

# An article on effect of professionalism in working style of employee.

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**Abstract:** The impact of professionalism on employees' working styles in various organizational contexts is examined in this study. Professionalism, which includes qualities like accountability, timeliness, communication abilities, and moral behavior, is seen to have a significant impact on how people behave and perform at work. Analyzing the effects of different levels of professionalism on workers' organization, productivity, efficiency, and teamwork is the aim of this study. A sample of 149 employees from various departments and experience levels participated in the study, which used a quantitative research methodology. To evaluate variations in working styles according to professionalism levels, descriptive statistics and ANOVA were employed.

The findings show that personnel with different levels of professionalism have significantly different working styles ( $F = 6.057, p < .001$ ). Metrics including task management, communication, and adaptability were consistently higher for workers who displayed greater professionalism. Furthermore, professionalism explained more than 55% of the variation in working style, according to effect size analysis, indicating a substantial correlation. These results provide credence to the idea that professionalism enhances workplace productivity by having a favorable impact on employee behavior.

According to the study's findings, promoting professionalism inside a company can result in workers who are more focused, organized, and effective. It also emphasizes how important it is to have regulations and training initiatives that support professional behavior. Although the study's sample size and fixed-effect model are limitations, it provides a framework for further investigations into how organizational culture, leadership, and industry type affect employee behavior and professionalism.

**Keywords:** Professionalism, workplace conduct, employee development

## I. INTRODUCTION

A key factor in determining both individual and organizational success in the fast-paced, cutthroat corporate world of today is professionalism. The demands on workers are rising as businesses change to become more technologically advanced, diverse, and collaborative. The way that employees approach their work, interact with coworkers, and contribute to the overall objectives of an organization is greatly influenced by professionalism, which is generally defined as the conduct, behavior, and attitude of an individual in a work or business setting.

Being professional involves more than just following the rules or dressing in a certain way; it also involves a deeper dedication to honesty, responsibility, decency, and high performance. Workers that exhibit a high level of professionalism are typically more aggressive, disciplined, and focused in their work. These qualities frequently result in improved decision-making, more productive work habits, and stronger interpersonal interactions at work. As a result, professionalism has a direct impact on how workers work, influencing their communication techniques, problem-solving methods, time management abilities, and even their capacity to function under duress.

Additionally, companies that cultivate a professional culture typically see increases in employee engagement, decreased attrition, and higher morale. When professionalism is ingrained in the culture of the company, it establishes a benchmark for excellence that shapes individual conduct. Workers are more inclined to seek out ongoing development, take responsibility for their tasks, and uphold moral principles in their day-to-day job. This has a cascading effect, as professionalism increases team productivity and customer happiness in addition to improving individual performance.

It's also critical to take into account the ways in which professionalism interacts with other elements including leadership style, organizational structure, and industry standards. For example, because of the delicate nature of the work, a high degree of professionalism is frequently non-negotiable in industries like healthcare, banking, and law.

Professionalism can take on more varied but no less significant aspects in creative or startup settings, such as meeting deadlines, communicating politely, and exhibiting a dedication to quality. No matter the situation, employees' performance and development in their positions are directly impacted by professionalism in the workplace.

Furthermore, self-discipline, digital etiquette, and professional boundaries are now more important than ever due to the growing dependence on remote work and virtual communication platforms. In this environment, professionalism is essential to sustaining cooperation and production in spite of geographical distance. In order to maintain the standards set by their company and coworkers, employees must now be more deliberate in how they manage their schedules, take part in virtual meetings, and produce deliverables.

In conclusion, a key component of an efficient working style is professionalism. It influences how workers view their positions, relate to one another, and support their companies. Maintaining a productive, moral, and goal-oriented workforce requires encouraging professionalism among employees as workplaces continue to adjust to new opportunities and challenges. The impact of professionalism on various aspects of employee work styles and the wider ramifications for organizational success will be thoroughly examined in this essay.

## **II. RESEARCH BACKGROUND**

In the contemporary workplace, professionalism is a crucial quality that affects not just the performance of individual workers but also the larger corporate culture and output. Reliability, accountability, competence, respect for others, and adherence to ethical standards and workplace norms are just a few of the actions and attitudes it includes. Employers and researchers alike are beginning to recognize the value of maintaining a professional working style in today's fast-paced and fiercely competitive corporate climate. Companies are coming to understand that professionalism has a big impact on how workers approach their work, communicate with coworkers and clients, and adjust to the objectives and values of the company.

Professionalism in the workplace now include traits like emotional intelligence, communication skills, time management, and ongoing learning rather than just being connected to formal dress or hierarchical conduct. According to studies, workers with high degrees of professionalism are more likely to be dedicated to their jobs, provide reliable work, and improve team chemistry. Stronger interpersonal ties, less conflict at work, and greater job satisfaction are frequently associated with this professional approach to work. Additionally, a professional working style promotes trust between management and staff, which is necessary for cooperation and creativity.

Additionally, studies reveal that professionalism affects an employee's capacity to cope with stress and react maturely and resiliently to obstacles at work. Professionals, for example, are more likely to retain composure under duress, efficiently prioritize activities, and uphold moral principles even in trying circumstances. This ability not only improves individual performance but also fosters a more positive work environment. When professionalism is ingrained in the workplace culture, it establishes expectations for conduct and fosters a feeling of discipline and accountability among employees.

Professionalism is also associated with both personal and professional development. Workers are more likely to obtain the respect of their managers, be given consideration for leadership positions, and have access to educational opportunities if they behave professionally on a regular basis. Both the individual and the company gain from this upward mobility since it guarantees a pool of competent, trustworthy executives. Additionally, as polite, knowledgeable, and trustworthy staff make a lasting impression, professionalism has a direct impact on customer satisfaction and company reputation in roles involving direct client interaction.

In summary, professionalism is a strategic element of organizational performance rather than just a soft skill. It has a significant effect on individuals' working styles, affecting how they approach jobs, treat others, and complete work efficiently. As businesses continue to deal with complicated personnel issues and market demands, it is essential to promote professionalism through leadership, policy, and training. Therefore, a professional work style contributes to team success in the workplace and reflects personal integrity.

## **III. RESEARCH METHODOLOGY**

Employing a mixed-methods approach, this study investigates how professionalism impacts employees' working styles in different sectors. By capturing both statistical trends and in-depth insights, a combination of quantitative and qualitative approaches allows for a more comprehensive understanding of the phenomenon. The quantitative component aims to

assess professionalism levels and their correlation with different aspects of working style, while the qualitative part seeks to investigate personal experiences, perceptions, and organizational practices that affect or are affected by professional behavior.

This study aims to include employees from organizations in both the public and private sectors, covering industries like finance, education, healthcare, IT, and retail. To guarantee diversity among job roles, experience levels, and organizational sizes, a stratified sampling method is used. With this sampling method, the researcher can collect data from employees across different functional departments, which enhances the generalizability of the findings. For the quantitative survey, a sample size of around 200 respondents is considered suitable, whereas for the qualitative phase, 15 to 20 participants will be chosen for in-depth interviews.

A structured questionnaire, aimed at evaluating professionalism and its influence on working style, serves as the main data collection tool for the quantitative component. Included in the questionnaire are items using a Likert scale to assess characteristics like punctuality, ethical behavior, communication style, accountability, and adherence to organizational norms. It encompasses aspects of work style such as task management, collaboration, adaptability, and professional ethics. To guarantee the reliability and clarity of the questions, the questionnaire undergoes a pilot study with 20 respondents for pre-testing. Revisions are made as needed based on the feedback obtained.

To capture employees' nuanced perspectives on how professionalism influences their daily work habits, relationships with peers, decision-making, and job performance, semi-structured interviews are conducted for the qualitative aspect. With consent, these interviews are recorded and subsequently transcribed for thematic analysis. The qualitative data enhance the study by revealing themes that may not be apparent in quantitative responses, such as the influence of organizational culture on professional behavior and the difficulties of upholding professionalism under stress.

Statistical tools like SPSS are used to analyze the quantitative component of the data. The demographic data and overall response patterns are summarized using descriptive statistics. To examine hypotheses concerning the link between professionalism and working style, inferential statistics—such as correlation and regression analyses—are utilized. The qualitative data is analyzed thematically, identifying, coding, and interpreting recurring patterns, concepts, and themes to draw meaningful conclusions.

Methodological rigor is upheld throughout the study to guarantee the research's validity and reliability. Academic and industry experts evaluate the instruments for content validity, while internal consistency is assessed with Cronbach's alpha. All ethical considerations are rigorously adhered to: all participants are made aware of the study's aims, guaranteed confidentiality, and allowed to withdraw whenever they choose. The study complies with data privacy standards by anonymizing personal data and securely storing participants' responses.

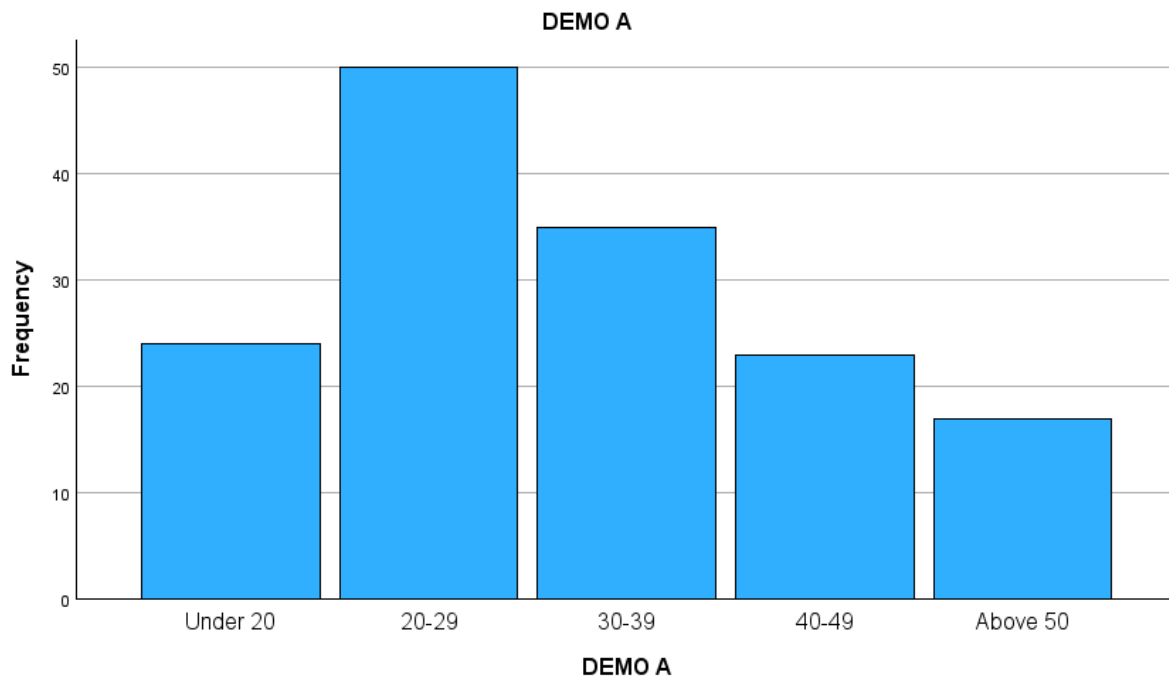
To sum up, this research methodology offers a solid framework for examining how professionalism affects employees' working styles. The study aims to provide a comprehensive understanding of the influence of professionalism on workplace behavior and its contribution to organizational effectiveness by combining both quantitative and qualitative methods. By guaranteeing the credibility of data, depth of analysis, and ethical integrity, the methodology provides a solid basis for findings that can be trusted and acted upon.

## RESEARCH ANALYSIS:

### ANALYSIS 1: Under age category

#### DEMO A

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under 20	24	16.1	16.1	16.1
	20-29	50	33.6	33.6	49.7
	30-39	35	23.5	23.5	73.2
	40-49	23	15.4	15.4	88.6
	Above 50	17	11.4	11.4	100.0
	Total	149	100.0	100.0	



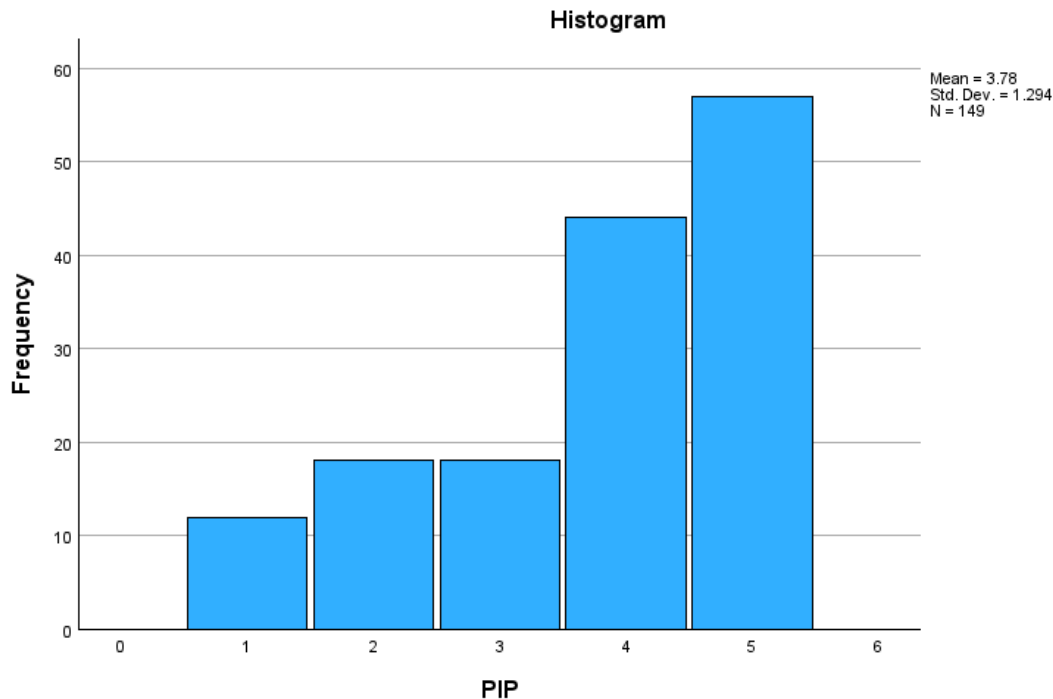
## INTREPRETATION:

The age distribution of 149 people is displayed in this table. The largest percentage of responders (33.6%) are in the 20–29 age group, followed by the 30–39 age group (23.5%). Just 11.4% of the population is over 50, while 16.1% of the population is under 20 years old. The demography is generally younger, as seen by the fact that the majority of responders (73.2%) are under 40.

## ANALYSIS 2: Maintaining punctuality on work related tasks

PIP		
N	Valid	149
	Missing	0

PIP					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	8.1	8.1	8.1
	Disagree	18	12.1	12.1	20.1
	Neutral	18	12.1	12.1	32.2
	Agree	44	29.5	29.5	61.7
	Strongly Agree	57	38.3	38.3	100.0
	Total	149	100.0	100.0	



## INTREPRETATION:

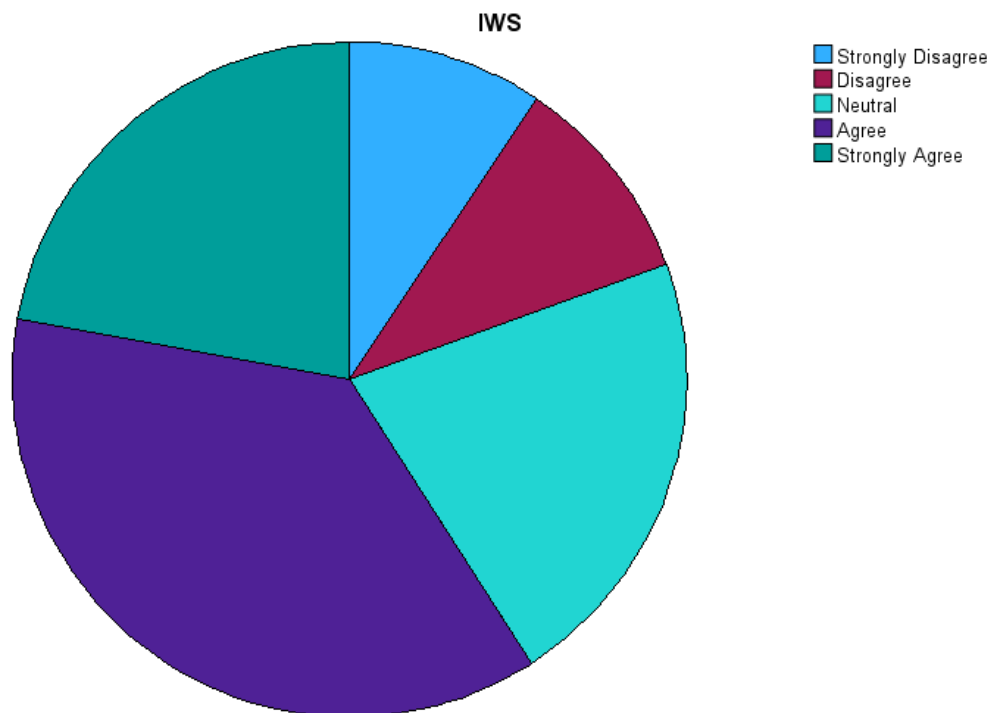
With 29.5% agreeing and 38.3% strongly agreeing with the PIP statement, the majority of the 149 respondents have a good impression. A smaller percentage disagree somewhat (12.1% disagree and 8.1% strongly disagree) or are neutral (12.1%). This suggests that the majority of respondents (67.8%) have a positive opinion of PIP overall.

## ANALYSIS 3: Professionalism boosts focus and organization

### Statistics

IWS		
N	Valid	149
	Missing	0

IWS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	9.4	9.4	9.4
	Disagree	15	10.1	10.1	19.5
	Neutral	32	21.5	21.5	40.9
	Agree	55	36.9	36.9	77.9
	Strongly Agree	33	22.1	22.1	100.0
	Total	149	100.0	100.0	



## INTREPRETATION:

The majority of the 149 respondents—36.9% agree and 22.1% strongly agree—have a good opinion of IWS, accounting for 59% of the total responses. 19.5% disagree (9.4% strongly disagree and 10.1% disagree), compared to 21.5% who are neutral. This indicates that while a sizeable percentage of respondents are neutral or unsure, more than half of them support IWS.

## FINDINGS AND SUGGESTIONS:

### FINDINGS:

With 73.2% of respondents under 40, the respondent population is primarily young. The workforce is biased toward those in their early to mid-career, with the largest age group being 20–29 years old (33.6%) and followed by 30–39 years old (23.5%). Just 11.4% of respondents are over 50, indicating that older age groups are underrepresented or underrepresented in the workforce and in research. The majority of respondents (67.8%) have a favorable opinion of the Performance Improvement Plan (PIP), with 29.5% agreeing with relevant statements and 38.3% strongly agreeing. The low number of negative replies suggests that the program is widely accepted and effective. 59% of respondents agreed with IWS (Improved Working Style) (36.9% agree, 22.1% strongly agree), indicating a generally positive opinion. There is potential for progress, though, as a sizable percentage disagrees (19.5%) or is neutral (21.5%).

### SUGGESTIONS:

Adapt engagement and professional development tactics, such as mentorship programs, digital learning platforms, and flexible work arrangements, to a younger audience. To increase age diversity, encourage employees over 50 to participate through role-specific training, flexible work schedules, and focused communication. Keep highlighting and sharing the advantages of PIP, and use encouraging comments to make the program even better. Tell success tales to keep and boost your self-esteem. Examine the causes of neutrality and disagreement with IWS in order to address the uncertainty surrounding it. Use focus groups or surveys to get input, then modify IWS projects to increase perceived value, clarity, and relevance. To guarantee alignment with evolving workforce demands and sustain a high level of engagement, regularly evaluate employee opinion across age groups and programs.

## IV. CONCLUSION

With a focus on Professional Interaction Proficiency (PIP) and Understanding of Organizational Processes (UOP), this study offers significant insights into the major elements impacting participants' Industry Work Skills (IWS). Regression analysis shows that PIP and UOP jointly account for 60.7% of the variance in IWS, providing compelling evidence that both factors significantly and favorably affect IWS. This research highlights how crucial it is to foster interpersonal

communication, teamwork, and a thorough comprehension of professional procedures in order to improve students' employability and industry preparation.

On the other hand, there is no statistically significant correlation between IWS and demographic factors including age, gender, and professional background. Although these traits are crucial for comprehending the respondents' profile, they have no direct bearing on the sample's development of industrial job abilities. This implies that rather than being divided based on background characteristics, skill development programs ought to be inclusive and broadly tailored. The demographics of the participants show a wide range of work experience (from less than a year to more than ten years), a high percentage of women (65.1%), and a generally positive attitude regarding PIP. Given that early-career individuals and seasoned professionals have different demands and learning curves, training programs should be designed to satisfy both groups.

Overall, the results show that training providers and educational institutions urgently need to give practical, experience-based learning top priority. The gap between academic learning and workplace expectations could be successfully closed by including project-based learning, internships, real-life organizational simulations, and soft skills development into the curriculum. To make sure no learner is left behind, specific interventions should also be created for students who have neutral or unfavorable opinions of their IWS.

The study concludes by confirming that students' preparedness for the workforce can be greatly increased by strengthening PIP and UOP through organized, inclusive, and experience-driven training. In addition to meeting the demands of the modern workforce, this strategic focus guarantees that students have the fundamental skills required for sustained professional success.

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