which they are found (Baguma and Furnham, 1993; Ladhari et al., 2015). On the basis of this, it is possible to draw the conclusion that the ongoing process of globalization ought to exert an influence on the work ethics practiced in various nations by way of their respective cultural values. This is illustrated in the theoretical concept. The recent observation of a convergence of cultural values over the past few years ought to be accompanied by a convergence of work ethics across the globe.

When viewed from an individual's point of view, work ethics can be understood as a set of moral principles that an individual commit to upholding in the course of performing their job responsibilities. Work ethics refers to the professional or business codes of conduct that establish the standard for judging the values and moral actions of employers and employees that arise in the course of the business. When viewed from the perspective of an organization, work ethics can be understood as the professional or business codes of conduct (Alam and Talib, 2015). Over the course of history, a variety of approaches to work ethics have emerged; however, these various approaches can generally be grouped into two categories: the capitalist perspective and the anti-capitalist perspective.

Globalization has influenced many aspects of culture over the years, including work ethics, which are a component of a society's culture. Based on a review of the relevant empirical literature, there is evidence to suggest that the findings regarding the nature of this effect are mixed. Some of the studies that were looked at show that globalization is responsible for several countries adopting particular approaches to work ethics (both protestant and Islamic work ethics), which has resulted in overlaps of each approach across countries where they were previously foreign (Alam and Talib, 2015; Ladhari et al., 2015). Additionally, less developed nations have a tendency to be more devoted to laborious efforts (Niles, 1999; Shirokanova, 2015). Although globalization has increased awareness and enforcement of fundamental principles such as fundamental human rights and other work place ethics, this increase is frequently hampered by pre-existing barriers such as country-of-origin bias, individual ethnocentrism, and religious bias (McCorquodale and Fairbrother, 1999). Globalization has also increased the number of people who have access to information about these fundamental principles.

This is consistent with the prediction made by the dynamic theory of globalization. It was determined that religion is a significant factor that plays a mediating role in the relationship between globalization and work ethics (Shirokanova, 2015). On the other hand, few studies confirmed the conventional theory that suggests globalization as an irrelevant or even negative factor in improving work ethics across borders (Suh and Smith, 2008; Suh and Kwon, 2002). This theory suggests that globalization limits the power of the state to properly enforce social policies (Suh and Smith, 2008; Suh and Kwon, 2002; Tilly, 1995). In total, out of the eight studies that were looked at, three confirmed the conventional theory (which suggested that globalization did not have a positive influence on work ethics), while the other five (5) opposed the suggestions of the conventional theory.

Some of the more recent studies that were looked at were able to provide evidence of a convergence in work ethics among countries that had historically held very different attitudes toward work before the advent of globalization. Generally speaking, Australia and Sri Lanka have very comparable conceptions of what constitutes work (Niles, 1999). It was found that the work ethics in approximately 55 countries were comparable to one another regardless of the religion that the people in those countries practiced (Shirokanova, 2015). It was discovered that the cultures of work ethics in Canada, Japan, and Morocco share a culture of high horizontal collectivism, which is characterized by a high level of cooperation among colleagues (Ladhari et al., 2015). The majority of the countries that were used as samples in the studies that were looked at are not only geographically distant from one another but also historically had distinct cultural orientations.

## 7. CONCLUSIONS AND RECOMMENDATIONS

The concepts of globalization and work ethics were examined in this study. There are many virtues to be imitated in terms of attitude toward work in the various perspectives on work ethics that have emerged from various cultures and religions, though they may contain some flaws. Only if nations, businesses, and individuals are more receptive to globalization will the advantages of other cultural values and orientations be realized. Even though there are still nationalistic and ethnocentric barriers to globalization, many of the reviewed empirical studies have found evidence of its effects on various countries' work ethics. Recent studies generally



tend to point to a significant negative impact of globalization on work ethics. This might imply that although these psychological biases are potent, they are only short-term solutions. Globalization typically removes these obstacles over time.

The findings of the studies under review have some ramifications for nations, corporate entities, and specific employees. Contrary to what conventionalists claim, globalization does have an impact on how people view working at different levels and in different countries. In response, nations frequently set up rules to control the transfer of economic value across national borders. However, there is little effort put into ensuring that the transfer of socio-cultural and political values is moderately regulated. Since every culture has both positive and negative aspects, it is not necessary to view these values with skepticism. An effort should be made to regulate what comes in rather than going to either extreme (allowing nothing and everything). This will aid in maximizing positives and minimizing negatives.

The phrase "fold their hands and hope for the best" is unaffordable for governments. People drive development, so governments can create immigration policies that entice people with particular work preferences to do work that will support both economic and cultural development. Countries like Canada and Australia have recently started to tailor their immigration policies in order to draw in people of a particular caliber, which has improved their economic performance. This may imply that those who hold these prejudices are a minority of people. A convergence of attitudes toward work and interpersonal relationships was also evident in some of the studies that were reviewed. It is also crucial to note that these outcomes are not predetermined. The results of this study may be accurate as of the time of the study but may change subsequently because globalization is a dynamic process.

The studies under review have some ramifications for nations, corporate entities, and specific employees. Contrary to what conventionalists claim, globalization does have an impact on how people view working at different levels and in different countries. In response, nations frequently set up rules to control the transfer of economic value across national borders. However, there is little effort put into ensuring that the transfer of socio-cultural and political values is moderately regulated. Since every culture has both positive and negative aspects, it is not necessary to view these values with skepticism. An effort should be made to regulate what comes in rather than going to either extreme (allowing nothing and everything). This will aid in maximizing positives and minimizing negatives. The phrase "fold their hands and hope for the best" is unaffordable for governments. People drive development, so governments can create immigration laws that are attractive and have been found to show some degree of harmonization of work ethics. Only if nations, businesses, and individuals are open to globalization will this increase in work ethic dynamics be realized, which can aid in the character development of individual workers.

Additionally, businesses will observe more variations in employee attitude where there is a convergence of work ethics. Such dynamics might be advantageous because they might reveal fresh approaches to problems that might outperform traditional ones. However, this new method of operation could be acquired through technology transfer and other commercial means. Work ethics continue to be a key component of value creation that can give a company a global competitive advantage. For instance, due to their reputation for being tough and efficient, many construction companies prefer to employ Germans. And in fact, many of the top construction firms around the world, both German and non-German, frequently employ a large number of Germans. Each type of attitude toward work has advantages and a preferred context, so convergence can result in a more complete work environment than one that only has one or the other. People who are inclined to work in ways that will advance both cultural and economic development. Countries like Canada and Australia have recently started to tailor their immigration policies in order to draw in people of a particular caliber, which has improved their economic performance. It is not surprising that they are one of the nations studied because of this.

## REFERENCES

- Abas, M.C., Imam, O.A., 2016. Graduates' Competence on Employability Skills and Job Performance.
- Abun, D., Magallanes, T., Foronda, S.L.G.L., Joy, M., 2021. Encarnacion Employees' Workplace Well-Being and Work Engagement of Divine Word Colleges' Employees in Ilocos Region, Philippines. [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3780563](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3780563)
- Adeyeye, J.O., Adeniji, A.A., Osinbanjo, A.O., Oludayo, O.A., 2015. Effects of Workplace Ethics on Employees and Organisational Productivity in Nigeria 2015 <https://core.ac.uk/download/pdf/32226324.pdf>
- Benedicto, H.R., 2020. Work Ethics and Job Performance of Government Employees in a Component City September/October 2020 <https://philssj.org/index.php/main/issue/view/7>
- Benedicto, H.R., Caelian, M.V., 2021. The Influence of Work Ethics on Job Performance of Government Employees January-March 2021 <https://philssj.org/index.php/main/article/view/313>
- Berman, E.M., 2017. Public Administration in Southeast Asia: Thailand, Philippines, Malaysia 2017. [https://books.google.com.ph/books?id=QB03DwAAQBAJ&pg=PA196&dq=Employees%20ethics%20and%20work%20performance%20in%20the%20philippines&hl=en&sa=X&ved=2ahUKEwiH17-AxMX4AhVxE6YKHevBAQ8Q6AF6BAGMEAM&fbclid=IwAR2xmdODe3ac\\_v9PCFn85xUzYv5NTHVYqD\\_7PY\\_ofSrdDSRRs07xx8yqUc#v=onepage&q=Employees%20ethics%20and%20work%20performance%20in%20the%20philippines&f=false](https://books.google.com.ph/books?id=QB03DwAAQBAJ&pg=PA196&dq=Employees%20ethics%20and%20work%20performance%20in%20the%20philippines&hl=en&sa=X&ved=2ahUKEwiH17-AxMX4AhVxE6YKHevBAQ8Q6AF6BAGMEAM&fbclid=IwAR2xmdODe3ac_v9PCFn85xUzYv5NTHVYqD_7PY_ofSrdDSRRs07xx8yqUc#v=onepage&q=Employees%20ethics%20and%20work%20performance%20in%20the%20philippines&f=false)
- Burgess, J., Connell, J., nd. Globalisation and Work in Asia. <https://books.google.com.ph/books?id=OLikAgAAQBAJ&pg=PA138&dq=employees%20ethics%20and%20work%20performed%20the%20philippines&hl=en&sa=X&ved=2ahUKEwiv8jijMX4AhVXAKYKHfQoA1Q6AF6BAGJEM&fbclid=IwAR1PblyZD9PcpIpljg DXWlgUWHmTJ44yX-S3S6QELdyBfnbdGxJmJ-ZOL8#v=onepage&q=employees%20ethics%20and%20work%20performed%20the%20philippines&f=false>
- Cuñat, V., Guadalupe, M., 2019. Globalization and the Provision of Incentives inside the Firm: The Effect of Foreign Competition. <https://www.journals.uchicago.edu/doi/abs/10.1086/599817>
- Dolphin, T., 2015. Technology, Globalisation and The Future Of Work In Europe March. [https://www.oxfordmartin.ox.ac.uk/downloads/academic/technology-globalisation-future-of-work\\_Mar2015.pdf](https://www.oxfordmartin.ox.ac.uk/downloads/academic/technology-globalisation-future-of-work_Mar2015.pdf)
- Domingo, M.O.Z., Reyes, D.R., 2011. Performance Management Reforms in the Philippines. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315089287-20/performance-management-reforms-philippines-ma-oliva-domingo-danilo-reyes>
- Domingo, O.Z., Reyes, D.R., 2011. Performance Management Reforms in the Philippines [https://scholar.google.com/scholar?start=20&q=Employees+Ethics+and+Work+Performance+in+the+philippines&hl=en&as\\_sdt=0,5](https://scholar.google.com/scholar?start=20&q=Employees+Ethics+and+Work+Performance+in+the+philippines&hl=en&as_sdt=0,5)
- French, J.L., Wokutch, R.E., 2015. Child Workers, Globalization, and International Business Ethics: A Case Study in Brazil's Export-Oriented Shoe Industry 23 January 2015 <https://www.cambridge.org/core/journals/business-ethics-quarterly/article/abs/child-workers-globalization-and-international-business-ethics-a-case-study-in-brazils-exportoriented-shoe-industry/B67A269FCCE0AA80A6F161A4391F183C>
- Guadalupe, M., Cuñat, V., 2003. Globalization and the Labor Market 01 September 2003 [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs\\_q&abs&t=1655978447977&u=%23p%3DtzOhA1hFHDIJ](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs_q&abs&t=1655978447977&u=%23p%3DtzOhA1hFHDIJ)
- Hassi, A., Balambo, M.A., Aboramadan, M., 2021. Impacts of spirituality, intrinsic religiosity and Islamic work ethics on employee performance in Morocco: the mediating role of intrinsic motivation. <https://www.emerald.com/insight/content/doi/10.1108/JIABR-05-2020-0131/full/html?fbclid=IwAR0cxfkGid0aWjEzKaT0q1lhakhj39YUP8dsz0ytzL8j0yQy7b2SQH-qk>
- Japhet imhanzeno be Impact of globalization on work ethics: A review of existing literature July-September 2021 [https://www.researchgate.net/publication/354919226\\_Impact\\_of\\_globalization\\_on\\_work\\_ethics\\_A\\_review\\_of\\_existing\\_literature](https://www.researchgate.net/publication/354919226_Impact_of_globalization_on_work_ethics_A_review_of_existing_literature)

- Japhet Imhanzenobe Impact of globalization on work ethics: A review of existing literature September 2021 <https://academicjournals.org/journal/JEIF/article-full-text/4956ED767750>
- José, A., Sison, G., 1997. Antonette Palma- Angeles Business Ethics in The Philippines [https://www.google.com/url?sa=t&source=web&rct=j&url=https://eric.ed.gov/%3Fid%3DEJ1108534&ved=2ahUKewii2P6rls\\_4AhUIZ2wGHQ8gB9AQFnoECBMQAQ&usq=A0vVaw1Hx3ySLcdF37cM\\_6aa19cn](https://www.google.com/url?sa=t&source=web&rct=j&url=https://eric.ed.gov/%3Fid%3DEJ1108534&ved=2ahUKewii2P6rls_4AhUIZ2wGHQ8gB9AQFnoECBMQAQ&usq=A0vVaw1Hx3ySLcdF37cM_6aa19cn)  
<https://link.springer.com/article/10.1023/A:1005854829315?fbclid=IwAR00YxgTGrTOLS>  
YUuTI3koQXSIDAjDtkHjgA2WcGn2p1OgnSdTbx6MQGCrs
- Kang, S.W., 2019. Sustainable Influence of Ethical Leadership on Work Performance: Empirical Study of Multinational Enterprise in South Korea 1 June 2019. <https://www.mdpi.com/2071-1050/11/11/3101>
- Kazi, T.B., 2011. Effects of Globalization on Work and Organizations: Exploring Post- Industrialism, Post-Fordism, Work and Management in the Global Era 2011 <http://www.inquiriesjournal.com/articles/1693/effects-of-globalization-on-work-and-organizations-exploring-post-industrialism-post-fordism-work-and-management-in-the-global-era>
- Llenares, I.I., 2015. Contribution of Demographics and Human Resource Management Practices to Work Values of Employees in the Philippines. [https://www.researchgate.net/publication/284508375\\_Contribution\\_of\\_Demographics\\_and\\_Human\\_Resource\\_Management\\_Practices\\_to\\_Work\\_Values\\_of\\_Employees\\_in\\_the\\_Philippines](https://www.researchgate.net/publication/284508375_Contribution_of_Demographics_and_Human_Resource_Management_Practices_to_Work_Values_of_Employees_in_the_Philippines)
- Marimuthu, M., and Arokiasamy, L., and Ismail, M., 2017. Human Capital Development and Its Impact on Firm Performance: Evidence from Developmental Economics 20 Mar 2017 [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs\\_qabs&t=1655978511827&u=%23p%3D7dBSE-WfnH4j](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs_qabs&t=1655978511827&u=%23p%3D7dBSE-WfnH4j)
- McFarlin, K., 2019. The Effects of Globalization in the Workplace <https://smallbusiness.chron.com/effects-globalization-workplace-10738.html>
- Michel A., DI PIETRO The Impact of Globalisation on Employment <https://ec.europa.eu/eurostat/documents/1001617/4576272/SESSION-II-DOC-4.pdf>
- Miñon, C.G., 2014. Workplace Spirituality, Work Ethics, And Organizational Justice As Related To Job Performance Among State University Educators. [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=employees%20ethics%20work%20performance%20in%20the%20philippines&btnG=&fbclid=IwAR2DNxHp-dANVzCsLrd34EkD-YrG0-UtfSaDI090N-wlwdLjmcPQUyinhI#d=gs\\_qabs&t=1656054426602&u=%23p%3DnYwQck7clnwj](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=employees%20ethics%20work%20performance%20in%20the%20philippines&btnG=&fbclid=IwAR2DNxHp-dANVzCsLrd34EkD-YrG0-UtfSaDI090N-wlwdLjmcPQUyinhI#d=gs_qabs&t=1656054426602&u=%23p%3DnYwQck7clnwj)
- Nabaz, G.A., Abdullah, N., 2021. The Impact of Human Resource Management Practice on Organizational Performance 23 Apr 2021. [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs\\_qabs&t=1655978609882&u=%23p%3DilXHRiuV5p0j](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs_qabs&t=1655978609882&u=%23p%3DilXHRiuV5p0j)
- Natale, S.M., Rothschild, B.M., Rotschild, B.N., Sora, J.W., Madden, T.M., 1995. Work Values: Education, Organization, and Religious Concerns. [https://books.google.com.ph/books?id=a4-Mzj15YToC&dq=Employees+ethics+and+work+performance+in+the+philippines&source=gbns\\_navlinks\\_s](https://books.google.com.ph/books?id=a4-Mzj15YToC&dq=Employees+ethics+and+work+performance+in+the+philippines&source=gbns_navlinks_s)
- Neveling, P., 2017. Impact of Globalization on Local Culture. <https://www.bombessays.com/impact-of-globalization-on-local-culture/>
- Osibanjo, A.O., Akinbode, J.O., Falola, H.O., Oludayo, A.O., 2015. Work Ethics and Employees' Job Performance 2015. [http://www.m.www.na-businesspress.com/JLAE/OsibanjoAO\\_Web12\\_1\\_.pdf](http://www.m.www.na-businesspress.com/JLAE/OsibanjoAO_Web12_1_.pdf)
- Ossai, L., 2012. The Impact of globalization on the 'New' Employment relationship <https://lucilleossai.com/blog/2012/04/28/the-impact-of-globalisation-on-the-new-employment-relationship/>
- Quierrez, J., Idian, R.A., 2018. Business Ethics: Impact To Employee Behavior And Productivity. [https://www.researchgate.net/publication/326534535\\_BUSINESS\\_ETHICS\\_IMPACT\\_TO\\_EMPLOYEE\\_BEHAVIOR\\_AND\\_PRODUCTIVITY](https://www.researchgate.net/publication/326534535_BUSINESS_ETHICS_IMPACT_TO_EMPLOYEE_BEHAVIOR_AND_PRODUCTIVITY)
- Rama, M., 2013. Globalization and Workers in Developing Countries January 31. [https://scholar.google.com/scholar?hl=en&as\\_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs\\_qabs&t=1655978571753&u=%23p%3Dr6ZPjkjQAIYj](https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=foreign+literature+about+Globalization+and+its+Impact+to+Employees+and+Work+Performance&btnG=#d=gs_qabs&t=1655978571753&u=%23p%3Dr6ZPjkjQAIYj)
- Runtu, D., Aldrin, N., Merdiaty, N., 2019. Effect of work ethics on job performance with adversity quotient as a mediator <http://www.ssbfnct.com/ojs/index.php/ijrbs/article/view/457>
- Shahzad, I., Javed, A., Pirzada, S.S., Nasreen, S., Khanam, F., 2014. Impact of Employee Motivation on Employee Performance Nov 23, <https://core.ac.uk/reader/234625730>
- Sharma, T., 2014. Business Ethics : Impact of Globalization December 2014 [https://www.researchgate.net/publication/271531654\\_Business\\_Ethics\\_Impact\\_of\\_Globalization](https://www.researchgate.net/publication/271531654_Business_Ethics_Impact_of_Globalization)
- Usop, A.M., Kadtong, M.L., Amir, D., Usop, S.O., 2013. The Significant Relationship Between Work Performance And Job Satisfaction In Philippines. [https://www.researchgate.net/publication/236017106\\_THE\\_SIGNIFICANT\\_RELATIONSHIP\\_BETWEEN\\_WORK\\_PERFORMANCE\\_AND\\_JOB\\_SATISFACTION\\_IN\\_PHILIPPINES](https://www.researchgate.net/publication/236017106_THE_SIGNIFICANT_RELATIONSHIP_BETWEEN_WORK_PERFORMANCE_AND_JOB_SATISFACTION_IN_PHILIPPINES)

