



Role of organizational ethical climate to promoting socio economic development and professional commitment of women teachers

¹Pradeep Kumar, ²Dr. Neeraj Kumar

¹ Research Scholar, Department of B.Ed./M.Ed. (IASE), Faculty of Education and Allied Science, MJPRU, Bareilly.

² Supervisor, Assistant Professor, Department of B.Ed./M.Ed. (IASE), Faculty of Education and Allied Science, MJPRU, Bareilly.

Abstract

Women empowerment can be defined in many ways, including accepting women's perspectives, attempting to explore them, and raising the status of women through education, awareness, literacy, and training. Women empowerment enables women to take life-determining decisions through various social problems. They may have the opportunity to redefine gender roles or other such roles, which provides them more freedom to achieve desired goals. Women empowerment has become an important topic of discussion in development and economics. Economic empowerment allows women to gain control over and leverage over resources, assets, and income. It also helps women's ability to manage risk and improve their well-being. This may result in improved gender supporting attitudes that exist in a particular political or social context, and teacher service or stance may also be a means of empowerment. Women empowerment helps in promoting the status of women through literacy, education, training and awareness creation. Furthermore, women empowerment refers to the ability of women to make strategic life choices that were previously. Women teachers are important catalysts for empowerment. They are an essential part of both the child's education and his social, cultural and economic development.

Keywords: Empowerment, awareness, desired Goal, resources, creation, literacy.

Introduction

Education is the first and basic means for social empowerment. It is believed that education is the only tool through which women can realize their strong, equal and

useful role in the society. On the basis of education, efficiency, skills, knowledge and abilities develop in women in which leads to the development of a skilled woman teacher. It is the moral duty of an organization to prepare skilled women teachers who can move forward on the path of empowerment through their educational and ethical environment. Only when the moral environment of one's organization is purposeful can a woman, along with economic progress, overcome the difficulties in her life that a conservative society creates. On the basis of education and teaching work, efficiency, skills, knowledge and abilities of women develop. An educated woman not only benefits herself, but future generations also benefit from it. Complete preparation for acquiring any kind of skill and developing a wise attitude. Women's education will help in stopping their exploitation. Decision making ability There is a big standard of empowerment. In which can be possible through education about the ethical environment of an organization. The ability to take decisions about teaching work and education in the organization brings positive and meaningful results. There is a correlation. The direct effect of low educational level is the low level of human capital (women). Development, low skill levels and low participation in the labor market. Real status of women It affects the social and economic condition of the individual, family, society and nation. Ethical organization providing education aims to empower women through teaching and give them a successful life, the aim of which is to spread the light of knowledge and eradicate ignorance. To remove the area of darkness.

Organizational Ethical Climate

Organizational ethical climate also known as principles of business ethics are the values, principles, and standards that guide the individual and group behavior of people in an organization's environment. Organizational ethics are established to run and manage activities and business or organizational or any educational institutional situations to actively avoid harmful behavior. They are often laid out in codes of conduct, which establish moral and ethical requirements that employees and the organization must follow. Ethics is an important thread in higher education student affairs. began to understand the ethical climate to improve the way student affairs professionals interact with students, while creating pathways for intentional, sustainable dialogue and ongoing education for staff.

Whats need to implement organizational ethics

However, it is not always necessary for an organization to have an ethical code of conduct environment that is completely free from unethical behavior. It can be difficult to move toward ethical behavior in an organization. Only with a well-developed moral compass can one set one's goals through the endless decisions required to run a

prosperous business. The leadership of any organization must develop the ability to take appropriate decisions that are fair in both behavior and conduct. The value system of an efficient leader plays an important role in decision making in an ethical environment. Values define themselves from many sources. Whether they are inherited, assimilated through education, or established through educational institutions, a set of values practices work form the basis upon which moral reasoning will take place.

Contribution of organizational ethical climate to create socio-economic development and professional commitment in women empowerment

1. **Skill Development-** Women hone their leadership, communication and skills through education on organizational ethical climate. Also plays an important role in strengthening financial management, problem solving and decision making.
2. **Economic empowerment-** Teachers play an important role in making women economically prosperous. Through organizational ethical environment, youth are able to improve their skills in an ethical environment. Only through organizational ethical environment, they can make themselves empowered and capable in business or other Participates in some economic activities due to which the woman becomes economically empowered and prosperous.
3. **Research and development-** Women can understand research and technology-related skills through education in an organizational ethical environment. Education itself proves helpful in developing these skills among women to do research and technology. Due to which women work ahead in the field of research and technology.
4. **Global education-** The role of women's education is very important in enhancing international value. Unless women are educated, it will be difficult to promote international cultural cooperation and communication at the global level. When women are educated, they understand international value better.
5. **Vocational education-** In today's modern world, education works like a weapon for without education any student whether male or female cannot get employment. But through education he can make his career in various fields. That is, through education, women try for their intellectual development as well as skill development. And education plays an important role in women empowerment.
6. **Social development-** Organizational ethical environment among women and the role of education holds a very important place. If seen from the point of view of social development, if a woman is educated then it helps in promoting empathy,

cooperation, diversity, communication and civic participation through education.

A woman occupies higher positions and participates actively in social activities.

Objectives of study

1. To study the role of organizational ethical climate in empowering women teachers.
2. To study the role of awareness and empowerment among women teachers in organizational ethical climate.
3. To study the role of organizational ethical climate in establishing gender equality.
4. To study the role of organizational ethical climate in creating mutual cooperation and co-ordination between female teachers and male teachers.

Hypothesis of the study

1. Organizational ethical environment plays a significant role in empowering women teachers.
2. Organizational ethical environment has a significant role in awareness and empowerment of women teacher.
3. Organizational ethical climate has a significant role in creating equality on the basis of gender equality.
4. Organizational ethical climate has a significant role in creating mutual cooperation and coordination between female teachers and male teachers.

Suggestions

Neglect and discrimination towards women's education and employment should be eliminated in one day. Not only can it be changed, but with the cooperation of civil society and ethical environment. Government's initiative to raise the level of education across the country women's rights through carefully planned plans empowerment will definitely happen. For this, various obstacles coming in the way of women's education will have to be removed. Vocational training for women will have to be further strengthened. Gender discrimination in education should be removed and any obstacles in the education of sons and daughters there should not be any type of discrimination. For women's education the geographical distance of schools from home should be reduced. To bring awareness among the public about women's education. Influence of local social reformers and voluntary organizations there may be a role. Therefore they should be encouraged. The government should conduct educational development programs at the national level on a high priority basis, paying special attention to women's education. More and more educational institutions should be established. The government should promote girls' education among the poor, backward and weaker sections. To arouse enthusiasm towards overcoming economic backwardness. There is a need to take concrete steps.

organized and children's homes, both in the unorganized sector where women work should be established so that girls can drop out of school leaving his studies at home to take care of his siblings but don't have to stop.

Conclusions

The place of women in society is equally important as that of men. Because today women become strong as weak women and men are trying to keep pace with and the above study. The only conclusion that can be drawn from this is that as women's inclination towards education has increased i.e. they have become educated, anyway they have also become stronger in all social, economic and political fields. And has become self-reliant. Therefore, both men and women are in the chariot. They are like wheels. If one is weak and poor then the chariot of society cannot move forward smoothly. Clear that what will be the emerging step of an educated woman, only time will know will tell.

References

1. Kabeer, Naila. "Gender equality and women empowerment: A critical analysis of the third millennium development goal 1." *Gender & Development* 13.1 (2005): 13–24.
2. Aggarwal J. C., *Theory and Principle of Education*.
3. Aggarwal J. C., *Landmarks in the History of Modern*
4. *Indian Education*, Vikas Publishing House Pvt. Ltd.
5. B. N. Dash, *Principles of Education and Education in*
6. B. C. Rai, *History of Indian Education*.
7. B. C. Rai, *Problems and History of Indian Education*.
8. Bhatia and Bhatia, *The Philosophical and*
9. *Sociological Foundation of Education*.
10. Dr. R. S. Pandey, *Education in Emerging Indian society*.

Cite this Article:

¹Pradeep Kumar, ²Dr. Neeraj Kumar, "Role of organizational ethical climate to promoting socio economic development and professional commitment of women teachers" *Shiksha Samvad International Open Access Peer-Reviewed & Refereed Journal of Multidisciplinary Research*, ISSN: 2584-0983 (Online), Volume 03, Issue 01, pp.188-192, September 2025. Journal URL: <https://shikshasamvad.com/>



This is an Open Access Journal / article distributed under the terms of the Creative Commons Attribution License CC BY-NC-ND 3.0) which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited. All rights reserved



CERTIFICATE

of Publication

This Certificate is proudly presented to

Pradeep Kumar, Dr. Neeraj Kumar

For publication of research paper title

**Role of organizational ethical climate to promoting
socio economic development and professional
commitment of women teachers**

Published in 'Shiksha Samvad' Peer-Reviewed and Refereed Research Journal and E-ISSN: 2584-0983(Online), Volume-03, Issue-01, Month September 2025, Impact-Factor, RPRI-3.87.

Dr. Neeraj Yadav
Editor-In-Chief

Dr. Lohans Kumar Kalyani
Executive-chief- Editor

Note: This E-Certificate is valid with published paper and the paper must be available online at: <https://shikshasamvad.com/>