



# Towards an Ethical and Trustworthy of Virtual Work Environment in current Workplace

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**Abstract:** It is constructed via community interchange philosophy, a research observes an impact related to relational or informational work environment over ethical business as well job involvement through corporate crises affected via pandemic of COVID-19. A works examination was conducted via freshly printed articles for locating studies concerning ethics of work environment and COVID-19 in current worldwide market. Including strategy of best practice with current circumstances, explain current learning basis, gap during practice & zones which might need improvement and further study. Outcomes indicate that to control such increase related to pandemic of COVID-19 did increase remoting working workplace with virtual work situation. Such outcomes can produce a necessity of experiential investigation for an impact related to virtual work environment as well as active behaviors for supporting such requirements or consequences related to persons that might be around red zone that or feeling misuse or abandonment although defensive, socially isolating and once occupied within a situation in social-distancing is mandatory. Research is established by analysis or assessment related to issued researches as well as current workplace circumstances none of different forms of study. Small is common regarding ethical work environment practice in era related to COVID-19, remote working, social-distancing or remote-working. research enhances body related to awareness within field.

**Keywords:** Ethics, remote working, virtual reality, COVID-19, Islamic, morel, virtual work environment, fraud, cybersecurity, social-distancing, decision making

## 1. INTRODUCTION

This In this digital age, competency and resources are the main contributing factors that have allowed businesses to persist, originate and grow to sustain the digital processes. The knowledge-based theory highlights that knowledge serves as the main asset of an organization that helps in developing and processing methods. The same point has been raised by multiple researchers [1]. Additionally, they mentioned that organizations focused on building and generating knowledge aiming to survive in this fast-growing and changing environment.

The emergence of the coronavirus pandemic put global health and social care into a crisis affecting the protection of various practices. Various measures were adopted to prevent the spread of this deadly virus. Such measures were based on maintaining the social distance which transformed the working condition of all the spheres. Everyone had to depend on the technological equipment for communication, working, studying, and

earning purposes due to the lockdown restricted implemented by the government of every state [2].

The Considering all the conditions and necessities, automated formation of dilemmas proves helpful in these two domains and makes the developmental process of virtual environment smooth for the training of non-technical skills. Research showed that such challenges and situations make the individuals compatible and thoughtful regarding enhancing their non-technical skills [3].

The main purpose of this study is to highlight some consistent methods and ways for strengthening the environmental moral business focused mainly on various scientific work, meticulous scientific theories, and particular content based on environment moral business.

There are three main characteristics of virtual reality. Immersion is its first one that means users are less focused on the external environment as they are combined through the virtual world allocated by their computers. The virtual environment is said to a perfect if users hardly differentiate between false and true. The intent of such a

workplace is derived from a previous time where people used to describe the outcome gained through processing and calculating processes since outer related to processor systems till time when public could engage within processor systems. Such intent is highlighted to make the people participants rather than being observers. In this virtual world, things moved accordingly to the participant's perception, even beyond the real, for gaining the naturalistic lightening and sound effects.

The coronavirus aggravates another existing frontline work that is an enhancement in the absorptive boundaries factors that exist between non-work and work or problems that it brings aimed at the healthiness labors within effort or non-effort domains [4]. The management practices regarding boundaries depend on the segmentation or integration preferences of organizations as well as individuals. These two preferences deal with the separation and overlapping of work and non-work activities [5]. Nevertheless, during these crucial times, the workplace boundaries become insubstantial whereas its practices have become malleable [6]. For example, telehealth has been used to remotely enable healthcare practices. But such flexibility and ease have reduced the boundary between working and non-working hours and space and also highlight the inequalities that increase one's control over his/her work [7].



Figure 1. Business Ethics

RQ1. Is There a negative association among employee's Islamic work ethic & his/her kind decisions-making?  
 RQ2. Does people use technology for benevolent means?  
 RQ3. Can such things like fear-appeal may decrease cybersecurity risks via modifying protection actions related to clients who working into high-hazard conditions?  
 RQ4. Could fraud have grave consequences for individuals, companies, and the society as a whole?  
 RQ5. Did virtual-reality make available clients examining a virtual world via different positions along with interacting with different items within virtual world?  
 RQ6. Did restrictions directed at reducing the increase of COVID-19 possibly ,motivating for remote working with business concern via electronic programs?

RQ6. Do customers trust that feedback is honest and free from manipulation.

RQ8. Could practitioners perform well to make soothing or warm environment for virtual work?

RQ9. Are people easily adapting to their new environments and circumstances?

RQ10. Is the engaged workforce highly relevant to organizational success and competitiveness?

## 2. LITERATURE REVIEW

Various research works, law and grey literature, and policy guidance have been inspected for the research purpose of this work. Its main aim is to highlight all the relevant literature focused on the knowledge foundation and existing gaps that need more research. The following portion mentions the policy and legal factors used for protecting the best practice.

### A. Ethical Decision Making

Ethical education including the debates and roles regarding responsibilities involving ethics must be taught as these are important for digital professionals to know about the critical thoughts, balancing of power, and open sources [8]. Relating to a fairness/cheating field, public which community animals "which attention is prepared within development related to skill in order to stay extremely critical for evidencing that related to deceit or assistance, plus for reacting beside feelings which induce them for playing "tit for tat", required benefit via individuals who required to understand the following transfer utilizing his/her overall intelligence" [8].



Figure 2. Models of ethical decision making

"Such Islamic effort morel thus must convert to improved tendency for participating positively labor activities which rise a security that related to colleagues [9]. Equally, prior study shows which high Islamic labor morel increases powerful essential pleasure once labor perform powerful or is substantial within performance efforts since others may be advantage [10]. Due to workforces through powerful Islamic effort morel involvement good feelings once supporting colleagues fulfill the work necessities, here must be interested to get around from the method of assisting associates. Consequently, workforces with powerful Islamic moral standards involve for serving actions, since the principles rise their private fulfilment as well workforces originate via such conduct" [11].



**Hypothesis 1:** There is a positive association among employee's Islamic work ethic & his/her kind decisions-making.

#### B. Ethics and technology

The technological aspects are common among scientists because of intense or benevolent means. Albert Einstein, who was the German Nobel Laureate in Physics, stated that " Evil harms the worldly matters less as compared to those who watch them without changing or improving anything" [12]. We can say that it depends mainly on us to govern the violence and lawlessness approaches over the good and civil rights. In the same manner, it also depends on us to use technology in benevolent way or malicious ways. The consequences of our choices directly affect many lives so much freedom drives us for initiating such "ethics by decision" method. [12].

**Hypothesis 2:** People can utilize electronic tools or technologies for kind earnings.

#### C. User-conduct within cybersecurity

Worker is a puniest association or mark to cybersecurity-linked intimidations [13], henceforth, further research may be required for understanding workers' protection actions or conduct [14]. Self-effectiveness exposed towards effect info protection conduct. such things like fear-appeal may decrease cybersecurity risks via modifying protection actions related to clients who working into high-hazard conditions. Though fear appeal is supportive within influence workers for fulfilling thru references to alleviate cybersecurity threats, consequences are non-reliable between workers then can be reliant over self-effectiveness, actions effectiveness, risk harshness and community inspiration.

Many analyses are protection advise which although previous understanding related to red zone can be necessary to enhance client protection-linked performance, a variety related to different aspects are going to essential for examining together beside dealings impacts related to such components [15]. Logistic cybersecurity remains selected unfavorably influenced via social mistakes related to data or info security actions.

**Hypothesis 3:** such things like fear-appeal may decrease cybersecurity risks via modifying protection actions related to clients who working into high-hazard conditions.

#### D. Fraud

Here a different action has suggested to control risk management that a value of risk management practices. Even though no particular style has been suggested for managing threat of fraud. Prior studies have shown that part of hazard managing neglected via academics. As underlined a task of threat executive board such as some

of business authority structures which disregarded via scientists in an area related to reports gap that boards are considered like acting petty or irrelevant job within economic recording processes. Many people recognized that a fraud may get serious outcomes for persons, firms including to the public, thus logical fraud hazard organization standard can be a necessary that related to time for assisting firms toward reduce a threat which related to frauds [16].

**Hypothesis 4:** fraud may get serious outcomes for persons, firms including to the public.

#### E. Virtual reality

According to Demirbas, virtual reality is transforming the current environment with computer simulations by including authentic and virtual images in simulated circumstances [17]. Such transformation highlights interdependent characters, acknowledging the users with different images reckoned by the computer and objects that are operated by the human-computer interface. It allows the users to look into the senses of integration and experience such conditions. According to Fettahlioglu, virtual reality presents the simulated world to its users from various angles and allows them to communicate with anyone across the world [18]. Various scientific technologies have made this virtual reality, an actuality and allow it to transform the working bodies of the real and digital world into detectable and tangible 3Dvirtual pictures which resemble human-processor lines. Its uniqueness permits users to become the participants related to a simulated world just like an actual world.

The enhancement and various forms of VR technology have been introduced by [19]. They also examined the existing domestic progress and MPEG4 of VR technology and its application. Their contribution also includes the system virtual reality language VRML equipment or modern improvement -X3D ability specification [19]. They formed MPEG4 technology's example by focusing on the implementation features of VR environment used in distance educational platforms. Their aim purpose was to apply this into shape project of simulated workspace aiming towards explain and highlight VR product within domain related to learning TV [20].

**Hypothesis 5:** virtual-reality makes available clients examining a virtual world via different positions along with interacting with different items within virtual world

#### F. Remote working

According to the literature, enhancement in user autonomy level, effectual use of time, and protecting the practices by making recordings regarding concerns visibility and increase in practices of information sharing between the partner of agencies are some of the benefits of virtual assessments and remote working [21]. And some disadvantages are lack of direct contact, etc. But the benefits overpower these disadvantages as it can increase

the risk of those encountering the abuse and risk assessments in their places.

Limitations imposed for controlling the spread of deadly virus makes it necessary to work from home for protection purposes. Remote working was done through devices for instance telephones, Skype, MS-Teams, or Zoom. As such measures prove beneficial and effective in controlling the spread of coronavirus from service users to others [22].

**Hypothesis 6:** Restrictions directed at reducing the increase of COVID-19 possibly did motivation to remote working with business concern via electronic programs

#### G. Technology based trust

It is important for the consumers of the e-commerce market to build a strong trust relationship in order to process the payments and order successfully and effectively. This will help them in gaining accurate output while their privacy will be maintained. It is also important for them to rely on the mechanisms that govern the endorsements and feedback system of vendors because it works for the best interest of consumers as these are free from any scheme or exploitation.



Figure 3. Example of business ethic

Technology-based trust is one of the emerging issues as the word “trust” is linked with people's intentions and their working, so it is difficult for people to “trust” the technology. The main question arises that do we have to trust the intentions of the managers and creators of such technologies or the technology itself or anthropomorphism. Some evidence highlights that people trust humanoid robots and AI systems as these are formed with a “personality”. Hence, the present research work on the “trust” factor requires the need to highlight how people can develop trust in lifeless technologies. The previous research work is focused on reliability, capability, and efficacy and termed these factors equivalent to probity, benevolence, and ability. But it lacks to explain the details regarding its reasons.

**Hypothesis 7:** customers trust that feedback is honest and free from manipulation.

#### H. Good Practice

The online learning and discussion in the health domain provide detail about all the work mainly that offers protection in adult's assessments through various technological means. Various research work has also

been published focusing on the working methods of virtual supervision [23]. According to a survey conducted by Community Diabetes Specialist Team at Solent NHS Trust, patients feel happy and satisfied with virtual consultations. This team was offering virtual consultation during the pandemic [24]. An effective and readable informational guideline about virtually protecting the assessment is developed by the Hertfordshire, Partnership NHS University Trust for their patients who attend their virtual mental health panel [29].

Foster contributes by mentioning important virtual assessment protocols that help the users in virtual assessments. He mentioned that the work area plays the most important role and virtual assessments involve no book titles, alcohol, or any images [25]. There are many platforms that allow the user to change screen backgrounds such as MS Teams and Zoom. It directly forms a calming and warm environment for virtual meetings that affect mood and productivity. Likewise, during face-to-face contact, effective background lighting is vital according to the needs of individuals otherwise it causes distress and anxiety. So, professional ways are recommended as they always prove effective. For instance, working from home needs to be from a private space without any interference such as noise, etc. An avoidable confidentiality breach would be anyone talking and walking behind the user and that being visible on the screen.

There are five publications on the website of Social Work England (2020) that guide others about the risk assessments, ethics and norms, and virtual meetings. This highlights the measures that are necessary during virtual meetings and their main focus is on the children and families of users [26]. All such concerns are also highlighted in the British-Association-of-Social-Work journal Digital Abilities: Ethical-Issues [27].

The work conducted by Meyer-Kalos has examined all disputes of providing psychological medical care in the programs designed for persons with first-section mental illness [28]. A main focus of the author was on the tips regarding the use of electronic tools for example Zoom application used for conducting assessments and mainly on the preparation of service users for digital assessments. The connection of all systems is the foremost factor to be dependent on.

British Geriatrics Society has also suggested easy-to-use devices like “tablets with videos” to have a remote contention with loved ones. According to the literature, the zoning methods were the main approach that maintains the distance among COVID19 definite people and COVID19 pessimistic people. Giving spaces was another measure used for enabling the COVID positive people who “walk with purpose” due to various impairments safe in such an environment. Users were advised to encourage and support their family members in implementing the Advance-Care-Plans and Advance-

Decisions or gain trustable and authorize approval from the people having Lasting Powers of Attorney(L.P.A) for medical plus assistance [26] [30]. It was also suggested by the British Geriatrics Society in 2020 to have enough resources for the ones who are isolating themselves due to this deadly virus and they should be educated about the support plan and care necessary for them [27]. With the ease in the limitations of COVID-19, the seating areas were also provided that allows the family members to meet with each other [30].

**Hypothesis 8:** employees can perform such practice to make soothing or warm environment for virtual work.

#### I. Our future with new technologies

In the Industrial Age, a steam engine guided extensive societal transformation such as the creation of various jobs for the middle class, and women whereas this digital age are followed by the global infiltration of various technologies. Mainly, global societies are deeply influenced by the Internet of Things (IoT) [31]. It amazed everyone by linking the real world with the virtual one irrespective of time and location. It has enclosed home, factories, and offices under one roof and it is considered the upcoming stage in world of Internet Growth [31]. A network infrastructure across the globe is termed IoT that has interconnected the devices societies [31]. IoT and datasets technologies are linked with mindsets aiming to form advanced innovations on an unmatched level that will change the perception of various things.

The radio-frequency-identification, Wi-Fi, social networks, cloud-computing, or 1G till 5G “G; generation” wireless-telecommunication-networks are part of the Internet of Things that have created a high impact on various life aspects societies [31]. Such advancements have encouraged the governments of the UK, China, USA, and India to apply these technologies in every sector such as health care, power, transport, etc. All digital innovations are considered the stream of smart technologies. So, it going to add a preface “smart” in every mentioned parts. Intelligent living is about adding quality to life which is rightful societies [31].

In such enhancing and overpowering age, people just like companies can follow and adapt to advanced conditions and environments. It is also important to consider the ethical implications as every design trend have also had such limitations. So, applying the ethics via decisions or ethics via design on pre-design phase is essential. It is an important software with a lot of benefits. But the real question arises that at what cost these benefits are provided? The main important factors for building a trust relationship are pieces of evidence, transparency, and ethical values. With the ease of advanced technologies, we are also selling our privacy, identity, and data without any permission. Human emotions and psychology has become the main contributing and success factors for global tech corporations.

**Hypothesis 9:** People are easily adapting to their new environments and circumstances

#### J. Empowering people

Information Manager highlighted that metadata serves as an important element of all the organized data systems, so it is convenient to say that data labeling and tagging are important for all AI-based technologies. Considering such factors, data annotation vendors are increasingly enhancing across the globe, mainly in India and Africa, mostly are run by women having the labor from low-income generating communities. All such firms are training locals to be data labelers who can transform the computer vision algorithms that are used in inflating systems such as self-driving vehicles. Altogether, the ethical supply chain has such data annotators to empower the communities to a level that without ethical AI supply chains, businesses find it hard to survive [33]. These data annotators handle all such invisible methods which drive the decision-making process into continuous technological working [33]. And the companies follow the ethical codes and ethics of technologies.

Having an organized and determined workforce plays a vital part in obtaining all the objectives, sustaining the future direction, and the success and competitiveness of an organization. And when an organization stops delivering the important resources then its employees start to feel demotivated and detach themselves from their responsibilities and it directly reduces the productivity level of the organization and employees [34].

**Hypothesis 10:** The involved staff is extremely important to organizational success and competitiveness.

#### K. Method

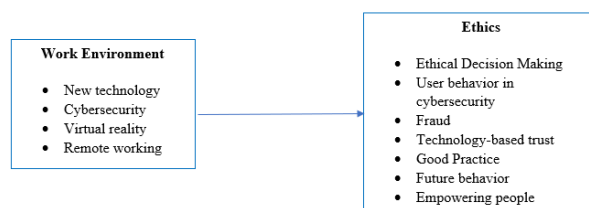


Figure 4. Research Method

### 3. DISCUSSION

This research work has examined the digital platforms and the attributes that affect business ethics and human rights. Mobile VR or 360-degree recorded film are available & popular on many electronic platforms but indecisiveness occurs in the ways through which these are affecting the attitudes of users, concerning the highlighted topic. The results obtained through this study showed that

watching any 360-degree video on VR, computer screen, or mobile positively affects the work environment and attitudes of users. 2D and VR bring out a productive and effective change in the work environment, workplace, and attitude of users. However, this effect is more positive and visible in the case of VR. Whereas conditions of an article such as traditional journalism are neither affecting positively nor negatively on the above-mentioned factors. Additionally, involvement also has no effect but analysis of significant interaction contrasts showed that a high level of involvement positively affects the work environment and place as well as the attitudes of humans in an enveloping terms.

Comparably, an educational domain may also use VR in various ways. It already has various applications in fields of simulation training, social sciences, and humanities [35]. Observing the history through historical empathy is a great example of enhancing effectiveness in the learning process as it assists in bringing the geography distant individuals and communities in close proximity to students so they can properly understand it [36].



Figure 5. Forms of business ethic

The According to Hypothesizes, the factor “involvement” arbitrate the impact on work place and its environment. Hence, the outcome gained through all collected information showed that these three conditions have no interaction affect. Enveloping conditions evoke a high involvement experience with fulfilment as an aspect of presence. Similarly, differences in high and low involvement levels depicts that higher level positively affect the changes occur in workplace and work environment which means that the presence direct have an impact on the enhancement of human’s attitudes [37].

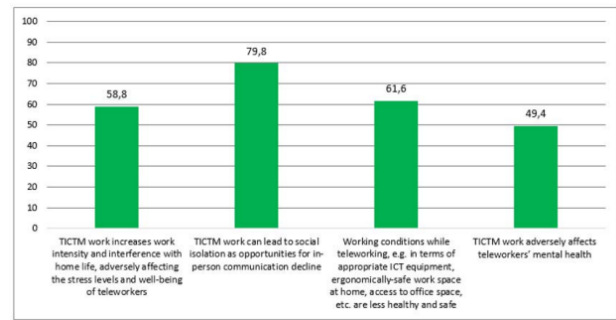


Figure 6. Agreement with the statement that Virtual Work Environment has effects on workers' well-being

The figure.6 shows the responses of people who agreed and totally agreed with Virtual Work Environment has effects on workers' well-being.

#### 4. RECOMMENDATION & CONCLUSION

In the end, it is accurate to mention that working remotely via technological devices is a great way to know in-depth about the interactions shared between adults and users whose main focus is towards protecting the services through maintaining social distances. There is a need for more research concentrated on the effects of coronavirus aiming to protect the adult’s assessments through digital technology. It involves people’s perspectives regarding the use of such services and professionals’ viewpoints who manage such work. Such work is important to live effectively in this situation which has emerged unknowingly. This work is concentrated towards the organizational resources mainly the role of information, and status and its effect whereas it lacks the effect of other things such as services, goods, and money. Hence, future work needs to be focused on the distinctive effects of three noneconomic resources regards an economic resource via rational with effectual reactions or work involvement level. The current research work is about affective and cognitive responses. The use of reduction theory helps in explaining the way individuals use to reduce uncertainty during any crisis. It is handled by gaining more information as it reduces many concerns [38]

This study has also highlighted new perspectives and judgment for handling the insufficiencies present in the environment moral industry by providing a suitable theoretical concept for the existing workplaces and executing the work of the majority of the workforce and significant references for further work. This work also contributes to enhancing the awareness regarding environmental morals. It highlights many issues present in the existing industry and provides solutions aiming to transform the society, schools, and families into enhanced and improved environmental moral markets and to encourage the individuals to transform their momentum into real motivation [39]. Additionally, it proves useful in promoting the moral level quality of people, harmony



among men and nature, and formation of good habits regarding environmental protection[40][41].

This study also highlights that remote working has a positive effect on the organization's competitiveness. Considering the high business ethics, the advantage gained through this applies to the knowledge which required further research work for examining the other conditions that help in this transition process. All the data collected for this study was gathered from GCC countries therefore the findings are according to the culture, environment, and working conditions of these countries. So, future research should analyze the data from other countries for better understanding.

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