

STUDY ON SYSTEMATIC ANALYSIS OF THE ETHICAL PRACTICES AND CHALLENGES IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited with Grade “A++” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

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**INSTITUTE OF SCIENCE AND TECHNOLOGY
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CATEGORY - 1 UNIVERSITY BY UGC**

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **DINESH M. 42410288** who carried out the Project Training “**STUDY ON SYSTEMATIC ANALYSIS OF THE ETHICAL PRACTICES AND CHALLENGES IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT**” under my supervision from October 2023 to December 2023.

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Submitted for Viva voce Examination held on_____

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DECLARATION

I DINESH.M (42410288) hereby declare that the Project Report entitled “**STUDY ON SYSTEMATIC ANALYSIS OF THE ETHICAL PRACTICES AND CHALLENGES IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT**” done by me under the guidance of **DR.R.BLESSIE PATHMU**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

DINESH.M

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I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.R.BLESSIE PATHMU** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

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DINESH.M

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ABSTRACT

This research offers a thorough analysis of the issues and procedures related to ethics in supply chain and logistics management. Ethical issues are becoming increasingly important in determining firms' sustainable and responsible conduct as the global environment of commerce changes. The study explores the systemic examination of moral behavior, highlighting fundamental values and norms applied in the supply chain and logistics sector. It seeks to reveal the various facets of the difficulties that companies encounter, from moral quandaries in decision-making to the incorporation of ethical standards throughout intricate supply chains.

The inquiry takes a comprehensive approach, taking into account all relevant parties, including distributors, end users, suppliers, and manufacturers.

Through the use of qualitative and quantitative research methods, the study aims to identify common ethical frameworks and how they are used across the supply chain. Recognizing the fluid nature of the logistics scene, it also examines how globalization, technological improvements, and regulatory frameworks affect ethical issues.

The study also discusses the possible negative repercussions of unethical behavior on society and the environment, as well as reputational harm and legal ramifications. It aims to offer information that aids in the creation of ethical standards and best practices specific to the logistics and supply chain industry. The ultimate goal of this research is to raise industry awareness and comprehension of ethical issues while cultivating a culture of ethical business practices and sustainability in supply chain and logistics management.

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CHAPTER 1

INTRODUCTION

1.1. INTRODUCTION:

With the increasing complexity and interdependence of global supply chains, the modern business landscape has undergone a paradigm shift. Ethical considerations play a critical role in shaping sustainable and responsible practices as organizations navigate this intricate web of logistics and supply chain management. This study conducts a systematic examination of the ethical practices and challenges associated with logistics and supply chain management in India. The first goal in the pursuit of understanding the complexities of logistics and supply chain management in India is to delve into the functions and work activities that comprise this dynamic field. We hope to gain comprehensive insights into the various roles and processes that contribute to the efficient operation of the system by dissecting the operational landscape. The main goal is to pinpoint and examine the issues that impede India's supply chain management and logistics industry's progress. Through an analysis of the difficulties encountered by companies functioning in this field, our goal is to offer significant perspectives on aspects that need focus and possible enhancement, promoting flexibility and resilience. Exploring current trends and emerging best practices in ethical supply chain management and logistics is the third objective. This is because ethical considerations are becoming more and more important in corporate decision-making. To ensure a forward-looking perspective on industry standards, this entails a thorough analysis of the adoption of new technologies and strategies intended to address ethical concerns.

The ultimate goal focuses on a thorough examination and classification of the main moral dilemmas that logistics and supply chain management companies confront. This goal seeks to develop a comprehensive understanding of the ethical environment in the industry with a focus on areas like supplier relationships, environmental impact, and transparency. With the help of these goals, the study hopes to shed light on the ethical practices that are currently prevalent in supply chain management and logistics in India. It also hopes to lay the groundwork for the

creation of strategies and laws that will support ethical excellence, sustainability, and responsibility in this vital industry.

1.2. THEORETICAL BACKGROUND



This study theoretical underpinnings are essential for developing a conceptual framework and directing the investigation into the methodical examination of ethical issues and practices in supply chain management and logistics. This study explains the intricate interactions between ethical considerations in the logistics and supply chain domain by utilizing a number of important theoretical vantage points.

Stakeholder Theory:

Stakeholder theory presents a fundamental perspective for analyzing the moral environment of supply chain management and logistics. The wide range of stakeholders involved—suppliers, manufacturers, distributors, customers, and the **larger community**—is acknowledged by this theoretical framework. Maintaining good relations and making sure business is successful in the long run require an understanding of and adherence to these stakeholders' ethical expectations

Corporate Social Responsibility (CSR):

Emphasize the need for businesses in the logistics and supply chain industry to conduct business in a way that is both environmentally and socially sustainable, the study integrates CSR theory. This theory guides moral decision-making by assessing how supply chain operations affect the environment and larger community. This encourages companies to manage their supply chains ethically and make a positive social contribution.

Institutional Theory:

Examining the outside forces and influences that mold ethical supply chain management and logistics practices is made possible by institutional theory. The study tries to disentangle the larger socio-economic framework that ethical decisions are made in by taking into account the standards, laws, and expectations imposed by outside organizations.

Models of Moral Decision-Making:

Organizations in the logistics and supply chain management industry use models of ethical decision-making, such as the normative ethics approach or the ethical decision-making process, to analyze the moral conundrums they face. These models offer an organized framework for comprehending how moral decisions are made supply chain management.

Supply Chain Ethics Frameworks: The study attempts to classify and analyze particular ethical challenges within logistics and supply chain management by utilizing the supply chain ethics frameworks that are currently in use. A systematic method for evaluating and enhancing ethical performance is offered by frameworks like the Global Reporting Initiative (GRI) and the Responsible Supply Chain Management Model.

The goal of this study is to provide a thorough understanding of the ethical nuances of supply chain management and logistics by combining various theoretical viewpoints. Stakeholder theory, corporate social responsibility (CSR), models of ethical decision-making, institutional theory, sustainability theories, and frameworks for supply chain ethics together provide a strong theoretical basis for empirical research and real-world applications.

1.3 History of Logistics and supply chain management



Over time, ethical concerns have become more and more integrated into the development of supply chain management and logistics, despite their initial roots in the goal of operational and financial effectiveness. The transportation of goods from production facilities to distribution locations was the main focus of supply chain and logistics operations in the early stages. But the need for ethical frameworks increased as supply chains grew more intricate and trade went worldwide.

The latter half of the 20th century is when ethical issues in supply chain management and logistics first came into being. As globalization increased, businesses became aware of the effects of their operations beyond just financial results, taking into account social and environmental factors. Problems about ethical sourcing, sustainable environmental practices, and fair labor practices gained momentum in the 1980s and 1990s.

A number of international initiatives and standards aimed at promoting ethical practices within supply chains emerged in the late 20th and early 21st centuries. Efforts such as the Ethical Trading Initiative (ETI) and the Global Reporting Initiative (GRI) aimed to create standards for ethical business behavior, impacting the moral aspects of supply chain management and logistics. High-profile events have also led to more attention being paid to ethical issues in the industry, as seen in the case of environmental scandals and unethical supplier relationships.

As supply chains became more visible and connected due to technological advancements, ethical issues became more important. Transparency, treating employees fairly, and sustainable sourcing emerged as major topics in the conversation about ethical business practices. A paradigm shift has occurred in the 21st century as businesses realize that moral behavior is not the only requirement for success; it also plays a role in long-term financial gain and goodwill. More innovations in supply chain management came with the turn of the 21st century, such as the application of artificial intelligence (AI), automation, and data analytics. A renewed emphasis on last-mile logistics and fulfillment centers resulted from the growth of e-commerce and consumer demand for faster deliveries.

In brief, the development of ethical considerations in supply chain management and logistics has been a gradual process, moving from an emphasis on operational efficiency to an acceptance of wider social, environmental, and ethical responsibilities. The current environment emphasizes the necessity of a methodical examination of ethical issues and practices, acknowledging that moral issues are crucial to the robustness, sustainability, and general success of contemporary supply chains.

In the field of supply chain management, there has been an increasing focus on sustainability and moral behavior in recent years. Businesses are taking social and environmental effects into account more and more, and customers are paying more attention to the ethical implications of the goods they buy.

Supply chain management and logistics have a long history of evolving to meet the shifting demands of both businesses and society. The field of logistics has developed to meet the demands of a changing global economy, from the complex, technologically advanced supply chains of today to the complex military logistics of antiquity.

LINK BETWEEN ETHICS AND SUPPLY CHAIN MANAGEMENT



The supply chain management and ethics are closely related in many important ways. Ethical issues have grown in importance to supply chain management as companies expand internationally and more intricate supply chains are built. There exist three additional domains in which supply chain ethics and management intersect.

Fair trade practices make up the first category. Businesses that follow moral principles in their operations will make sure that the companies in their supply chains follow the same standards.

Ensuring that the labor force in the host country is shielded from unfair labor practices creates an equitable environment for all competitors. All suppliers are required to abide by labor laws, environmental regulations, safety standards, and import/export laws.

Making sure supplier relationships are fruitful and positive is the second area of focus. Fair and honest treatment of suppliers is a hallmark of ethical businesses.

They respect their agreements, make timely payments, and avoid from misused their position to take advantage of suppliers. A fundamental prerequisite for ethical supply chain management is compliance with all applicable laws and regulations.

Third, businesses should abstain from corrupt practices and violations of human rights, even if the host country permits them. Supply chain experts, for example, have an obligation to ensure that suppliers follow the law and conduct business in an ethical manner even when they are abroad.

NEW ETHICAL ISSUES IN SUPPLY CHAIN MANAGEMENT ARE EMERGING:

Many organizations will notice new ethical and environmental issues as supply chain

management grows more intricate and global. There will always be those who use unethical means to advance their careers whenever there is unrest and uncertainty in the global economy. The extent of the Fat Leonard scandal, for example, demonstrates how numerous influential individuals at various levels could be persuaded to act unethically in order to further their own interests.

The top issue on the list of new concerns is human trafficking. Even with global initiatives to stop human trafficking, modern slavery is still a serious issue. Child labor, debt bondage, and forced labor are all included. Due diligence is becoming a requirement for businesses in order to guarantee supply chain transparency and the absence of abusive practices.

As long as the state of the global economy is uncertain, this issue will only get worse. In addition, people who have no other means of economic survival are still being uprooted by international conflict, which makes desperate people resort to desperate measures.

Data ethics represent a second developing field. Concerns about data management, protection, and privacy are growing in importance as digital supply chains grow. If an organization shares confidential information with a company in the host country, it could have a negative impact on the company's finances, reputation, and public perception of social responsibility. That country may later choose to use that knowledge to create a competitive product.

Not every government abides by copyright regulations. As a result, people may sell confidential information in order to benefit themselves.

1.4 STATEMENT OF THE PROBLEM

The study is to methodically analyzing the functions, identifying barriers to success, examining trends in ethical practices and categorizing important ethical challenges, this study fills in knowledge gaps regarding the dynamics of logistics and supply chain management in India. A lack of research creating it challenging to develop accurate strategies for moral decision-making and sustainable supply chain practices in the Indian context is the main cause of the problem.

1.5. OBJECTIVES OF THE STUDY

- To study the functions and work activities in logistics and supply chain management in India
- To investigate the factors which hinder the success of the logistics and supply chain management in India
- To examine current trends and emerging best practices in ethical logistics and supply chain management, including the adoption of new technologies and strategies for addressing ethical concerns.
- To analyze and categorize the key ethical challenges faced by organizations in logistics and supply chain management, with a focus on issues such as supplier relationships, environmental impact, and transparency.

1.6.NEED FOR STUDY

- Investigating how ethical decision-making, supplier relationships, and environmental sustainability are impacted by the global and interconnected nature of supply chains is essential.

- To close this knowledge gap and advance our understanding of the ethical implications of the field, this study is required
- The study can provide insights into sustainable practices and the challenges associated with them.
- This study helps to improve overall supply chain activities. To better understand the link between ethical supply chain practices and customers opinion.

1.7.SCOPE OF THE STUDY

- The study's analysis of ethical practices and issues pertinent to each industry, such as manufacturing, retail, healthcare, or technology, can focus on particular industries or take a broad industry approach.
- Examining the impact of supply chain operations on the environment and investigating strategies for ethical and sustainable practices, it discusses ethical issues connected to environmental sustainability
- The study searches at emerging trends in supply chain management and logistics' ethical concerns.

1.8.LIMITATIONS OF THE STUDY

- The study's findings may be constrained by the availability and reliability of data. Incomplete or outdated data could hinder the accuracy and depth of the analysis.
- The study focuses primarily on legal and regulatory compliance, it may overlook ethical considerations that go beyond minimum legal requirements.
- The study might not address the ethical implications of emerging technologies in logistics and supply chain management

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

In this Chapter, the researcher has made an attempt includes, understanding the basic concepts of supply chain management and analyzing research studies made by earlier researchers in respect of strategies that are used by organization to make logistics and supply chain management for this, the researcher has used various books, research Journals and websites. The detailed list is further elaborated in the Bibliography. Through this Literature Survey researcher wants to find out which are the important parameters of employee engagement.

Abdallah et al., (2014) found that gracefully chain the board positively affects an associations execution and upper hand. They further features that the gracefully chain the board rehearses don't just influence the adaptability execution yet the degrees of yield and the exhibition of the assets accessible inside the association. Moreover, they showed that adjacent to client relations, all different parts of the flexibly chain the executives emphatically influence the presentation of the gracefully chain. As per Diab et al., (2015), due consideration with respect to the provider influences the component of provider organization. Green buying is a moderately new idea and an extra component to the flexibly chain the board. It involves the propensity of an association to evaluate the practices embraced by their providers in their activities to guarantee that they protect the climate.

Sabry (2015) material warehousing influences the nature and execution of the gracefully chain and flexibly chain the board. In the executives of the materials necessities,

administrators target guaranteeing proficiency in taking care of requests,

lessening overabundances and incapable stock levels and decreasing the time need to advertise.

Roland Berger (2011) explains that sustainability and risk management are key elements for achieving purchasing excellence. With their analysis of previous literature on purchasing practices

Zheng et al. (2007) identify thematic areas that appear relevant for future purchasing research, including purchasing and supply strategy and structure, purchasing and supply system development, e-business and public procurement.

Schoenherr et al. (2011) the main research opportunities for purchasing and supply management are global purchasing and supply management, relationship management, uncertainty and risk management, sustainability and green supply management, electronic purchasing and supply management, and the links of strategic purchasing to supply management to financial performance. In accordance with these contributions, as well as our own experience in the field, we identify five purchasing areas that appear likely to affect the trends and directions of purchasing practices: sustainable purchasing, ethical purchasing, purchasing in the digital economy, purchasing and supply chain risk management and public sector purchasing.

Handfield et al. (2011) highlight the evolution to supply chain management, as we discussed in the previous section. In particular, they argue that purchasing can increase supply chain performance by fostering collaboration with suppliers and developing suppliers' skills. They also emphasise that technology will play a relevant role in this process. In their purchasing excellence study, the consultancy Roland Berger (2011) explains that sustainability and risk management are key elements for achieving purchasing excellence. With their analysis of previous literature on purchasing practices

Zheng et al. (2007) identify thematic areas that appear relevant for future purchasing research, including purchasing and supply strategy and structure, purchasing and supply system development, e-business and public procurement.

Hoekstra and Wiedmann, 2014; O'Rourke, 2014. Therefore, research on sustainable purchasing needs to be more interdisciplinary, marked by collaborations between management academics and environmental scientists.

CIPS (2013), ethical and responsible procurement is a process that respects fundamental international standards against criminal conduct and human rights abuse but also progressively improves the lives of people who contribute to supply chains
Increasing the transparency of the sourcing process, it is possible to expose the unethical Behaviours of suppliers, including bribery, corruption or unsafe working conditions. Research in this area remains limited though.

Klassen and Vereecke (2012), with five case studies, derive relationships among social responsibility in supply chains, social management capabilities, operational risk and firm performance. Jiang et al. (2012) analyze the detrimental

Harper (2010) defines inclusive value chains as those supply chains that improve the lives of people who contribute to them. He describes how supply chains might redistribute some of their profits to improve the lives of small farmers and artisans in India. This area has been insufficiently explored by current research, yet its investigation could produce a wealth of interesting research studies. Issues of exploitation of suppliers by powerful buyers can be observed in analysis of grocery and food supply chains. In the UK, large supermarket chains have long been criticized for 'unethical' purchasing behavior in their dealings with (especially small scale and unbranded) suppliers

(Hingley, 2005). These purchasing issues may concern, in particular, very long times between receipt of goods and payment and the
demanding of upfront payments from suppliers to support better in store positioning of their goods in retail marketing campaigns. With holistic approach in the field of employee retention & engagement.

SCM World (2014), big data analytics, digital supply chains and the Internet of Things are the most disruptive technologies for supply chains. First, big data analytics appear instrumental for ensuring better supply chain visibility and learning more about consumer behaviour. However, research contributions in this area are extremely limited.

Hazen et al. (2014) also note the problem of data quality in this research sector. Second, the emergence of digital supply chains has reshaped supply channels and networks and changed the relationships among suppliers and buyers, especially by transforming the roles of intermediaries and agencies

(Banker et al., 2011). Consumers can bypass traditional routes and intermediaries and buy online directly from consumers. Yet large companies such as eBay and Amazon also have established themselves as intermediaries on a global scale, matching suppliers and consumers from around the world and thus contributing to the trend by which digital supply chains revolutionize access to international markets. Recent research considers digital commodities markets (D'Ignazio and Giovannetti, 2014).

R. Sharma 2013 Study of Logistics Cost, Firm Performance and Supply Chain Management Practices in Food Processing Sector The present study was undertaken to examine the relative performance of food processing units in India on the basis of Logistics cost. An attempt was also made to study supply chain management practices of food processing units in Punjab.

DEA was used to study the relative performance and the set considered for analysis consisted of 32 food processing units with period of analysis covering 5 years from 2007-2011. Results indicate that no food processing unit was efficient throughout the period of analysis. Kwality Dairy India Ltd, Dabur India Ltd, and Prima Agro Ltd were relatively efficient for few years during the period of analysis

Saiful Azmir Kasdirwan IbrahimA . 6 July 2023R. S. Senathirajah.N. Nor Malaysia
Small and Medium Size Businesses in Implementing Environment Management Practice
.It is critical to understand the drivers behind environmental management practices, or
EMPs, as they may be measured as important variables in fixing environmental
challenges for businesses. Therefore, the goal of the research is to investigate the
variables applying their establishment's environmental management techniques.

The environment awareness and attitudes factor in Gadenne's (2009) Model of
External Influences on Environmental Awareness and Practices (MEAP) is suitable
variables to represent the research. Based on the Gadenne's MEAP construct; general
awareness, cost benefits awareness, and environmental attitudes; these are the
characteristic of an individuals to show the level of their concerns and responsiveness
towards the environment.

R. ShakeelH. SajjadA. Ramish 2019 The purpose of this study is to establish a
systematic framework of Sustainable Relationship Management with 3PL Providers
(SLRM) in general by studying Supply Chain (SC) sustainability that inspires useful
sustainable relations with 3PL service providers and supports attainment of ultimate SC
goal. It also considers the practices required to be applied in this scenario in order for
value optimization. On the basis of literature, this paper develops and presents a
sustainable framework after thoroughly examining existing frameworks.

I. KotsyubaA. ShikovArseniy Puntikov E3S Web of Conferences 2023

The concept of implementing lean manufacturing technologies in transportation
enterprises The article explores the techniques and tools of lean manufacturing, and
formulates the concept of implementing lean approaches in transportation
enterprises. Lean manufacturing technologies are necessary for the transportation
industry, and their application is already in progress in many companies with varying
speed and effectiveness. To achieve this, firstly, existing practices in implementing

lean manufacturing technologies in transportation enterprises are analysed, secondly, the organisation of flow of individual transportation and logistics operations is identified as the fundamental basis for a lean transformation, and thirdly, a possible approach to revising the overall organisation of transportation enterprises is proposed to realise a continuous flow through the transition to network-centric logistics.

A. AkbarnezhadT. RashidiS. Waller Importance of Planning for the Transport 8 July 2014 Engineering, Importance of Planning for the Transport Stage in Procurement of Construction Materials The use of logistics milestones, as predecessors for construction works, is gaining popularity to improve the control over the material procurement stage and minimize the risks of delay in the project completion resulting from late material deliveries. Transportation is an important phase in the procurement process which can account for up to 20% of the total project expenditure in some industrial construction projects. However, despite its importance, transportation is usually overlooked when planning the material procurement stage and evaluating the potential risks of delay. This study evaluates the current practices in managing transportation stage of the construction material procurement process and the perception of the industry practitioners about the importance of considering material transportation in project planning using the results of a limited systematic survey.

.AkbarnezhadT. RashidiS. Waller 2014 The use of logistics milestones, as predecessors for construction works, is gaining popularity to improve the control over the material procurement stage and minimize the risks of delay in the project completion resulting from late material deliveries. Transportation is an important phase in the procurement process which can account for up to 20% of the total project expenditure in some industrial construction projects. However, despite its importance, transportation is usually overlooked when planning the material procurement stage and evaluating the potential risks of delay. This study evaluates

the current practices in managing transportation stage of the construction material procurement process and the perception of the industry practitioners about the importance of considering material transportation in project planning using the results of a limited systematic survey.

K. NawurunnageA. PrasadikaA. Wijayanayake2023 3rd International Conference on Advanced The rise of global warming and greenhouse gas emissions has placed the world's sustainability in danger. Thus, the demand for logistics companies to incorporate green supply chain practices has risen dramatically in recent years since logistics services are an essential primary source for emissions of greenhouse gases. An examination of the existing literature under the broad notion of Total Quality Management and Green Supply Chain Management shows a need for further investigations on how those practices might help to improve the firm performance of logistics organizations from an environmental, economic, and operational standpoint while contributing to achieving sustainability.

Jialin LiM. K. AnserM. TabashA. NassaniMohamed HaffarK. ZamanBusiness International Journal of Logistics Research 1 October 2021 .This study examined the relationship between technological innovation, logistics performance, economic growth, and carbon emissions. It assessed Green Supply Chain Management (GSCM) practices across 101 countries from 2010 to 2018. The panel quantile regression's results confirmed the hump-shaped relationship between technology-induced carbon emissions and countries' economic growth in different quantile distributions. Logistics-induced carbon emissions show an increasing relationship with economic growth obstructing GSCM's agenda at the entire quantile distribution. The impact of insurance and financial services (IFS) and industry value-added positively affects the per capita income of countries GSCM practices. The causal inferences exhibit a feedback relationship between technological innovation, carbon emissions, logistics performance, and economic growth. In contrast, industry value-added Granger causes economic growth and IFS across countries. The results indicate that carbon damage primarily obstructs GSCM practices worldwide.

F. TorneseM. GnoniBrian K. ThornA. CarranoJennifer

18 November 2021 Pallets are among the most used returnable transport items (RTIs), and they are critical assets for a supply chain as they have significant environmental and economic impacts during their whole life cycle. Differently from other packaging products, pallets are specifically designed to be repeatably repaired and reinjected for use. While this environmentally is beneficial as it reduces waste, it can create complex interactions between the stakeholder-involved manufacturers, pallet providers, users and recyclers.

ZulfandiNasirA. Sakir International Journal of Business Management 2021

This study intends to examine the effect of corporate entrepreneurship and organizational culture on supply chain management and its impact on the operational performance of logistics companies in Banda Aceh. The population of this study was all employees at logistic companies in Banda Aceh, amounting to 195 people, and the sample taken was as many as the population. Data were analyzed by Structural Equation Modeling (SEM). The results conclude that corporate entrepreneurship significantly affects supply chain management, organizational culture significantly affects supply chain management, supply chain management significantly affects operational performance, corporate entrepreneurship significantly affects operational performance, organizational culture significantly affects operational performance, supply chain management mediates the influence of corporate entrepreneurship on operational performance, and supply chain management mediates the influence of organizational culture on operational performance

Azzam A. Abou-MoghliJournal of Business Administration Researches 28

August 2018

An efficient supply chain management is essential for the survival of organizations in the present competitive business world. Without effectual supply chain management strategies, the performance of organizations deteriorates. To examine different strategies such as customer orientation, innovating strategy and

technological innovation in the financial and non-financial performance of pharmaceutical firms. A path analysis study was conducted in which a questionnaire with regard to strategic management on supply chain and logistics was distributed amongst 10 pharmaceutical companies in Jordan. The results have revealed a positive and significant influence of customer-oriented strategies on the financial performance of companies. In contrast, the results show no significant impact of technological innovation on financial and non-financial performance of the pharmaceutical firms.

A. DeD. HorstkemperSiqueira Braga Diego deB. HellingrathPereira GomesD.

L. N F. Buarque Engineering 2013 There is a constant need for new, more efficient techniques to tackle the increasing complexity of modern supply chains and to handle ever shorter planning cycles and this paper seeks to explore the possibilities of applying modern meta-heuristic optimization techniques onto SCNP problems. Planning tasks in Supply Chain Management demonstrate a high complexity due to several influences such as globalization effects, mass customization of products and shorter product life cycles. This is leading to additional requirements for logistics planning in general. Nevertheless, the planning and management of supply chains is a key capability for today's companies in order to increase profitability as well as decrease the uncertainty and the risk of certain actions taken by one or more members of the supply chain. In this context, Supply Chain Network Planning (SCNP) is used to determine an adequate allocation of demands and capacities in storage, transportation and production facilities, aiming to fulfill customer demands at minimal costs. As a planning model on the tactical level, SCNP can be used as an important input for operational planning tasks, e.g. for a more detailed transport planning. However, due to the complexity of the problem, exact mathematical solution techniques can consume a high amount of time, and are as such not applicable in practice.

MahmoodiMilad Jasemi ZerganiLeila HashemiR. MillarSmart and Resilient Transport2022 The purpose of this paper is to maximize the total demand covered by the established additive manufacturing and distribution centers and maximize the total literal weight assigned to the drones. Design/methodology/approach Disaster management or humanitarian supply chains (HSCs) differ from commercial supply chains in the fact that the aim of HSCs is to minimize the response time to a disaster as compared to the profit maximization goal of commercial supply chains.

An Algorithm to Supply Chain Configuration Based on Ant System L. A. Moncayo Martínez Computer Science, Engineering 2016 This work proposes a new approach, based on Ant Colony Optimisation (ACO), to configure Supply Chains (SC) so as to deliver orders on due date and at the minimum cost. For a set of orders, this approach determines which supplier to acquire components from and which manufacturer will produce the products as well as which transportation mode must be used to deliver products to customers. The aforementioned decisions are addressed by three modules. The data module stores all data relating to SC and models the SC. The optimization engine is a multi-agent framework called SC Configuration by ACO. This module implements the ant colony algorithm and generates alternative SC configurations.

L. DeroussiN. GrangeonS. Norre Engineering 2016 ,In the postwar years, the development of operational research provided companies with tools to deal with their logistical problems in a quantitative way, but in an increasingly competitive industrial environment, companies continue to have a strong demand for decision aid tools to provide a global view of their organization. Industry 4.0 and Supply Chain Management.

A Study of Logistics Knapp AG in Radegund Bei Graz, Austria.Herbert Sobotka

Reza .The term "Industry 4.0" refers to the use of cutting-edge digital technology in the industrial sector, particularly in the areas of production and distribution. It changes the game for logistics by improving everything from product sourcing to customer service to logistics. Real-time data gathering, predictive analytics, and efficient automation are made possible by Industry 4.0 technologies including the Internet of Things (IoT), big data analytics, artificial intelligence (AI), and robots. This integration enhances operational efficiency, supply chain visibility, and customer satisfaction. Embracing Industry 4.0 principles allows organizations to adapt to market changes, improve decision-making, and gain a competitive advantage in the rapidly evolving business landscape. The study used the descriptive research design. The target population was 8 managers of Logistics Knapp AG in Radegund Bei Graz, Austria

CHAPTER 3

RESEARCH METHODOLOGY

3.1.RESEARCH DESIGN :

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the ethical practices in supply chain management and logistics.. This time research methodology is framed for the purpose of finding the level of Employees in the Current System. To know the responses of individuals data is collected through a structured questionnaire.

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who takepart in the study.

3.2.SOURCES OF DATA:

In this research, internal and external source of data are used. Collected raw materials through facts and figure of researcher's works. Collecting data from company records and document, these are all internal data and other data are external.

In data collection, there are 2 types

➤ Primary Data

It is a source of collecting data by first-hand information through observation direct communication or personal interviews respondent's customers. In this, questionnaire is used for conducting personal interviews and for collecting the data.

➤ **Secondary Data**

It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website.

3.3 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about individuals has been selected as a sample location
Basic Introduction

- Personal Details
- Research related Questions
- Perception Questions
- Likert Scaling Questions

3.4.SAMPLE SIZE

The sample size for this research project is 110

SAMPLE DESIGN

It is a particular definite plan formulation before collecting the data from population. The research should select a particular sample. In sampling, there are 2 types- probability sampling and non-probability sampling. In this research, only non-probability sampling is used.

Sampling

- Sampling design : Non-probability sampling
- Sampling technique : Convenience sampling
- Sample unit : People having knowledge about supply chain management
- Sample size : 110 respondents

3.5.SAMPLING TECHNIQUE:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.6.PERIOD OF STUDY

The period of the study is to determine that research process is carried out for 3months.

TOOLS FOR ANALYSIS:

Questionnaire was created in order to receive the necessary response required from the sample to achieve the research objective. The tools used for this are

PERCENTAGE ANALYSIS

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.7.ANALYTICAL TOOLS(SPSS)

Tool for testing the Hypothesis (SPSS)

- Anova
- Chi-Square
- Correlation

ANOVA:

A common approach to figure out a reliable treatment method would be to analyse the days it took the patients to be cured. We can use a statistical technique which can compare these three treatment samples and depict how different these samples are from one another. Such a technique, which compares the samples on the basis of their means, is called ANOVA. Analysis of variance (ANOVA) is a statistical technique that is used to check if the means of two or more groups are significantly different from each other. ANOVA checks the impact of one or more factors by comparing the means of different samples.

FORMULA:

The test statistic is the F statistic for ANOVA,

$$F = \text{MSB} / \text{MSE}.$$

CHI-SQUARE:

A chi-square (χ^2) statistic is a test that measures how a model compares to actual observed data. The data used in calculating a chi-square statistic must be random, raw, mutually exclusive, drawn from independent variables, and drawn from a large enough sample. For example, the results of tossing a fair coin meet these criteria. Chi-square tests are often used in hypothesis testing. The chi-square statistic compares the size of any discrepancies between the expected results and the actual results, given the size of the sample and the number of variables in the relationship. For these tests, degrees of freedom are utilized to determine if a certain null hypothesis can be rejected based on the total number of variables and samples within the experiment. As with any statistic, the larger the sample size, the more reliable the results.

FORMULA: $\chi^2 = \sum \frac{(o_i - E_i)^2}{E_i}$ $F = MSB/MSE$.

CORRELATION:

Correlation analysis is a statistical method used to evaluate the strength and direction of the relationship between two or more variables. The correlation coefficient ranges from -1 to 1.

A correlation coefficient of 1 indicates a perfect positive correlation. This means that as one variable increases, the other variable also increases.

A correlation coefficient of -1 indicates a perfect negative correlation. This means that as one variable increases, the other variable decreases.

A correlation coefficient of 0 means that there's no linear relationship between the two variables.

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

4.1.1 Table indicating the gender of respondents

S.no	Gender	No of Respondents	Percentage analysis
1	Male	64	58.2%
2	Female	46	41.8%
Total		110	100%

GENDER
110 responses

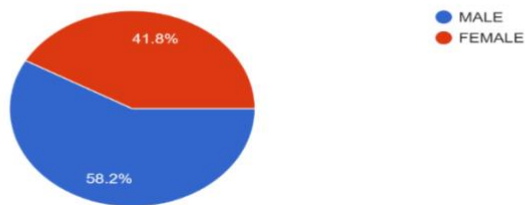


Chart No 4.1.1 :Chart representing gender of the respondents

Interpretation

From the above table it is interpreted that the gender of the respondents is male 58.2% and number of respondents in female are 41.8 %

INFERENCE

- Majority 58% of the respondents are male.

4.1.2 Table indicating the age of respondents

S.no	Age	No of Respondents	Percentage analysis
1	20-30	61	55.5%
2	31-36	21	19.1%
3	37-42	12	10.9%
4	43-50	8	7.3%
5	25 and above	8	7.3%
Total		110	100%

1.AGE
110 responses

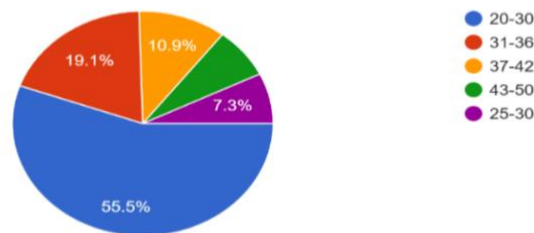


Chart No 4.1.2:Chart representing age of the respondents

Interpretation

From the above table it is interpreted that the number of respondents 20-30 ages of respondents are 55.5%, between 31-36 age of respondents are 19.1%, between 37-42 age of respondents 10.9%, between 43-50 age of respondents are 7.3%, and 25 and above ages of respondents are 7.3%

INFERENCE

- Majority 55.5% of the respondents belong to the age group of 20-30 c

4.1.3 Table indicating the education qualification of respondents

S.no	Education qualification	No of Respondents	Percentage analysis
1	10 th -12th	7	6.4%
2	Diploma	13	11.8%
3	Under graduate	50	45.5%
4	Post graduate	40	36.4%
Total		110	100%

3. Educational Qualification:
110 responses

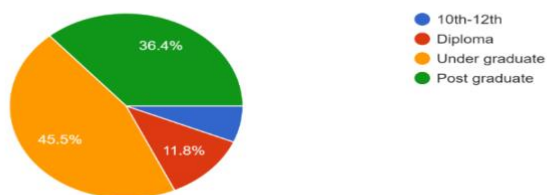


Chart No 4.1.3 :Chart representing education qualification of the respondents

Interpretation

From the above table it is interpreted that the number of respondents 20-30 ages of respondents are 55.5%, between 31-36 age of respondents are 19.1%, between 37-42 age of respondents 10.9%, between 43-50 age of respondents are 7.3%, and 25 and above ages of respondents are 7.3%

INFERENCE

- Majority 55.5% of the respondents belong to the age group of 20-30 category.

4.1.4 Table indicating the Experience of respondents

S.no	Experience	No of Respondents	Percentage analysis
1	Less than 1 year	18	40%
2	1 to 3 years	72	42.7%
3	4 to 6 years	39	14.5%
4	7to 10 years	1	0.9%
5	Above 10 years	2	1.8%
Total		110	100%

4. How long are you working in your organization? (In Years)
110 responses

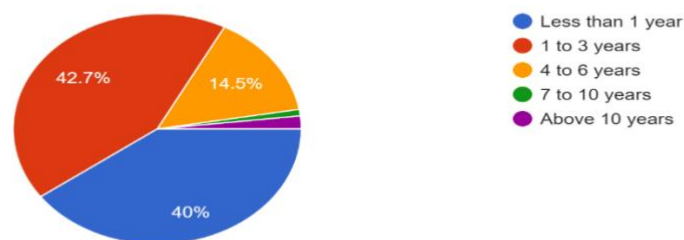


Chart No 4.1.4 :Chart representing experience of the respondents

Interpretation

From the above table it is interpreted that the number of respondents were 40% is less than 1 years, 42.7% is 1 to 3 years, 14.5% is 4-6 years, 0.9 % is 7-10 years, 1.9% is above 10 years

INFERENCE

Majority 42.7% of the respondents had 1-3 years' experience

4.1.5 Table indicating the Martial Status of respondents

S.no	Martial Status	No of Respondents	Percentage analysis
1	Un Married	54	49.1%
2	Married	56	50.9%
Total		110	100%

2. Marital status:
110 responses

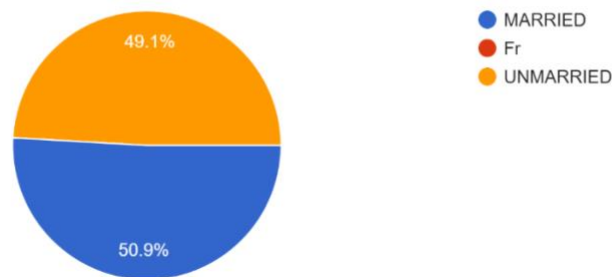


Chart No 4.1.5 :Chart representing Martial Status of the respondents

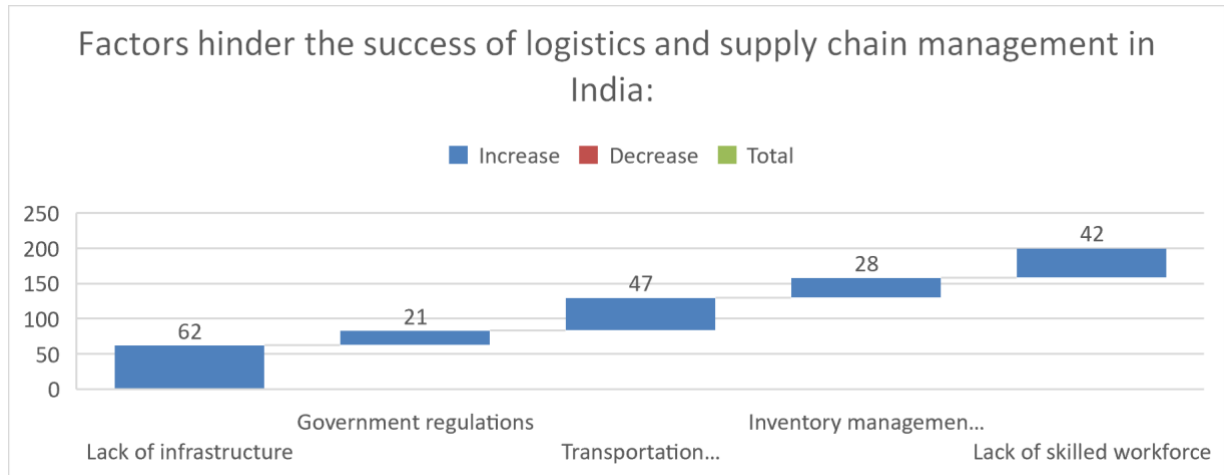
Interpretation

From the above table 49.1% of respondents are unmarried and 50.9 % of respondents are married

INFERENCE

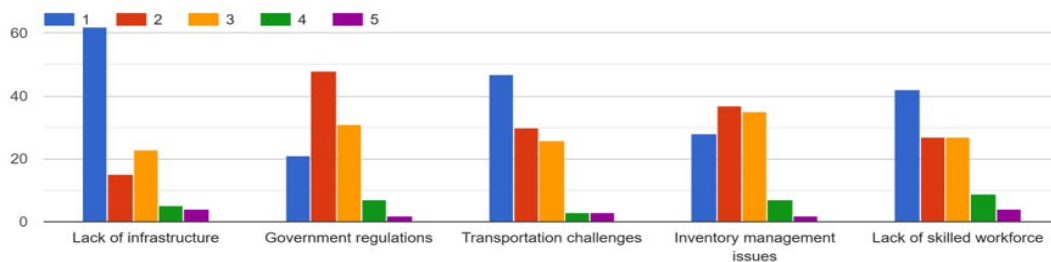
- Majority 50.9 % of the respondents were married.

4.1.6 Table indicating factors hinder the success



4.1.6 Chart indicating the rate of extent to which you believe the following factors hinder the success of logistics and supply chain management in india

5. Please rate the extent to which you believe the following factors hinder the success of logistics and supply chain management in India: 1-Strongly Agree 2-Agree 3-Neutral 4-Disagree 5-Strongly Disagree



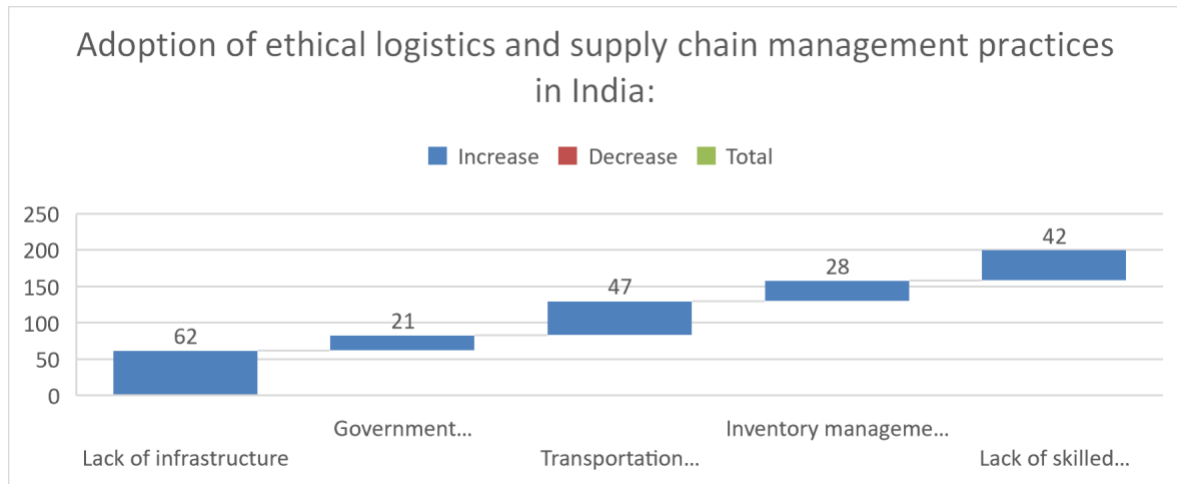
Interpretation

From the above chart 62 respondents are strongly agree that main hinder for success of logistics is lack of infrastructure

INFERENCE

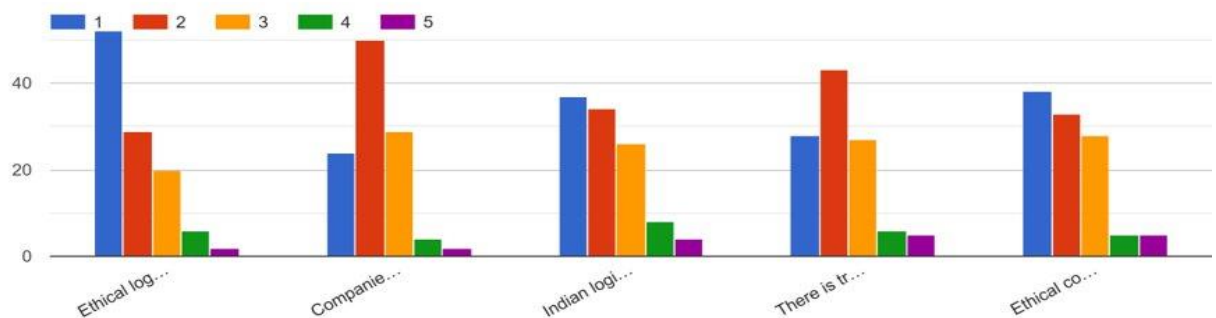
- Majority 62 respondents strongly agree that lack of infrastructure create main hinder

4.1.7. Table indicating adaptation of ethical



4.1.7. Chart indicating the rate of perception of the adoption of ethical logistics and supply chain management

6. Please rate your perception of the adoption of ethical logistics and supply chain management practices in India: 1-Strongly Agree 2-Agree 3-Neutral 4-Disagree 5-Strongly Disagree



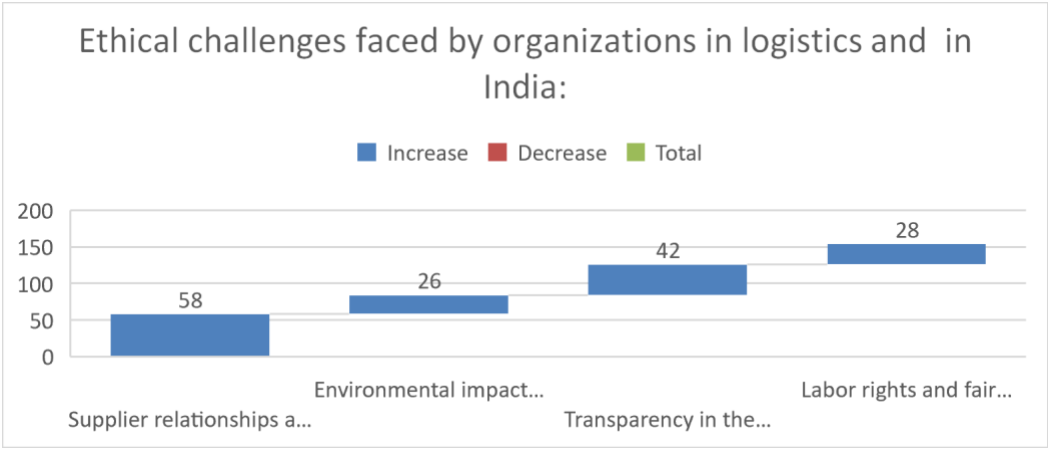
Interpretation

From the above chart 52 of respondents are strongly agree with the ethical logistics and supply chain management practices are wide

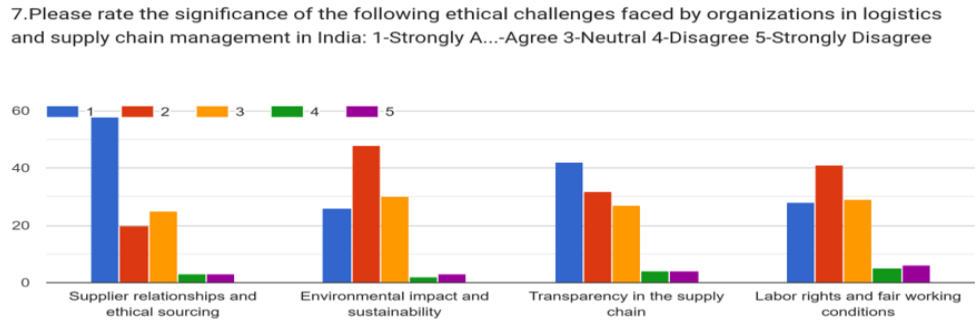
INFERENCE

- Majority 52 of the respondents are strongly agree with the statement.

4.1.8. Table indicating ethical challenges faced by organizations in logistics



4.1.8. Chart rate the significance of the ethical challenges faced by organizations in logistics



Interpretation

From the above table 58 of respondents are rate the significant of ethical challenges relates to supplier relationships and ethical sourcing

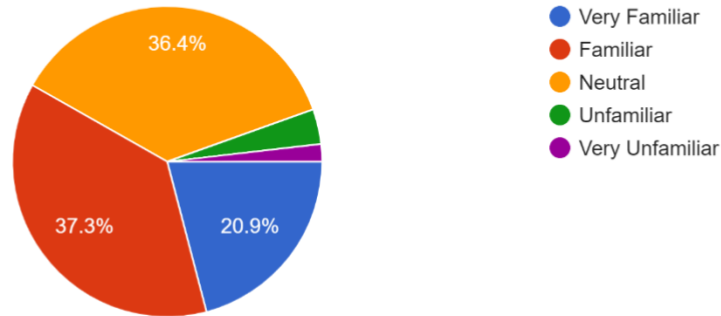
INFERENCE

Majority 58 of the respondents were strongly agree with the supplier relationships ethical sourcing.

4.1.9.Chart rate your level of familiarity with the functions and work activities and supply chain management

8.Please rate your level of familiarity with the functions and work activities in logistics and supply chain management in India :

110 responses



4.1.9.Table indicating the familiarity of functions of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Very familiar	23	20.9%
2	Familiar	41	37.3%
3	Neutral	40	36.4%
4	Unfamiliar	4	3.6%
5	Very unfamiliar	2	1.8%
Total		110	100%

Interpretation

From the above table 37.3% of respondents are familiar and 20.9% of respondents are Very familiar

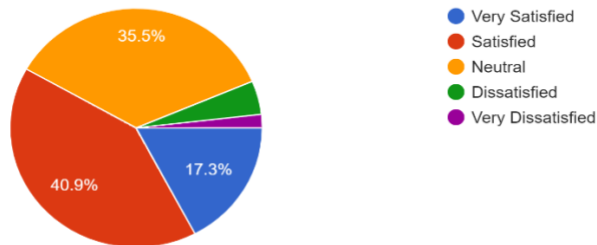
INFERENCE

Majority 37.7 % of the respondents were famili

4.1.10. Chart represent the satisfied with the ethical practices in organizations logistics

9.How satisfied are you with the ethical practices in your organization's logistics and supply chain management?

110 responses



4.1.10. Table indicating the satisfaction level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Very satisfied	19	17.3%
2	Satisfied	45	40.9%
3	Neutral	39	39%
4	Dissatisfied	5	4.5%
5	Very Dissatisfied	2	1.8%
Total		110	100%

Interpretation

From the above table 40.9% of respondents are satisfied and 17.3% of respondents are very dissatisfied

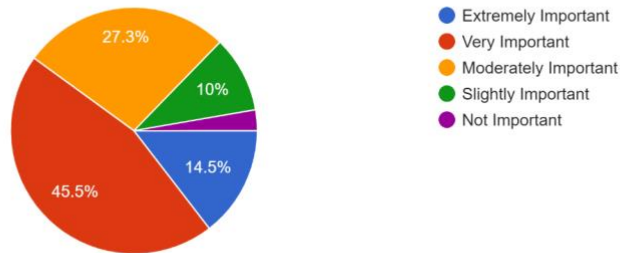
INFERENCE

Majority 40;9% of the satisfied respond

4.1.11. Chart rate the importance of ethical practices in logistics and supply chain management

10. Please rate the importance of ethical practices in logistics and supply chain management:

110 responses



4.1.11. Table indicating the importance of ethical practices level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Extremely Important	16	14.5%
2	Very important	50	45.5%
3	Moderately important	30	27.3%
4	Slightly important	11	10%
5	Not important	16	14.5%
Total		110	100%

Interpretation

From the above table 45.9% of respondents are very important and 2.7% of respondents are rate not important

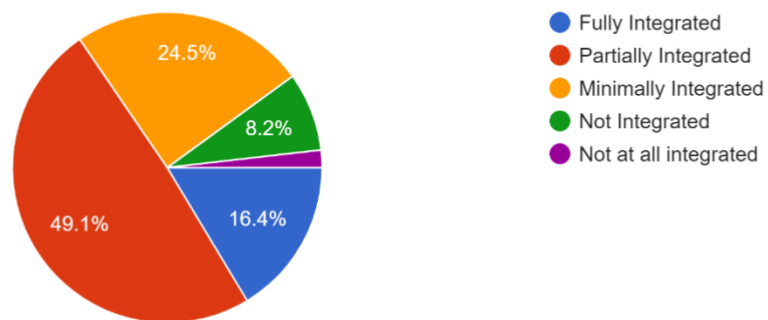
INFERENCE

Majority 50.9 % of the respondents were married

4.1.12 Chart represents the rate of extents to which ethical considerations are integrated into your organizations logistics and supply chain management.

11.Please rate the extent to which ethical considerations are integrated into your organization's logistics and supply chain management processes:

110 responses



4.1.12. Table indicating the ethical considerations

S.no	Particulars	No of Respondents	Percentage analysis
1	Fully integrated	18	16.4%
2	Partially integrated	54	49.1%
3	Minimally integrated	27	24.5%
4	Not integrated	9	8.2%
5	Not at all integrated	2	1.8%
Total		110	100%

Interpretation

From the above chart 49.1% of respondents are partially integrated and 8.2% not integrated

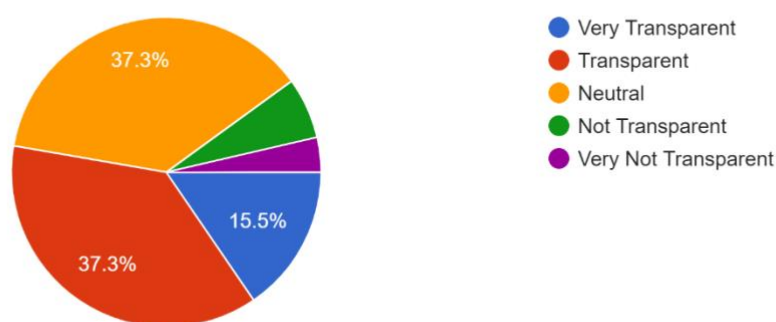
INFERENCE

Majority 49.1% of respondents are partially integrated

4.1.13. Charts rate the level of transparency in your organizations supply chain operations

12.Please rate the level of transparency in your organization's supply chain operations:

110 responses



4.1.13 Table indicating the level of transparency of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Very transparent	17	15.5%
2	Transparent	41	37.3%
3	Neutral	41	37.3%
4	Not transparent	7	6.4%
5	Very not transparent	4	3.6%
Total		110	100%

Interpretation

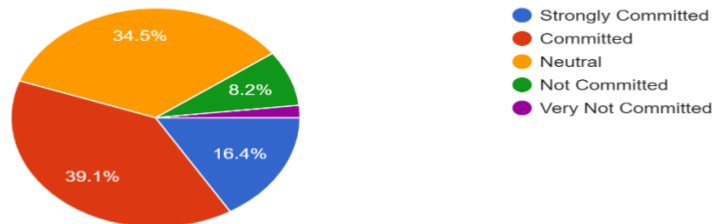
From the above table 36.7% of respondents are Transparent and 6% of respondents are very not transparent

INFERENCE

Majority 36.7% of the respondents were very transparent

4.1.14. Chart rates that level of commitment to addressing ethical challenges in logistics and supply chain management .

13. Please rate your organization's commitment to addressing ethical challenges in logistics and supply chain management:
110 responses



4.1.14. Table indicating the importance of ethical practices level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Strongly committed	18	16.4%
2	Committed	43	39.1%
3	Neutral	38	34.5%
4	Not committed	9	8.2%
5	Very not committed	2	1.8%
Total		110	100%

Interpretation

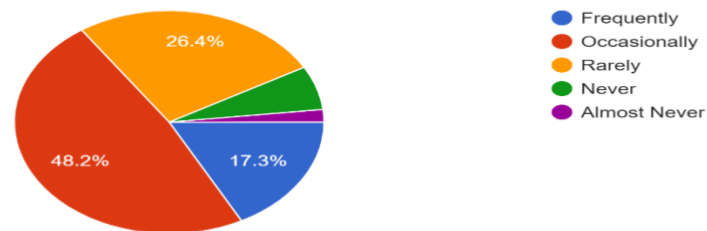
From the above table 39.1% of respondents are committed and 1.8% of respondents are very not committed,

INFERENCE

Majority 50.9 % of the respondents were married

4.1.15. Chart shows that encounter ethical dilemmas in their role in logistics and supply chain management

14. How often do you encounter ethical dilemmas in your role in logistics and supply chain management?
110 responses



4.1.15. Table indicating the importance of ethical practices level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Frequently	19	17.3%
2	Occasionally	53	48.2%
3	Rarely	29	26.4%
4	Never	7	6.4%
5	Almost never	2	1.8%
Total		110	100%

Interpretation

From the above table 48;2% of respondents are responds occasionally and 1.8% of respondents are responds almost never

INFERENCE

Majority 48;2 % of the respondents were married

4.1.16 Charts shows the rate of awareness and adherence to ethical guidelines and codes of conduct in logistics and supply chain management

15. Please rate your awareness of and adherence to ethical guidelines and codes of conduct in logistics and supply chain management:
110 responses



4.1.16. Table indicating the rate of awareness and adherence to ethical guidelines

S.no	Particulars	No of Respondents	Percentage analysis
1	Highly aware and adherent	13	11.8%
2	Aware and adherent	46	41.8%
3	Neutral	39	35.5%
4	Partially aware and adherent	10	9.1%
5	Not aware and adherent	2	1.8%
Total		110	100%

Interpretation

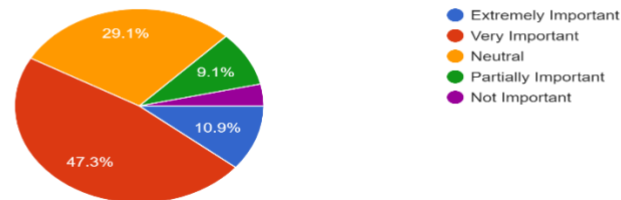
From the above table 41'8% of respondents are aware and adherent and 1.8% of respondents are not aware and adherent

INFERENCE

Majority 41;8% of the respondents were married

4.1.17. Chart shows the rate that the importance of ethical practices in logistics and supply chain management

16. Please rate the importance of ethical practices in logistics and supply chain management:
110 responses



4.1.17. Table indicating the rate of importance of ethical practices level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Extremely important	12	10.9%
2	Very important	52	47.3%
3	Neutral	32	29.1%
4	Partially important	10	9.1%
5	Not important	4	3.6%
Total		110	100%

Interpretation

From the above table % of respondents are responds that very important and 3.6% of respondents are responds not important

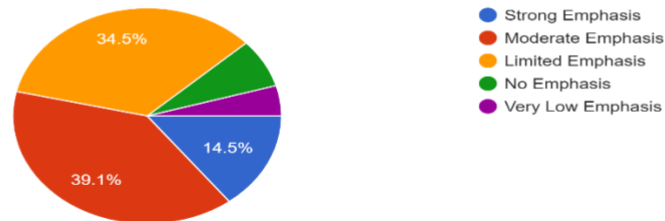
INFERENCE

Majority 47.3 % of the respondents were very important

4.1.18.Charts shows the rate of the extent of environmental sustainability

17.Please rate the extent to which your organization considers environmental sustainability in its logistics and supply chain practices:

110 responses



4.1.18.Table indicating the rate of extent of environmental sustainability level of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Strongly emphasis	16	14.5%
2	Moderate emphasis	43	39.1%
3	Limited emphasis	38	34.5%
4	No emphasis	8	7.3%
5	Very low emphasis	5	4.5%
Total		110	100%

Interpretation

From the above table 39.1% of respondents are responds moderate emphasis and 4.5% of respondents are responds very low emphasis

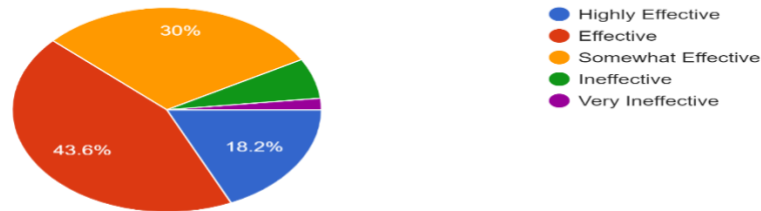
INFERENCE

Majority 39.1 % of the respondents were responds moderate emphasis

4.1.19.Charts shows the ethical challenges in logistics and supply chain management

18.How effective are your organization's measures and policies in addressing ethical challenges in logistics and supply chain management?

110 responses



4.1.19.Table indicating the rate of ethical challenges of respondents

S.no	Particulars	No of Respondents	Percentage analysis
1	Strongly emphasis	20	18.2%
2	Moderate emphasis	48	43.6%
3	Limited emphasis	33	30%
4	No emphasis	7	6.4%
5	Very low emphasis	2	1.8%
Total		110	100%

Interpretation

From the above table 49.1% of respondents are responds strongly emphasis and 1.8% of respondents are responds very low emphasis

INFERENCE

Majority 43.6 % of the respondents were moderate emphasis

HYPHOTHESIS FRAMED :

HYPOTHESIS – 1

- H0: There is no significant relationship between the adoption of ethical practices in logistics and supply chain management and the level of transparency in their organizations
- H1: The adoption of ethical practices in logistics and supply chain management is positively associated with and the level of transparency in their organizations

HYPOTHESIS - 2

- H0 There is no significant relationship between the level of satisfaction with ethical practices in an organization's logistics and supply chain management and the perceived importance of ethical practices in the same domains
- H1: There exists a significant positive relationship between the level of satisfaction with ethical practices in an organization's logistics and supply chain management and the perceived importance of ethical practices in the same domains.

HYPOTHESIS-3

- H0: There is no significant association between respondents' perceptions of their organization's commitment to addressing ethical challenges in logistics and supply chain management and the frequency of encountering ethical dilemmas in their roles within the same domains .
- H1: There is a significant correlation between respondents' perceptions of their organization's commitment to addressing ethical challenges in logistics and supply chain management and the frequency of encountering ethical dilemmas in their roles within the same domains

4.2 CHI-SQUARE ANALYSIS :

9.How 2 are you with the ethical practices in your organization's logistics and supply chain management?

* 12.Please rate the level of transparency in your organization's supply chain operations: Crosstabulation

Count

	12.Please rate the level of transparency in your organization's supply chain operations:					Total
	Very Transparen t	Transparen t	Neutral	Not Transparen t	Very Not Transparen t	
9.How 2 are you with the ethical practices in your organization's logistics and supply chain management?						
Very satisfied	11	4	2	1	1	19
Satisfied	3	29	9	2	2	45
Neutral	3	7	27	2	0	39
Dissatisfied	0	1	3	2	1	7
Total	17	41	41	7	4	110

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	69.778 ^a	12	.000
Likelihood Ratio	60.482	12	.000
Linear-by-Linear Association	19.425	1	.000
N of Valid Cases	110		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .25.

INFERENCE :

$H_0 < H_1$ (i.e.) H_0 is rejected

H_0 is lesser than 0.05

H_1 is accepted

Therefore, There is no significant relationship between the adoption of ethical practices in logistics and supply chain management and the level of transparency in their organizations

4.3 One way Anova :

ANOVA

10. Please rate the importance of ethical practices in logistics and supply chain management:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	61.035	4	15.259	42.662	.000
Within Groups	37.556	105	.358		
Total	98.591	109			

11. Please rate the extent to which ethical considerations are integrated into your organization's logistics and supply chain management processes:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	55.608	4	13.902	43.584	.000
Within Groups	33.492	105	.319		
Total	89.100	109			

INFERENCE:

$H_0 < H_1$ (i.e.) H_0 is rejected

H_0 is lesser than 0.05

H_1 is accepted

There is significant relationship between the level of satisfaction with ethical practices in an organization's logistics and supply chain management and the perceived importance of ethical practices in the same domains

4.4.CORRELATION ANALYSIS :

Correlations

	14. How often do you encounter ethical dilemmas in your role in logistics and supply chain management?	15. Please rate your awareness of and adherence to ethical guidelines and codes of conduct in logistics and supply chain management:
14. How often do you encounter ethical dilemmas in your role in logistics and supply chain management?	Pearson Correlation Sig. (2-tailed) N	1 110
15. Please rate your awareness of and adherence to ethical guidelines and codes of conduct in logistics and supply chain management:	Pearson Correlation Sig. (2-tailed) N	.640** .000 110

** . Correlation is significant at the 0.01 level (2-tailed).

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

r= 0.640

INFERENCE :

- Since r is positive there is a significant correlation between respondents' perceptions of their organization's commitment to addressing ethical challenges in logistics and supply chain management and the frequency of encountering ethical dilemmas in their roles within the same domains

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS

- Majority 58.2% of the respondents are male.
- Majority 55.5% of the respondents belong to the age group of 20-30 category.
- Majority 50.9 % of the respondents were married.
- Majority 45.5 % of the respondents belongs to UG educational qualification.
- Majority 42.7% of the respondents had 1-3 years' experience.
- Majority 37.3% of the respondents are familiar with the functions and work activities in logistics and supply chain management in India.
- Majority 40.9% of the respondents are satisfied with the ethical practices in your organization's logistics and supply chain management
- Majority 45.5% of the respondents rates ethical practices in logistics and supply chain management is very important
- Majority 49.1% of the respondents agree that ethical considerations are partially integrated into your organization's logistics and supply chain management processes
- Majority 37.3% of the respondents rate the level of transparency in your organization's supply chain operations as Transparent and neutral
- Majority 34.5% of the respondents rates organization's commitment to addressing ethical challenges in logistics and supply chain management has committed
- Majority 48.2 % of the respondents encounter ethical dilemmas in your role in logistics and supply chain management occasionally.
- Majority 41.8% of the respondents have Aware and Adherent to ethical guidelines and codes of conduct in logistics and supply chain management
- Majority 47.3% of the respondents rates that of ethical practices in logistics and supply chain management is very important
- Majority 39.1% of the respondents rate the extent to which your organization considers environmental sustainability in its logistics and supply chain practices is

Moderate Emphasis

- Majority 57.3% of the respondents rates that organization's measures and policies in addressing ethical challenges in logistics and supply chain management is effective
- Majority 60 respondents strongly agree the extent to which you believe the following factors hinder the success of logistics and supply chain management in India
- Majority 52 respondents strongly agree that perception of the adoption of ethical logistics and supply chain management practices in India
- Majority 58 respondents strongly agree rate the significance of the following ethical challenges faced by organizations in logistics and supply chain management in India

5.2.SUGGESTIONS

- Supervisors and Managers should meet at regular intervals with the employees to discuss about the improvement in the supply chain management process.
- Interview inquiries and visit distribution centers, warehouses, and hubs for logistics.
- Conduct interviews with experts in the field to gain insight into daily operations
- Examine trade publications to learn more about supply chain management and logistics in India today.
- Seek out important players, growing areas, and market trends.
- Review case studies of Indian companies' successful supply chain and logistics implementations.
- Determine the difficulties these organizations face and their best practices.
- Survey experts working in the supply chain and logistics industries.
- Determine the typical difficulties and roadblocks encountered during regular operations.
- Examine situations where supply chain management and logistics encountered major difficulties or setbacks.
- Determine the core causes and lessons learned.
- Compare India's ethical norms and practices to international standards.
- Determine what needs to be changed and improved.
- Analyze how supply chain and logistics operations affect the environment.
- Sort sustainability-related issues and suggest environmentally friendly solutions.
- Examine how transparent the supply chain's operations are.
- Determine the obstacles to communication and information exchange.

5.3. CONCLUSION

In conclusion, the study's objectives offer a thorough investigation of supply chain management and logistics in India, with a particular emphasis on comprehending the field's operations, spotting roadblocks, analyzing moral issues, and identifying major organizational challenges. The research's conclusions offer insightful information to the academic community and business community. First of all, the study clarifies the complexities of roles and tasks in the Indian logistics and supply chain management industry. By exploring the operational facets, it offers a comprehensive comprehension of the dynamics of the sector, assisting practitioners and policymakers in improving efficacy and efficiency.

Secondly, the exploration of the impediments to logistics and supply chain management success provides an analytical viewpoint on issues that require consideration. By offering stakeholders with the essential knowledge, they may conduct targeted interventions and improvements, resulting in the development of a logistics ecosystem that is more robust and successful.

The industry's dedication to ethical and sustainable practices is highlighted by the examination of current trends and new best practices in supply chain management and ethical logistics. The study explores the use of cutting-edge tactics and new technology to handle ethical issues, establishing itself as a useful tool for businesses looking to comply with international ethical norms. Secondly, the exploration of the impediments to logistics and supply chain management success provides an analytical viewpoint on issues that require consideration. At the very foremost, a road map for addressing significant issues including supplier relationships, environmental effect, and openness is provided by the analysis and classification of the major ethical dilemmas businesses confront. In conclusion, this study not just achieves its goals but also improves our understanding of supply chain management and logistics. By providing an extensive overview of the sector, it acts as a basis for future research and practical uses, promoting developments in this field.

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ANNEXURE – QUESTIONNAIRE

A STUDY ON SYSTEMATIC ANALYSIS OF THE ETHICAL PRACTICES AND CHALLENGES IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT

1. 1.AGE

- 20-30
- 31-36
- 37-42
- 43-50
- 55-60

2. 2. Marital status:

- Married
- Unmarried

3. 3. Gender :

- Male
- Female

4. 4. Educational Qualification:

- 10th-12th
- Diploma
- Undergraduate
- Postgraduate

5. . 5. How long are you working in your organization? (In Years)

- Less than year
- 1-3 year
- 4-6 year
- 7-10 year
- Above10 year

6. Please rate the extent to which you believe the following factors hinder the success of logistics and supply chain management in India:

1-Strongly Agree

2-Agree

3-Neutral

4-Disagree

5-Strongly Disagree

	1	2	3	4	5
Lack of infrastructure	☐	☐	☐	☐	☐
Government regulations	☐	☐	☐	☐	☐
Transportation challenges	☐	☐	☐	☐	☐
Lack of skilled workforce	☐	☐	☐	☐	☐

7. Please rate your perception of the adoption of ethical logistics and supply chain management practices in India:

1-Strongly Agree

2-Agree

3-Neutral

4-Disagree

5-Strongly Disagree

	1	2	3	4	5
Ethical logistics and supply chain practices are widely adopted in India.	☐	☐	☐	☐	☐
Companies in India prioritize sustainability and environmental responsibility in their supply chain operations.	☐	☐	☐	☐	☐
Indian logistics and supply chain professionals are well-trained in ethical and sustainable practices	☐	☐	☐	☐	☐
There is transparency and accountability in supply	☐	☐	☐	☐	☐
Ethical considerations play a significant role in the decision-making process of Indian companies	☐	☐	☐	☐	☐

8. 8.Please rate the significance of the following ethical challenges faced by organizations in logistics and supply chain management in India:

1-Strongly Agree

2-Agree

3-Neutral

4-Disagree

5-Strongly Disagree

Mark only one oval per row.

	1	2	3	4	5
Supplier relationships and ethical sourcing	☐	☐	☐	☐	☐
Environmental impact and sustainability	☐	☐	☐	☐	☐
Transparency in the supply chain	☐	☐	☐	☐	☐
Labor rights and fair working conditions	☐	☐	☐	☐	☐

9. 9.Please rate your level of familiarity with the functions and work activities in logistics and supply chain management in India :

- Very familiar
- Familiar
- Neutral
- Unfamiliar
- Very unfamiliar

10. 10.How satisfied are you with the ethical practices in your organization's logistics and supply chain management?
- Very satisfied
 - Satisfied
 - Neutral
 - Dissatisfied
 - Very dissatisfied
11. 11.Please rate the importance of ethical practices in logistics and supply chain management:
- Extremely Important
 - Very important
 - Moderately important
 - Slightly important
 - Not important
12. 12.Please rate the extent to which ethical considerations are integrated into your organization's logistics and supply chain management processes:
- Fully integrated
 - Partially integrated
 - Minimally integrated
 - Not Integrated
 - Not at all Integrated
13. 13.Please rate the level of transparency in your organization's supply chain operations:
- Very transparent
 - Transparent
 - Neutral
 - Not transparent
 - Very not transparent

14. 14. Please rate your organization's commitment to addressing ethical challenges in logistics and supply chain management:
- Strongly committed
 - Committed
 - Neutral
 - Not committed
 - Very not committed
15. 15. How often do you encounter ethical dilemmas in your role in logistics and supply chain management?
- Frequently
 - Occasionally
 - Rarely
 - Never
 - Almost never
16. 16. Please rate your awareness of and adherence to ethical guidelines and codes of conduct in logistics and supply chain management:
- Highly Aware and Adherent
 - Aware and Adherent
 - Neutral
 - Partially Aware
 - Not Aware
17. 17. Please rate the importance of ethical practices in logistics and supply chain management:
- Extremely Important
 - Very Important
 - Neutral
 - Partially Important
 - Not Important

18. 18. Please rate the extent to which your organization considers environmental sustainability in its logistics and supply chain practices:

- Strongly emphasis
- Moderate emphasis
- Limited emphasis
- No emphasis
- Very low emphasis

19. 19. How effective are your organization's measures and policies in addressing ethical challenges in logistics and supply chain management?

- Highly effective
- Somewhat effective
- Ineffective
- Very ineffective