RESEARCH ARTICLE

Management Disruptions and Business Growth of Public and Private Sector Enterprise in Delta State, Nigeria

Ogor Tessy Morka [1], Ifeanyi Harold Aliku [2]

Abstract

The main objective of the study was to compare management disruptions and business growth in both public and private sector enterprises. It involved four public sectors and four private sector enterprises, which comprised 221 respondents from staff and management of the enterprises as the sample size for the study. A stratified sampling technique was adopted for the study. Validated structured questionnaires were used for data collection. The statistical techniques adopted for processing the data and testing the hypotheses for this study were comparing mean using independent samples t-test via the use of statistical package for social science (SPSS) software version 21. Descriptive statistics and frequency analysis was used to explain the tables of the various variables. The mean response was tested using a student t-test. The findings of the study revealed that personal values which is the first variable revealed that there is no significant difference in ethical leadership and business growth between the Public and Private enterprises (Sig = .728, P>0.05). Similarly, Social values which is the second variable showed that there is no significant difference in management disruptions and business growth between the Public and Private enterprises (Sig =.238, P>0.05). Moral values which is the third variable showed that there is also no significant difference in management disruptions and business growth between the Public and Private enterprises (Sig =.007, P>0.05). The study concluded that the leadership of the public and private enterprise should have the ethical values, interpersonal qualities and capabilities to carry out the different tasks as needed by the organizations. Hence, the study recommended that the efforts in promoting management disruptions practices in public and private enterprises must start and be perceptible at the top of the organization.

Keywords: Management disruptions, business growth, public-private sector.

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1. Introduction

Since the 1980s, both developed and emerging economies have begun to introduce public sector management reforms. The public sector is under pressure to implement private sector directions. This proposal shows that in emerging markets like Nigeria, there are significant differences in governance practices between the two sectors. Ethical behavior of employees within an organization is not a new concept and continues to make headlines in most newspapers. Steinberg argued that ethics in the business world of an organization includes "ordinary decency" including areas such as honesty, honesty and fairness. Ethical behavior is seen as part of the social responsibility of every organization's individuals to ensure its stability and survival, Adenubi.[1]

Organizations cannot ignore ethics. In fact, some ethical principles add to our corporate values. However, organizations need help integrating ethical practices and competencies, but first they need to develop and share an understanding of ethics within their organizations. Many researchers have pointed out that an organization's ethics have a significant impact on ensuring that it achieves its goals. This inspired the development of a formal code of ethics, cited by Lok, to govern the ethical behavior of employees. It has been observed that over 85% of organizations have developed and disseminated an organizational code of conduct that significantly influences the ethical behavior of their respective employees. The proposal indicates that the existence of a formal code of ethics generally ensures the highest standards of behavior and discourages unethical behavior among organizational members.[2]

However, experience has shown that these formal norms are often compromised by adherence to informal norms, known as norms characterized

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primarily by isolation and solidarity. The growing pressure from stakeholders, including consumers, investors and communities, for organizations to act in an ethical and socially responsible manner can no longer be ignored. Ethical behavior of employees within an organization is not a new concept and continues to make headlines in most newspapers. Steinberg argued that ethics in the business world of an organization includes "ordinary decency" including areas such as honesty, honesty and fairness. Ethical behavior is seen as part of the social responsibility of every organization's individuals to ensure its stability and survival, Adenubi. Geetu shows that organizations cannot ignore ethics. In fact, some ethical principles add to our corporate values. However, organizations need help integrating ethical practices and competencies, but this first requires a better and shared understanding of ethics within the organization. Many researchers point out that an organization's ethics have a significant impact on ensuring that it achieves its goals.[3]

This has influenced the formulation of a formal code of ethics which regulates employees' ethical conduct, Peters and Waterman as cited by Lok. It has been observed that more than 85 per cent of organizations have developed and distributed organizational codes of conduct to significantly affect the ethical conduct of their respective employees, Rossy. [4]

For three decades now, many readings examined the need for good leadership behaviour. From a prescriptive point, Avey, Palanski, & This inspired the development of a formal code of ethics, cited by Lok , to govern the ethical behavior of employees. Peters and Waterman. Over 85% of his organizations have been observed to develop and disseminate organizational codes of conduct that have a significant impact on the ethical behavior of their respective employees. Over the past three decades, much research has been done on the need for good leadership. Avey, Palanski, and Walumbwa find that the growing complexity of management and its growing impact on the growing number of internal and external investors has led to a growing prestige for seeking an ethical perspective for these organizations claims to be stronger. Prescriptive methods suggest that ethical context improves worker performance, and managers are prominent providers of this framework. A leader's main responsibility is to find the mission of the organization and achieve its main goals. [5]

The Study of Udenta acknowledges that all approaches are only valid if they serve the purpose of enhancing the productivity needs of the time. This is achieved by adhering to industry ethical standards and work practices. Ezeani states that it remains a true tool for achieving national and socio-economic growth. Obadan, Establishing a Public Company and That Means Economic Growth For many reasons, even in many developing countries there is insufficient funding available to the private sector for certain goods and services. In countries with mixed economies, such as the United Kingdom, France, Canada, Turkey and Nigeria, governments have made it clear that they and their economies would be better managed if most of the business was transferred to the private sector accept the truth. Better. In Africa, mainly in his 1980s, when the macroeconomic policy environment resulting from the aftermath of the crisis was unable to keep up with the resulting inefficiencies in resource allocation, the poor performance of listed companies was the subject of much criticism. [6]

2. The Problem

Businesses today experience a rapid communication system, managers of a firm cannot afford to engage in unethical practices because of its damaging effect but also the harmful publicity that it will create and the consequent impact on the value. This remains a crucial issue in many organizations practicing ethical leadership from the top management it is not just its effect on the firm's value but also on its employees because unethical leadership may have an unfriendly effect. The deficiency of ethical leadership in Nigeria has badly affected stakeholders and caused many to lose interest in the system. The existence and constancy of any enterprise be it public or private is dependent on the quality of its ethical leadership. Despite numerous reforms introduced by the government to strengthen public and private enterprises, an unethical attitude abounds. Hence, regulators' and researchers' attention have turned towards investigating this apparatus. The unethical practice seems to have intensified over time in past decades which has accounted for various unruly practices knowledgeable by a wide array of firms across the globe. Public and private enterprises will be heading towards shutting down and eventual collapse should unethical practices continue. The performance of these sectors in Nigeria is nothing to write home about. The annoyance of the Nigerian Public enterprises has been that of emphasized roles, it is puzzling to play a welfare role and run a profitable venture. The image is so depraved that it has come to denote inefficiency, red tape, lack of initiative and corruption, this may not be justified but it reflects apparent dissatisfaction with public establishments. [7]

This has led to the fact that public and private enterprise respectively has failed to live up to their potential and have therefore become impossible. The difficulties of both public and private enterprises are multi-faceted such as operational inefficiency, poor employee relation, overstaffing, lack of coordination at the staff level, poor motivation, conflicting objectives and functional connection disorder that is, and under-utilization of staff. Hence, this study tends to investigate the comparative analysis of wok ethics in public and private enterprises. [8]

3. Research questions

1. Is there any significant difference between personal value and business growth in public and private enterprises?

2. Is there any significant difference between social value and business growth in public and private enterprises?

3. Is there any significant difference between moral value and business growth in public and private enterprises?

4. Objectives

1. Examine the effect of personal values on business growth in public and private enterprises;
2. Assess the effect of social values and business growth in the public and private enterprises;
3. Ascertain the effect of moral values on business growth in public and private enterprises.

5. Research Hypotheses

Ho1: There is no significant difference between personal values and business growth in public and private enterprises.

Ho2: There is no significant difference between social values and business growth in public and private enterprises.

Ho3: There is no significant difference between moral values and business growth in public and private enterprises.

6. Review of Related Literature
Conceptual review
Concept of Collaborative Works Ethics

Ethics originated from the Greek word "ethos" meaning custom or character. It is a continuous discovery and reaffirmation and evaluation of own values and principles. Brown defined the concept as "the demonstration of normatively appropriate conduct through personal actions and interpersonal relationships, and the promotion of such conduct to followers through two-way communication, reinforcement and decision-making". There is also the problem of criterion of good leadership as such; sometimes being ethical seems reasonable and appropriate in the short run and it is not right in the long run. Sometimes, leaders have moral intentions, but due to their incompetence creates unethical outcomes. An individual with a moral mind, reminds himself of his actions with the following question: "Do I want to be a better person, worker and citizen? Can all the workers have the same mindset like me-and do all that I do, it will surely make the world a better place. Definitions of the important concepts used in the study are; Ethics can be defined as the art and discipline of applying principles and frameworks to analyze and resolve complex moral dilemmas, Rossy. According to Trevino, ethics are moral principles that explain what is right or wrong, good or bad and what is appropriate or inappropriate in various settings. Candy defines ethics as the system of rules that govern the ordering of values. Inner also defines ethics as a philosophy of human conduct; reflecting prevailing values especially those of moral nature. To sum up the above definitions, ethics can be defined as standards of morality that guide individuals and organizations in following certain norms of conduct when dealing with each other. Ethics involves some hard features, like duties and rights (most of them legal), that are mandatory for all and soft components, like values, aspirations or best practices that are desirable but not compulsory and can vary from one organization to another. [9,10,11,12,13,14,15]

7. Business growth

The outcome or contribution of employees to make them attain goals is seen as business growth while performance may be used to define what an organisation has accomplished concerning the process, results, relevance and success. The two dimensions of employee behaviour and activities in business growth according to Kahya are; task performance and contextual performance. Task performance is employee behaviour and activities that directly involve the transformation of raw materials to goods and services, which are specific to the job or the core technical skill. [16,17,18,19]

7.1 Advantages of Higher Employees' Performance

The following can be seen as the advantages of higher performance to both the individuals, organisation, society and nation as a whole: Profit improves and that leads to progress of the business and Goodwill of the organisation goes high. All of these contribute to the development of the national economy and the living standard of the society as a whole. [20,21,22]]

7.2 Public and Private Sector Management in Nigeria

Public sector management, therefore, is a gracious merger of private sector practices and the traditional aspects of public administration, giving public administration a sharper cutting edge in terms of risk-taking, flexibility, performance measurement, and goal achievement. [23,24,25,26,27,28,29,30]

Put simply, public sector management is the result of the integration of the best practices, processes and developments in the management of private sector organizations and public administration. This gives rise to a new way of conducting the business of the state. The combination of these three elements makes up the behaviours of a manager, with the argument that there isn't much difference between a manager in the public sector and the private sector. This is the leadership definition for the public managers", while the private managers are responsible to the board of directors and owners/shareholders. Nigeria is the most populous country in Africa and has the largest concentration of black people in the world. It is one of the richest and most powerful nations in Africa, and it is currently the largest economy in Africa and among the first ten fastest growing economies in the world. Unfortunately, it is among the most corrupt nations in the world with ineffective public sector performance. From independence to date, public sector organizations in Nigeria have witnessed lots of reforms

and policies without the requisite political will for their implementation. It has been observed that lack of transparency in public sector management, moral laxity of public sector managers, weak government institutions, high level of interference by the political class, manipulation by the top administrative class, ethnicity, nepotism, favouritism, religious considerations, Federal Character Principle in recruitment and promotions among other dysfunctional factors are significant in stimulating ineffective management of public sector organizations in Nigeria. [31,32,33,34,35,36,37,38]

Also, with over-bloated federal, state and local government employees, the Nigerian public sector is the largest employer of labour in Nigera. In societies where the provision of vital social services is heavily dependent on the government, the management of public sector organizations must exhibit a high level of effectiveness. Public sector managers should be placed at the centre of any research to make public sector organizations function effectively because public sector organizations are the medium for good governance and delivery of public goods and services. Incidentally, public sector organizations in Nigeria are deeply affected by systemic corruption and this negatively affects the provision of public goods and services and good governance in Nigeria. This negatively impacts the well-being of the average citizen. When public sector managers collect bribes to certify the poor quality of contract jobs and services that were rendered to the government, the public gain nothing, but contend with poor quality projects. [39,40,41,42,43,44,45,46]

7.3 Public and Private Enterprises.

An enterprise can be defined as "a consciously coordinated social unit, composed of two or more people that functions on a relatively continuous basis to achieve a common goal or set of goals" posit that an enterprise has a relatively identifiable boundary, which helps distinguish members from non-members. The boundary which can change with time may not be clear. Enterprises also have some continuing bonds which may not mean life-long membership, since enterprises face constant change in their membership. Enterprises can be differentiated into two generic groups: private enterprises and public sector enterprises. Private enterprises are owned and financed by individuals who are partners and/or shareholders in the company and are accountable to their owners or members. They vary widely in nature and size and the type of goods and services they provide. [47,48,49,50,51]

Public sector enterprises are usually owned and controlled by the federal or state governments, headed by ministers appointed by the government. The appointment of the ministers is usually political and most of the ministers are posted to enterprises where they know little or nothing about. Public and private enterprises both have similarities and differences in the tasks, activities, contexts, personal demands and rewards of public and private executives. Individuals are

likely to weigh the relative importance. The similarities and differences are in sharply different ways depending on their personalities, values, cognitive styles and expectations. Thus, comparisons between government and business almost invariably contain significant elements of subjectivity and for this reason are difficult to interpret. [52,53,54,55,56,57,58,59]

However, in drawing dichotomies between public and private sector enterprises, it is best done by the analysis of the enterprise ownership and purpose; the relationships of the enterprise with the environment; the scope and content of executive decisions and the structure of entrepreneurial authority. [60,61,62,63,64,65]

The Nigerian public and private sector: a comparison. [66,67,68,69,70]

A management comparison of the two sectors begins by highlighting the differences in operating styles. While the private sector uses wage differentials as an incentive to improve productivity and efficiency, the public sector is a drag on workers, corruption, waste, bureaucracy and inefficiency. [71]

Nigerian Public service enterprises are bureaucratic; hierarchical and staffed mainly by permanent career officials. Employment and job security are guaranteed while the promotion is largely based on seniority and remuneration is fixed. Private sector organizations, on the other hand, are more focused on making profits, so they are recruited primarily on a merit-based basis, although they may be tiered. Incentives are motivated by efficiency, increasing rewards for more efficient employees. Promotion is highly merit-based. The same fate followed the merger of the Nigerian Electricity Authority and the Nigerian Dam Authority to form the Nigerian Electricity Authorit. The impact of political and social pressures on decision-making in Nigerian public sector organizations is a point of comparison rather than a purely economic and efficiency-based metric. Private sector organizations (particularly public enterprises) are required by law to publish their results in the form of income statements and balance sheets in national newspapers every year. This brings accountability to the decision-making processes of private sector organizations and bases those decisions on effectiveness and efficiency. [72,73]

Another important point of comparison is financial management. The Nigerian public sector relies on the parliament, which approves the budget and submits the administration to the government to ensure that the budget (by the same administration) is implemented as approved. The private sector has a complete separation between financial and administrative departments. The National Immunization Program (NPI) – a public sector initiative – has limited effectiveness due to poor management and poor reporting. (WHO, 2013). Public sector performance monitoring is limited to budget monitoring and annual performance evaluations, although reports indicate no link between firm growth and financial data. In the private sector, on the other hand, corporate growth comes with additional incentives. As

such, performance monitoring is often monitored on an individual basis rather than the company-wide annual performance review. [74,75,76,77]

The following table presents a brief and concise comparison of selected management practices in both the private and public sectors of Nigeria. [78,79]

Management disruptions and Business Growth

Performance is described as the attainment of the goals formulated by elected politicians in public organizations and by stakeholders in private organizations. Existing research has consistently found that transformational leadership is positively associated with business growth both generally and in the public sector. Egger-Peitler et al, Gabris & Ihrke, suggest that the effect of work ethics depends on the level of transformational leadership. The existing few studies of the combined effect of the leadership strategies also suggest that combined transactional/transformational leadership leads to even higher performance than any of the leadership strategies separately. [80]

Relationship between personal values and Business Growth.

Individual values and attitudes to sustainability in different cultural settings Exploring the interplay between the three interrelated pillars of sustainability and the influence of individual values on these pillars It necessarily suggests the need to analyze these assumptions in a more complex context. The management literature provides a natural starting point for considering employee behavior and attitudes, cultural differences that are important to organizations. Cultural differences are the basis of our assumptions. The behavioral literature ascribes an important role to organizational values (such as organizational culture). Differences in cultural backgrounds have a significant impact on managerial behavior. This raises the question of whether the impact of employee values on employee attitudes and perceptions of sustainability is culturally bound or universal across cultures. As a result, it can be argued that differences in values (in the context of cultural attitudes) have a significant impact on sustainability issues. We believe that differences in general values among employees lead to differences in general attitudes towards sustainable development. The example of EU member states Slovenia and Romania is that both countries have very similar institutional arrangements, similar GDPs (e.g. Romania has not yet accepted the euro), similar problems and very similar stages of development indicates that These are all former transitional countries, but their cultures vary greatly according to cultural aspects and other measures proposed. [81]

Relationship between Moral Value and Business Growth.

Workplace values research is trending because of connections in the management field .

Motivation, employee satisfaction, organizational engagement, cross-cultural management. In the workplace, values guide behavior and ultimately affect motivation and profitability. Some organizations are therefore moving towards adopting value-based management, an agenda in which core corporate values are shaped, realized and put into practice by all members of the organization. An organization's workplace values set the tone for the company's culture and reflect what is important to the organization as a whole. According to values have emotional, cognitive and behavioral dimensions and are believed to be related to motivation. Workplace values are the most important guiding principles in how we work. Use these ingrained principles to help you choose between the right and wrong ways to work and make important decisions and career decisions. An organization's values are beliefs held so strongly that they guide people's actions and determine how people interact and treat each other and the selection and evaluation of events. Along with defined behaviors, values set minimum expectations for the behavior of everyone within an organization and help lay the foundation for an organization's culture. When a company's executives create a mission statement, they are likely deciding what values the company should communicate to the public. Organizational values and structures promote personal growth and enhance self-esteem. A strong sense of self makes it easier for individuals to become part of a community without losing their personal identity. A fulfilling job must also go hand in hand with a fulfilling life outside of work. Inspiring organizational values promote the development of the whole or the whole individual. A mission statement helps you find candidates whose personalities align with these values, reduces friction in the workplace, and helps promote a positive work environment. and to represent the workplace values of the organization. It's important that your employees' values align with these. Brown argues that alignment of values fosters a sense of connectedness and wholeness within an organization that fosters personal and organizational growth. That way, people understand each other, everyone does the right thing for the right reasons, and a shared purpose and understanding can lead to great working relationships. As has been emphasized, this is an important aspect of developing a core value in this new work order as workers' identification with the organization as a social community.

8. Theoretical review
Leader-Member Exchange (LMX) Theory

Leader-Member Exchange (LMX) developed by Dansereau, Graenand Haga (1975) is a managerial behaviour theory. It explains the relationship between a leader and his/her subordinates. Leader-Member Exchange (LMX) theory explains the exchanges that occur between members of a "dyadic" relationship, which leads to the influence a leader makes on his followers. These exchanges have been classified as either those of close relationship that makes the leader have a high leader-member exchange or as

those of formal relationship with subordinates, that make the leader have a low leader-member exchange. The theory explains that leader-member exchange between a manager and the subordinates is relatively long-lasting, which influences the performance of the employees under the leader. Conversely, low leader-member exchanges have a negative relationship with the elements above.

LMX theory has been hailed as one of the hallmarks of organizational efficiency and effectiveness. Also, organizations that put LMX theory into practice largely attain their goals. The implication of LMX theory to this study is that the behaviour displayed by managers in the workplace, both in public and private sector organizations, in relating with subordinates and performing managerial roles is germane in encouraging openness and honesty to reduce unethical behaviours and ensuring effectiveness and efficiency in the running of the enterprises, either public or private organizations.

9. Trait theory

The trait theory of leadership argues that there are certain traits which effective leaders should possess. Ogunabameru found that even among the traits most commonly cited in empirical studies, intelligence, achievement, dependability, and socio-economic status. He further argued that this might be because someone with one or more of these traits might be so different from others in the group that he would be viewed more as a deviant than a leader. The facelessness trait studies and many contemporary studies can be traced to several methodological and measurement problems, first, the measurement of personality traits is still an inexact science. There is a considerable amount of disagreement regarding even the most familiar and most frequently tested traits. Intelligence, for example, is measured in many different ways while there is generally some correlation in an intelligence test, it is common for a person to score high on one test ad relatively low on another. Second, there is a failure to distinguish between effective and ineffective leadership.

One might have a great deal of leadership capacity and have little ability to lead others in productive activity. Nwankwo stated that "characteristics like decisiveness, charisma, intelligence, enthusiasm, strength, bravery, integrity, self-confidence etc have been suggested as relevant traits which leaders should possess". Mahatma Gandhi, Martin Luther King (Jr) Adolf Hitler etc. were all leaders, but for sure, they were individuals with utterly different characteristics. Herein lies the futility of the trait theory. If this theory were to be valid then all leaders should possess specific characteristics that could be identified in each.

10. Empirical review

Carmen and Bostjan investigated the impact of employee values on attitudes towards sustainable development. Examples are Slovenia and Romania. The main purpose of this paper is to examine the impact of employee values on the economic, environmental and social dimensions of sustainable development. Since the proposed research agenda sees sustainability as a unity of her three fundamental dimensions, it adds value to a sub discussion common in the literature on the impact of individual values on each dimension of the triple bottom line. increase. Moreover, although the relationships between dimensions of sustainable development have been examined empirically, this has not yet been done in the literature. These results demonstrate that personal values play an important role in employee perceptions of different aspects of sustainability. While the Slovenian worker understands sustainability as the integration of his three dimensions: economic, environmental and social, the results of the Romanian sample indicate that sustainability mainly includes environmental and social dimensions. indicates that it is included. The findings also show that countries with different cultural backgrounds understand the content of the concept of sustainability differently. This result is reported for her two culturally distinct EU Member States, namely Slovenia and Romania.

Cedric; et al. worked on the concept of workplace values and their impact on business growth and profitability. This paper is a study of relevant literature on the concept of workplace values and its correlation with organizational performance and profitability. The general purpose of this research is to determine whether the workplace or company values held by employees affect performance and therefore profitability. Values determine what individuals value in their daily lives and help shape their behavior in every situation they encounter. Values often strongly influence both attitudes and behavior, so they serve as a kind of personal compass for employees' behavior in the workplace. Values help determine whether employees are passionate about their jobs and workplaces. This can lead to superior revenue, high employee satisfaction, strong team dynamics and synergies. The study found that inspiring workplace values that encourage and empower employees to do their best every day and bring their best ideas to work drive not only personal growth, but organizational performance and profitability. It turns out that

11. Tools and Methodology

The cross-sectional survey research design was used. It was chosen because it assists the researcher in getting the required data and also in answering the research questions to achieve the research objectives. The population of 500 comprised staff and management of selected parastatals and private firms in Asaba, Delta. They are the Ministry of Information and Communication, Ministry of Finance, Nigerian Television Authority, Delta Broadcasting Service, Union Bank Plc, First Bank Plc, Mobile Telephone Network (MTN) Nigeria and Global network (Glo), Asaba, Delta State. These firms were chosen based on nearness to the research base, a large number of employees as well as convenience. Questionnaires were the instrument used

for data collection. A sample size of 221 was derived using Taro Yamani's sample size determination. n = 221. Mathematical and statistical techniques were employed in analyzing and interpreting the outcome of the research instrument. The statistical techniques adopted for processing the data and testing the hypotheses for this study were comparing mean using independent samples t-test via the use of statistical package for social science (SPSS) software version 21. Descriptive statistics and frequency analysis was used to explain the tables of the various variables. The mean response was tested using a student t-test.

Decision Rule: Reject the null hypothesis (H0) if the p-value is less than 0.05 (5%) and if not, accept the null hypothesis and reject the alternate.

The decision rule for the study stated that we should reject the null hypothesis (H0) if the p-value is less than 0.05 (5%) and if not, do not reject the null hypothesis. Therefore, it was indicated in table 4.1 that personal values which is the first variable revealed that there is no significant difference in management disruptions and business growth between the Public and Private enterprises (Sig = .728, P>0.05). Similarly, Social values which is the second variable showed that there is no significant difference in management disruptions and business growth between the Public and Private enterprises (Sig =.238, P>0.05). Moral values which is the third variable showed that there is also no significant difference in management disruptions and business growth between the Public and Private enterprises (Sig =.007, P>0.05).

12. Test of Hypotheses

The student t-test was used as an analytical tool for determining the comparison between the variables. The p-values in the independent sample test table were used for testing the study hypotheses.

12.1 Hypothesis One

Ho1: There is no significant difference in personal values on management disruptions and business growth between the public and private enterprises.

Since the P value calculated in table 4.1 is greater than the critical level of significance (.728>0.05), the null hypothesis was accepted while the alternate hypothesis was rejected this implies that there is no significant difference between personal values on management disruptions and business growth between public and private enterprise.

12.2 Hypothesis Two

Ho2: There is no significant difference in social values on management disruptions and business growth between the public and private enterprises.

Since the p-value calculated in table 4.1 is greater than the critical level of significance (.238>0.05), there was a need to accept the null hypothesis and reject the alternate hypothesis. This showed that there is no significant difference in social values on management

disruptions and business growth between public and private enterprises.

12.3 Hypothesis Three

Ho3: There is no significant difference in moral values on management disruptions and business growth between the public and private enterprises.

The P value calculated in table 4.1 is greater than the critical level of significance (.007>0.05) the null hypothesis was accepted and the alternate was rejected; this implies that there is no significant difference in moral values on management disruptions and business growth between public and private enterprise.

13. Discussion of Findings

Following the data analysis conducted and the review of the related literature in chapter two, the discussion of the findings of this study is presented thus:

Personal values management disruptions and business growth in public and private enterprise

From the results of frequency analysis in both the public and private sector enterprises, it revealed that the majority of the respondents overwhelmingly responded either positively or negatively to the various statements with regards to personal values on ethical leadership and business growth in both the public and private enterprises. Furthermore, it was reported in table 4.1 using the student t-test that personal values have no significant difference in management disruptions and business growth of public and private enterprises (Sig = .728, P>0.05).

These findings are in line with Ebitu who affirmed that work ethics are applicable to accentuate an ethical consensus in a business relationship, activities and actions with customers to survive, stabilize and grow; as customers expect a level of acceptable conduct from business organizations through product/service quality, avoiding deceptive adverts, product safety and fairness in all dealings. Also in tandem with Haque public sector has been under increasing pressure to adopt private sector orientations. Lynge, this, in inference, shows that there are inherent peculiarities involved in the ethical practices of both sectors in developing countries.

14. Social values on management disruptions and business growth in public and private enterprise

The results of frequency analysis in both the public and private sector enterprises revealed that the majority of the respondents overwhelmingly responded either positively or negatively to the various statements about social values on management disruptions and business growth in public and private enterprises. Furthermore, table 4.1 showed that social value has a positive influence on private enterprise performance (Sig = .238, P>0.05). Furthermore, it was reported in table 4.1 using the student t-test that there

is no significant difference between social values on management disruptions and business growth of the public and private enterprise (.238>0.05).

These findings are consistent with the view of Matanmi, (2007) that the concept of efficiency as applicable to the context of the employment relationship is a function of proper management of employees at work, including the adherence to workplace ethical standards. This is also in agreement with Qiu (2013) who posited that absenteeism, unwarranted breaks, stealing of organization property, converting office equipment for personal use, and gossiping are characteristic of unethical conduct and are liable to affect public and private enterprises. Hence, commitment and satisfaction become immaterial if it does not infuse with integrity Arnold, (2009).

Moral Values on management disruptions and business growth in public and private enterprise

From the results of frequency analysis in both the public and private sector enterprises, it disclosed that the majority of the respondents overwhelmingly responded either positively or negatively to the various statements concerning moral values on management disruptions and business growth of the public and private enterprises. It was reported that moral values have no significant difference in management disruptions and business growth of the public and private enterprise (Sig = .007, P>0.05). Hence, the test of the hypothesis indicated in the table above revealed that moral values have no significant difference in management disruptions and business growth of the public and private enterprise (.007>0.05).

These findings are consistent with Obasi's (2003) assertion that an unfavourable work attitude could come as a result of a poor relationship with a leader/manager, lack of recognition, inequality, inconsistent promotion, lack of training, trust and honouring the commitment.
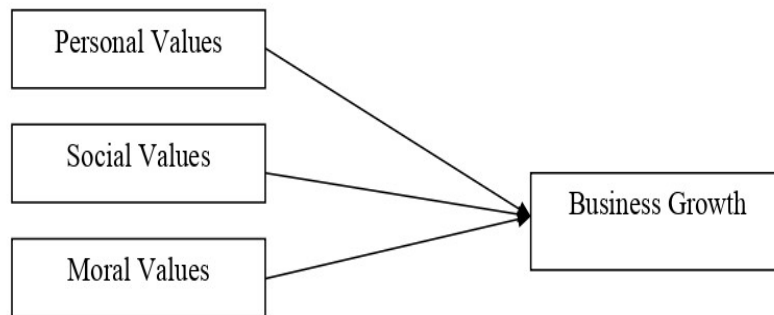

Fig 1: The Conceptual framework Source: Researchers Model (2022)

Results
Data Analysis

Table Independent samples test Table 4.1
The result of the student t-test is shown in the table below:

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.	95% Confidence Interval of the Difference		
									Lower	Upper	
Personal values	Equal variances assumed	.133	.728	21.449	6	.000	534.000	24.896	473.081	594.919	
	Equal variances not assumed			21.449	5.598	.000	534.000	24.896	472.006	595.994	
Social values	Equal variances assumed	1.734	.236	24.669	6	.000	562.500	22.802	506.706	618.294	
	Equal variances not assumed			24.669	4.234	.000	562.500	22.802	500.550	624.450	
Moral values	Equal variances assumed	15.704	.007	28.430	6	.000	649.750	22.854	593.828	705.672	
	Equal variances not assumed			28.430	5.134	.000	649.750	22.854	591.460	708.040	

15. Conclusion

In so much as the public sector is controlled by the government and the private sector is controlled by individuals, which makes them different but the truth remains that ethical rules and regulations are guiding the running of both sectors. Therefore, from the study, though there may be bureaucratic bottlenecks in the public sector that makes decisions a little bit challenging due to the hierarchical nature of the public sector; it remains that ethics and corporate governance rules are enshrined and remain the same in private sector enterprises. The findings of this study showed that there are ethics in every organization, the only issue remains the duration by which instructions and decisions are being carried out in the different sectors. This is because the public sector is not profit-oriented while the private sector is profit-oriented, hence the private sector always tries to remove any bureaucratic bottlenecks to increase output.

Management disruptions are very crucial for any organization (both public and private) to succeed. Ethical behaviours such as clarifying roles, sharing power, and acting fairly signal that these leaders can be seen as ideal representatives of the group and that in turn implies they can be trusted. Furthermore, such trusted leaders are perceived as more effective. If leaders are ethical, they can ensure that ethical practices are carried out throughout the organization.

Management disruptions can give employees satisfaction and motivation in their work, and then it leads to an increase in performance. The results showed that ethical leadership plays a vital role in contributing to business growth. Hence, managers should concern themselves with applying management disruptions in areas such as discussion of business ethics or values with the employee, setting an example of how to do things the right way in tandem with ethics and having the paramount concern of employees in mind. Corporate ethical values are the predictors of influence in terms of building ethical values and ambition in the management and the employees. So, corporate ethical values are the basic component of ethical leadership and business growth in public and private enterprises.

So, there must be collaborative efforts of the leaders and the organizational employees to tow the ethical highway to enhance their performance. These ethical values are important factors for organizational success in both public and private enterprises.

Recommendations

i. The efforts in promoting ethical behaviour practices in the public and private enterprise must start and be perceptible at the top of the organization. It will enable individual evaluation of areas for ethical risks such as guidance issues, monitoring and adherence to ethical codes, monitoring policy and overseeing ethics training programmes, the CEO must be the chief ethic officer.

ii. The values and norms of the workplace should be following ethical issues with the systematic approach of total quality management of ethics.

iii. Organisations should confirm that all employees partake in ethics training/programmes. This will serve as an opportunity for employees to learn and evaluate the impact of ethics on activities and organisational performance.

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