

# Are Employees Rewarded for Good Results, Regardless of How Results Are Achieved?

Cutting corners can bring risk to any organization. Whether financial risk, risk of investigation or judicial sanction, questionable behavior fractures the strong ethical culture of an organization.

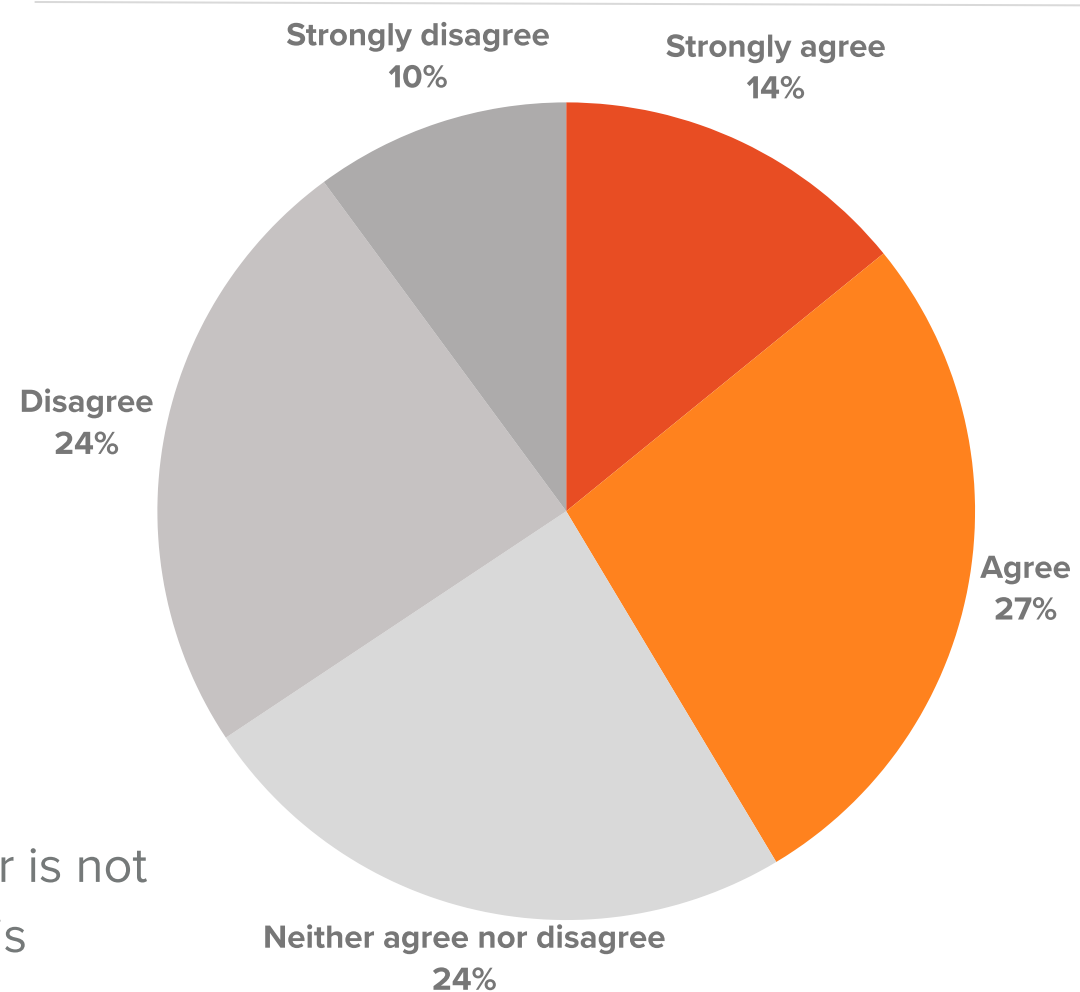
Rewarding the ends while disregarding the means makes it clear to the workforce that an organization is ethically deficient.

When employees believe that they can get away with misconduct, it will only continue to become a more complex problem. The more misconduct, the greater the risk.

Nearly 60% of employees globally understand that questionable behavior is not rewarded or are neutral, but raising this percentage should be a priority for all organizations.

Business leaders and managers have a clear call to action based on this finding: ensure that unethical actors are not rewarded for their behavior, even when those individuals achieve great results. Consistently integrating ethical decision-making into business strategy across an organization will keep misconduct at bay and promote ethical employee actions while maintaining organizational success.

*Are Employees Rewarded for Results Achieved Through Questionable Methods?*



**~4 out of 10**  
employees globally agreed that those  
who use questionable means to achieve  
good results still get rewarded.



Note: Data are based on the global median of 42 countries from the 2023 Global Business Ethics Survey® (GBES®).

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