

2005 National Business Ethics Survey (NBES)

Ethics Resource Center

Survey

- 3,015 American workers
 - Corporate, non-profit organizations, Government
- 4th Survey since 1994

NBES Findings

- 52% observed some misconduct in workplace in last year.
 - 55% who observed misconduct, reported it to management.
 - Down 10% from 2003 survey
- “Misconduct”—violation of law or ethics standard

Misconduct Observed

- 18% observed employees placing their interests over organizational interests
- 19% observed lying to employees, customers, vendors, or public
- 11% observed stealing or theft
- 16% observed misrepresentation of actual time worked

Ethics Programs

- 69% of employees report their organizations have ethics training.
 - Increase of 14% from 2003
- 86% of employees indicated their organizations had written standards.
- 67% of employees said supervisors evaluate ethical conduct as part of their performance evaluation.

Effect of Corporate Ethical Culture

- Observing misconduct:
 - Weak ethical culture: 70%
 - Strong ethical culture: 34%
- Likely to report misconduct:
 - Weak ethical culture: 48%
 - Strong ethical culture: 79%

Effect of Corporate Ethical Culture

- When employees perceived that others were held accountable for their actions, overall satisfaction increased 32%.

Effect of Ethical Corporate Culture

■ NBES Conclusion:

- “Culture had a stronger impact on the results or outcomes reported by employees than did formal ethics and compliance programs.”
- “This data shows, for example, that management needs to lead by example to set the right tone throughout the whole organization.”

DoD Survey

- Conducted by Ethics Resource Center
- November 21 to December 16
- Senior leadership (SES, FO, GO)
- Acquisition Workforce
- First empirical data for DoD
- Please complete the survey!!!!