

## BUILDING A POSITIVE WORK ENVIRONMENT THROUGH TEACHER ETHICS TOWARDS CO-PEERS

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### Abstract

#### Keywords:

Teacher Ethics,  
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*This study ethics discusses the importance of teachers towards colleagues in building a positive work environment in educational institutions. The purpose of this study is to analyze how the application of teacher professional ethics in interaction, collaboration, and support between colleagues can create a harmonious work atmosphere and improve the quality of education. Through a qualitative approach with a literature study method, this article examines the theory and practice of professional teacher ethics, especially in relationships between teachers. The results of the study indicate that the application of ethics such as mutual respect, knowledge sharing, open communication, and moral support plays an important role in creating a harmonious work atmosphere, increasing motivation, and strengthening collaboration between teachers. A positive work environment has a direct impact on improving teacher performance, welfare, and overall education quality. This study recommends strengthening the culture of ethics in the school environment through training, management support, and transformational leadership to create a professional and sustainable educational community.*

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### INTRODUCTION

Education plays a crucial role in driving a nation's progress because it contributes to producing superior and competent human resources. In the world of education, teachers are a key component, playing a strategic role in shaping a qualified and competitive young generation. For teachers to perform their duties optimally, attention is needed to various factors, both internal and external. Good teacher performance will impact the effectiveness of the learning process, improve student achievement, and prepare the younger generation for the world of work.

One factor influencing teacher performance improvement is internal

communication within the school environment. Effective communication is essential to ensuring that information, policies, and directives from school leaders are received and understood by teachers. A clear and open communication channel can minimize misunderstandings, increase work motivation, and strengthen collaboration between teachers and management. However, in practice, some educational institutions still fail to manage internal communication optimally, negatively impacting the performance of educators. Good communication within the school organization plays a crucial role in building harmonious relationships between individuals, increasing understanding, reducing conflict, and strengthening collaboration between teachers, staff, and the principal. A conducive work environment will create an atmosphere that encourages teachers to deliver their best performance and contribute to improving school quality. This condition can also increase teachers' motivation to work and collaborate to achieve maximum results (Zetri & Almasdi, 2023).

Furthermore, education plays a significant role in shaping students' character and morals. Therefore, teachers are required to carry out their professional duties with high ethical standards. Professional teacher ethics encompasses responsibility, fairness, honesty, commitment to the profession, and respect for students' rights. Teachers who effectively implement professional ethics can serve as role models for students and create a positive and productive learning environment. Previous research has shown that the work environment significantly influences teacher performance and professional ethics. A supportive work environment can increase motivation, job satisfaction, and professional commitment, while an unfavorable work environment can potentially cause stress, fatigue, and reduce the quality of learning (Hafis, 2024).

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Teacher professional ethics is a set of values, norms, and moral principles that guide teachers in carrying out their professional duties, both in interactions with students, the community, and fellow teachers as colleagues. This ethics serves as a behavioral regulator so that teachers can act professionally, fairly, and responsibly in the world of education. In accordance with the statement of the PGRI Executive Board (2017), the teacher code of ethics in Indonesia emphasizes the importance of mutual respect, cooperation, and maintaining professional dignity in interactions between educators. The connection between teachers and colleagues plays a strategic role in creating a positive work atmosphere in schools. Teacher ethics towards fellow colleagues include mutual respect, transparent communication, cooperation in the learning process, and a desire to share knowledge and experiences. Junaidin (2023) explains that the application of professional ethics in relationships between teachers can reduce conflict, avoid unhealthy competition, and strengthen a sense of solidarity and teamwork in the educational environment. A positive work environment is a crucial element that influences the success and professionalism of educators. A good work environment is characterized by a harmonious atmosphere, social support among colleagues, and fair and communicative leadership. Zetri and Almasdi (2023) stated that effective communication within an organization and a supportive work environment can improve teacher motivation, job satisfaction, and overall performance. Conversely, a poor work environment can lead to stress, fatigue, and reduce the quality of learning (Hafis, 2024).

The application of teacher ethics among colleagues directly contributes to creating a supportive work environment. Teachers who prioritize professional ethics typically

demonstrate synergistic, disciplined, and responsible work behavior. Alamsyah et al. (2022) emphasize that teacher professional ethics influences educators' work attitudes, including aspects of teamwork and commitment to their duties. Furthermore, transformational leadership also strengthens the implementation of ethics and the quality of the work environment in schools. Leaders who are able to set an example, motivate, and support teachers will help build an ethical and collaborative work culture. Lamirin et al. (2023) state that transformational leadership not only improves the performance of educational organizations but also creates a positive and sustainable work atmosphere. Based on this explanation, it can be concluded that teacher ethics towards colleagues and the work environment are closely related. The application of teacher professional ethics is a crucial foundation for creating a harmonious work environment, enhancing teacher professionalism, and supporting the overall improvement of educational quality.

## RESEARCH METHODS

This study applies a literature review method by examining six scientific sources in the form of journal articles discussing teachers' responsibilities towards their colleagues. Data collection was conducted through a literature search on the Google Scholar page. Reference searches were conducted using keywords related to teachers' professional responsibilities, working relationships between educators, teacher professional ethics, teacher collaboration, and educator codes of ethics. The articles obtained were then selected based on their relevance to the focus of the discussion and the established research objectives. This study is directed at answering several main questions, namely: (1) what forms of teachers' responsibilities towards fellow teachers in the school environment, (2) the role of teachers' professional responsibilities in building harmonious working relationships, and (3) factors that influence the implementation of teachers' responsibilities towards colleagues. Furthermore, all selected sources were analyzed descriptively to gain a comprehensive understanding of the practice of teachers' responsibilities towards colleagues. The analysis focused on the values of professional ethics, mutual respect, cooperation, and their influence on teacher performance and the work climate in schools. The results of this study are expected to serve as material for reflection and reference in strengthening teachers' professional attitudes in carrying out their duties and responsibilities towards fellow educators.

Etymologically, the term ethics comes from the Greek words *ethos* and *ethikos*. *Ethos* refers to the nature, character, and habits that develop in social life, while *ethikos* relates to moral values, politeness, and behavior that is considered correct. The term "moral" itself comes from the Latin "mores," the plural of "mos," meaning customs, habits, and lifestyle. In Arabic, ethics is known as *akhlak*, meaning commendable behavior, while in the Indonesian context, it is often referred to as "tata susila" (ethics).

Based on this explanation, ethics can be understood as a set of norms or guidelines used as a reference for behavior in social environments, particularly in distinguishing between good and bad actions. Over time, ethics has played a crucial role in human life because it provides guidance for thinking and acting in various daily activities. Ethics helps individuals determine appropriate attitudes and actions and can be applied in various areas of life. Therefore, ethics can be classified into several types according to the aspects of human life they regulate (Sidiq, 2018).

Teacher ethics in relationships with colleagues or fellow professionals refers to moral principles that govern patterns of interaction, cooperation, and mutual respect in

the educational environment. This ethics emphasizes the importance of healthy collaboration, mutual support, and the constructive exchange of information among educators. Teachers who uphold professional ethics are expected to share experiences and knowledge with colleagues, thereby enhancing their competence and insight. This collaboration contributes to continuous professional development and improving the quality of learning. Furthermore, ethics in peer relationships also aims to prevent unhealthy competition, negative comparisons, and conditions that could potentially cause division among teachers. Furthermore, professional ethics requires teachers to provide moral and emotional support to colleagues, especially when facing pressure or problems related to teaching duties. A mutually supportive work environment will help teachers overcome challenges and develop professionally. By implementing ethics in relationships with colleagues, teachers not only improve the quality of their own performance but also contribute to building a positive and conducive school culture. These ethics encourage the creation of collaborative learning, continuous improvement of professionalism, and productive cooperation to create a better educational environment (MAH & B., 2023).

The application of teacher ethics towards colleagues plays a crucial role in creating a professional, harmonious, and effective work environment. One way to achieve this is by building working relationships based on mutual respect and appreciation. Professional ethics requires teachers to understand the characteristics of each coworker, maintain good communication, and avoid behavior that could offend. These attitudes are necessary to create a conducive work climate and prevent conflicts that could hinder cooperation and collective performance (Junaidin, 2023). Teachers in Indonesia generally demonstrate a professional attitude in carrying out their duties. Their primary responsibilities include educating, teaching, guiding, training, assessing, and facilitating students from elementary to secondary education levels. With their competence and expertise, teachers are a crucial element in achieving national education goals, namely helping each student develop optimally according to their potential.

Teachers' work behavior is strongly influenced by the application of professional ethics. Professional ethics serve as guidelines and direction for teachers in their actions and attitudes within the school or madrasah environment. Every educator is required to understand, internalize, and apply these ethics through positive attitudes and performance. Ethics is a set of values and principles agreed upon by educators in Indonesia as a guideline in carrying out their roles, whether as professionals, community members, or citizens. Because ethics are based on mutually recognized moral values, teachers need to align their work behavior with applicable norms. In this regard, the application of professional ethics is a crucial effort to shape and improve teachers' work behavior. Professional ethics encompasses standard norms regarding appropriate actions, including attitudes toward students and ethics in interacting with colleagues. Teachers who are committed to ethical values and norms will have a greater opportunity to achieve high levels of professionalism and become educators who are respected and liked by students (Alamsyah et al., 2022).

The application of professional ethics also has a positive impact on the development of teacher personality. Therefore, strengthening educational ethics based on moral values needs to be continuously implemented in all learning activities in schools. The application of ethics is not only important at certain levels of education, but must be implemented comprehensively at all levels of education. A teacher's character is reflected in the noble values they uphold and their attitude in respecting and treating others, both

in interactions with the principal, colleagues, and students. This character also influences the emotional and behavioral aspects of teachers in carrying out their duties. Therefore, teacher behavior needs to be maintained and developed properly because it directly impacts their personality and professionalism. In the learning process, teachers are expected to demonstrate commendable attitudes, make a positive contribution to character formation, and reflect high integrity. Furthermore, honesty and openness in carrying out duties and responsibilities are also important aspects for creating effective and efficient learning, and supporting the development of innovative and easily understood learning models for students (Sarjana & Khayati, 2017).

The implementation of professional ethics for teachers also has a positive impact on the work environment in schools. These impacts include the following. First, professional ethics can improve teachers' work behavior because the code of ethics serves as a moral foundation and guideline for behavior, reflected in service orientation, professionalism, teamwork, and discipline. Teachers who uphold professional ethics will demonstrate a positive attitude in carrying out their duties, thereby impacting overall performance quality. Second, the implementation of professional ethics can create a conducive work environment. Teachers who adhere to professional ethics tend to be able to establish harmonious working relationships with fellow teachers and education staff, thus creating a comfortable, positive work atmosphere that supports well-being and job satisfaction (Nurhaliza, 2024).

## RESULTS AND DISCUSSION

Teacher work behavior is a crucial aspect influencing the success of education in schools. This behavior is closely related to the application of professional ethics, which serve as a guide for teachers in their attitudes and actions. Professional ethics serves as a moral compass that guides teachers in carrying out their duties in the educational environment. Therefore, every educator is expected to understand, internalize, and consistently apply professional ethical values in learning activities and social interactions at school. Professional ethics reflects a set of values and norms agreed upon by educators as a foundation for carrying out their professional roles, whether as educators, community members, or citizens. Based on applicable moral values, the application of professional ethics is a crucial factor in shaping responsible and professional teacher work behavior.

The application of professional ethics also contributes significantly to the development of a teacher's personality. Teachers who uphold ethics will demonstrate politeness, fairness, honesty, and respect for students and colleagues. These values are reflected in the way teachers communicate, manage emotions, and resolve problems that arise in the school environment. Professional ethics not only serves as a formal rule but also serves as a moral guideline that influences teachers' attitudes and behavior in carrying out their duties. Therefore, strengthening educational ethics needs to be carried out continuously at all levels of education so that teachers can be good role models for students. A teacher's personality based on ethics will have a positive impact on professionalism and the quality of learning. In addition to shaping personality, the application of professional ethics in teachers also influences the work environment in schools. Teachers who adhere to a professional code of ethics tend to demonstrate positive work behaviors, such as discipline, responsibility, and the ability to work well together. Professional ethics serves as a moral foundation that encourages teachers to prioritize educational interests over personal interests. This will create a harmonious, comfortable,

and respectful work atmosphere. A conducive work environment ultimately influences teacher job satisfaction and overall performance quality.

The application of professional ethics also encourages the long-term improvement of teacher professionalism. Ethical teachers are aware of the need to continuously develop their competencies through training, continuing education, and reflection on learning practices. This professional attitude encourages teachers to deliver innovative, effective, and student-centered learning. Thus, professional ethics not only regulates behavior but also drives improvements in the quality of learning and education. The positive impact of this is seen in increased student motivation and learning outcomes. Furthermore, adherence to professional ethics plays a crucial role in building trust between teachers, students, parents, and the community toward educational institutions. Teachers who uphold ethics are viewed as professional and trustworthy, facilitating effective collaboration with various parties. Furthermore, the application of professional ethics also helps minimize conflict within the school environment. By adhering to a code of ethics, teachers can avoid misunderstandings and disputes, creating a balanced work environment that supports a smooth learning process. Overall, teacher professional ethics plays a crucial role in shaping professional work behavior, creating a conducive work environment, and improving the quality of learning. The consistent application of professional ethics not only improves teacher performance but also contributes directly to improving the quality of education and developing student character. Therefore, professional ethics must be continuously strengthened and implemented as an integral part of efforts to improve the overall quality of education.

## CONCLUSION

Presents research conclusions, implications, limitations, and suggestions for future research. The implications are practical suggestions from the research results. The limitations of the research include all aspect which can considered by researchers to perfect study in time Meanwhile, research suggestions are suggested for further research based on the limitations of the study. Which can not done by researchers in their research.

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