Personal Public Service Ethics as a Public Servant

Saeed Abdi Jama

Department of Political Science, School of Public Affairs, St. Cloud State University, St. Cloud, United States

Email address:

Saeedalladi@gmail.com, Saeed.jama@proinitiative.org

Abstract: This article argues that the code of ethics for the professionals working in both the government and nonprofit organizations should advance the interest of the public before their own, and the public interests should always come first in a professional code of ethics, whether they work for the government or a nonprofit. In order for every citizen to have complete faith in the honesty of the government or nonprofit organizations, it is important to promote sound ethical standards. Fair and respectful treatment of the general population is required. This entails abstaining from misusing special privileges, violating the public trust, and improperly using public office for personal gain. These organizations and people need to uphold high moral standards and act with integrity and responsibility. The article argues that public workers should be reliable to the public services; they should behave impartially and refrain from abusing their positions in the government and shouldn't grant any private parties or people preferential treatment. Therefore, this should be regarded by the government to be against their ethics standards. Moreover, the article stated that our moral principles should direct the work of the public servant; the "does and don'ts" of public service, such as the use of sound judgment, responsibility, having integrity, and accountability. This is the proper norm that ought to direct the work of the public servant.

Keywords: Public Servant, Public Service, Personal Ethics, Values, Administration, Government, Nonprofit Organizations

1. Introduction

According to James, H. Personal ethics in public service clearly examines the morality of human conduct to ensure adherence with the accepted norms or standard of behavior. It is concerned with the righteousness or wrong doings of any individual manifested by his actions, and this is called morality; thus, ethics and morality have the same application and meaning [1]. James, H explains "the code of ethics is best regarded as a general statement of core values which define the professional role of the public servant". In general, modern civil service codes of ethics set out broad high-level principles such as Integrity, Accountability, Responsibility, Trustworthiness, etc. [2]". This paper gives an attention to how these principles are applied in specific circumstances at the individual level and also explains how individuals can create their own personal ethics.

"Although Thomas, L and Cynthia, L don't suggest that this plan is the one for all public administration in all situations at all times. They argued that each person must make his or her choices in terms of personal professional ethics and as a time and situations change. Additionally, both authors are Strongly suggesting that personal ethics be updated to adjust to new situation.

2. Personal Code of Ethics

The ability to articulate and apply a public service perspective leads to transparency. According to Board Source, "transparency is an ethical standard with a widespread availability of relevant, reliable information about the performance, financial position, and governance of an organization" [3]. Public and nonprofit leaders must be able to comprehend and use public service concepts to improve service delivery.

According to Steven, J and Kenneth, M. Developing a sense of public duty leads to improved personal and professional ethics. Public administration is a profession that prepares students to work with the broader public while maintaining ethical standards [9]. Ethics are critical components of public service delivery, and ethical standards are demanded of both government and nonprofit employees [4]. Donors trust organizations when ethical standards are

established and maintained programs become more successful and efficient.

Denhardt, R Contends that Utilizing for the public service perspective leads to Personal accountability. Nonprofit organizations are not only accountable to the beneficiaries and the donors but also to the public for ethical behavior and compliance with guidelines [5].

According to Golensky, M and Hager, M argues that the ability to articulate and apply public service perspective should leads to privacy. Public leaders are expected to maintain privacy whenever they work with people especially donors who do not like their secret information shared with other people/nonprofits without their consent [6].

2.1. Receptivity Personal Growth

According to Thomas, L and Cynthia, L. This principle is about being receptive to our own continuing ethical growth and awareness of its larger significance over a lifetime [13]. As new situations develop, our physical and ethical circumstances change. This code of ethic encourages each person to be receptive to professional ethical growth. without growth, the ethical development of the person is arrested and the benefits from it are not attained [8].

2.2. Serving the Public Interest

According to James, H. As a public servant, you will maintain and strengthen the public trust and confidence in public, by demonstrating the highest standards of professional competence, efficiency, and effectiveness, upholding the Constitution and the laws, and seeking to advance the public good at all times [7].

2.3. Transparency

James, H. Stated that as a public servant, you will use resources for public good, under public policy. You will be accountable for the decisions you make and prepare to justify your actions [7].

2.4. Fairness

James, H. Argues that public servants must make decisions and act in a fair and equitable manner, without bias or prejudice, by considering only the merits of the matter, and respecting the rights of affected citizens [7].

2.5. Responsiveness

According to James, H. It's required from the public servants to serve the legitimate interests and needs of the public agencies, other civil servants, and all citizens, in a timely manner, with care, respect and courtesy [7].

2.6. Efficiency and Effectiveness

James, H. Argues that as a public servant, it is required from you to obtain best value for public assets deployed in or through public management, and to avoid waste and extravagance in expenditure and the use of public assets [7].

3. Moral Development

3.1. My Own Lessons

According to Thomas, L and Cynthia, L. live experience combined with moral reflection provide important lessons on what we consider are important life situations as they likely contain one or more ethical lessons for us [13]. Since the morale development is cognitive, each person can learn from their own life experiences, specially from their negative experience, as noted by Schopenheauer in chapter 4. The trick is to begin to recognize the moral mindful lessons in your life [13].

3.2. Compassion and Heart

According to Thomas and Cynthia argues that internal/external learning opportunities occurs, a person or group is seen as just being human instead of being identified by physical characteristics "e.g., race, gender, age, physical make-up, sexual orientation, religion, and nationality." This allows oneness to move forward without confrontation [13].

Bozeman, B and Su, X defines Egocentric as a people who identify others in terms of their physical attributes, and they use these distinctions to separate themselves from others and the larger oneness [2].

According to Saeed, Jama. Some countries in East Africa have a different perspective for the cultural diversity; foreigners or people of other religions sometimes have found it difficult to adapt to the workplace, and they felt intimidated at times, and there was a significant difference in the workplace. This is because a society with limited knowledge does not take cultural diversity into account [12].

3.3. Importance of Facilitator and Small Group Discussion

Thomas, L and Cynthia, L. mentioned that positive learning opportunity of oneness is difficult to describe, but they know it when they feel it. In addition, most people admire it when they see it in the actions of others. The fact that can be helpful to the trainer [13].

According to Saeed. Jama's critique: when a group of people comes together, it's necessary to recognize several key factors in order to promote teamwork and activity. We understand that teamwork plays an important role in our daily lives and every field profession is slowly moving towards team-based work; we understand also that failure to adopt as a team-based work can be a disastrous for any assignment team and we tried to avoid individually owned idea rather than a collective idea and allow our team and have a capacity to work together [12].

According to Lewis, W and Gilman C. Small group discussions could perform different roles in any team setting to succeed; our roles denote the pattern of behavior that each and every one in our team is contributed towards the progress of winning that game. Working as group can help solve difficult problems [10].

3.4. Lifelong Learning

Although my personal values serve as a foundation for determining what is good and wrong, they also guide my everyday behaviors and emotions. My parents had an important influence in the formation of my basic personal values, which include personal integrity, excellence, responsibility, family, and ambition (Saeed. J, 2020). Moreover, Thomas, L and Cynthia, L argues these influences have exhibited rule-based, end-based, and virtue-based approaches to deciding what behavior is consistent with these core principles [13].

Saeed, J. believes that change thrills to those who enjoy possibilities for growth, such as seeing and learning about new things or who enjoy challenging the established order [12]. Goss. P. has stated that values and the necessity for establishing plans can fulfill the task goals as a public servant after when he/she acquired the necessity skills and knowledge to serve for the public. The public servant should:

1) Work more strategically rather than harder.
2) Manage competing priorities and better align daily activities with his/her goals [5].

4. Conclusion

Public and Nonprofit organizations are held to a higher moral standard because of their social and community values associated with their mission. To work for the people they serve, public and nonprofit managers must have or develop the necessary public service abilities. Public administrators should have the ability to articulate and apply public service ethics because since it promotes transparency, personal accountability, privacy and appreciates diversity.

By displaying the highest levels of professional competence, efficiency, and effectiveness as a public servant, you will retain and build public trust and confidence. You will be held accountable for your decisions, and you should be prepared to defend your conduct (Howard Whitton, 2001). As a public servant, you should have to be open and respect same manner to all individuals, such as elderly people, youth, women, and those with impairments. Finally, egocentric persons judge others based on their physical characteristics. Since we are all working together, I prefer to interact rather than discriminate. We recognize the importance of collaboration in our daily lives. Any assignment team's failure to adapt as a team-based work can be disastrous. Brainstorming is a great way for the team to share ideas and collaborate.

References

[1] Aspanet.org. (2018). The *Code of Ethics.*

[2] Bozeman, B., & Su, X. (2015). Public service motivation concepts and theory*: A critique. Public Administration Review, 75, 700–710.*

[3] Bowman, J. (1990). Ethics in government: *A national survey of public administrators. Public Administration Review 50 (3), 345–353.*

[4] Denhardt, R. B. (2020). *Managing human behavior in public and nonprofit organizations*. Cq Press.

[5] Goss, R. P. (1996). A distinct public administration ethics? *Journal of Public Administration Research and Theory, 6 (4), 573–597.*

[6] Golensky, M. (2020). *Strategic Leadership and Management in Nonprofit Organizations: theory and practice.* Oxford Univ Press Us.

[7] James H. Svara. (2022). *The ethics Primer for Public administrators in government and nonprofit organizations: 3rd edition.*

[8] John A. Rohr. (1998). *Public service ethics and constitutional practice.*

[9] J Steven Ott, & C Kenneth Meyer. (2016). *Understanding nonprofit organizations: governance, leadership, and management.* Westview Press.

[10] Lewis, C. W., & Gilman, S. C. (2012). The ethics challenge in public administration: *A problem solving guide. New York, NY: John Wiley & Sons.*

[11] McQuire (2018). *Research.va.gov. http://www.research.va.gov/programs/pride/conferences/docs/ McQuire-Ethics.ppt*

[12] Saeed A. Jama, (2020). *unpublished manuscript - St. Cloud State University.*

[13] Thomas D. Lynch and Cynthia E. Lynch. (2019). *Ethics and Professionalism in the Public Service.*