Free - Not For Sale

The workplace Manual

God's view on the workplace

FREDRICK G. OMONDI

NOT FOR SALE

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Workplace Manual

Fredrick G. Omondi

Unless otherwise indicated, all scripture quotations are taken from King James Version of the Holy Bible.

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INTRODUCTION

Many people seek to get formal employment in order to have some means of earning an income for their livelihood but when they finally get one and is engaged, they somehow don't know how to properly conduct themselves and many come along with their bad habits to the workplace. What they forget is that at the workplace there are work ethics (code of conduct) which they need to adhere to before their employer just as there are living standards set by God for all mankind.

Likewise, many employers seem to be ignorant of how God expects them to conduct their business enterprises or their Institutions and end up in mistreating their employees.

Now this book comes handy in such matters and is availed free of charge to enlighten both the employers and the employees at the workplace to conduct themselves in accordance to the standards of God the Creator and the Author of Work.

You are highly encouraged to practice the standards for your own good.

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Chapter 1

The Origin of Work

Work did not just come from nowhere but from somewhere, where it originated. As we are going to see from the scriptures, work originated from God who is the Creator of heaven and earth and all that is therein. So it all began with God Himself when he begun to do creation.

IN the beginning God created the heaven and the earth.

And the earth was without form, and void; and darkness was upon the face of the deep. And the Spirit of God moved upon the face of the waters.

And God said, Let there be light: and there was light.

And God saw the light, that it was good: and God divided the light from the darkness.

And God called the light Day, and the darkness he called Night. And the evening and the morning were the first day.

And God said, Let there be a firmament in the midst of the waters, and let it divide the waters from the waters.

And God made the firmament and divided the waters which were under the firmament from the waters which were above the firmament: and it was so.

And God called the firmament Heaven. And the evening and the morning were the second day.

And God said, Let the waters under the heaven be gathered together at one place, and let the dry land appear: and it was so.

And God called the dry land Earth; and the gathering together of the waters called he Seas: and God saw that it was good.

And God said, Let the earth bring forth grass, the herb yielding seed, and the fruit tree yielding fruit after his kind, whose seed is in itself, upon the earth: and it was so.

And the earth brought forth grass, and herb yielding seed after his kind, and the tree yielding fruits whose seed was in itself, after his kind: and God saw that it was good.

And the evening and the morning were the third day.

And God said, Let there be lights in the firmament of heaven to divide the day from the night; and let them be for signs, and for seasons, and for days, and years:

And let them be for lights in the firmament of the heaven to give light upon the earth: and it was so.

And God made two great lights; the greater light to rule the day, and the lesser light to rule the night: he made the stars also.

And God set them in the firmament of heaven to give light upon the earth,

And to rule over the day and over the night, and to divide the light from the darkness: and God saw that it was good.

And the evening and the morning were the fourth day.

And God said, Let the waters bring forth abundantly the moving creature that hath life, and fowl that may fly above the earth in the open firmament of heaven.

And God created great whales, and every living creature that moveth, which the waters brought forth abundantly, after their kind, and every winged fowl after his kind: and God saw that it was good.

And God blessed them, saying, Be fruitful, and multiply, and fill the waters in the seas, and let fowl multiply in the earth.

And the evening and the morning were the fifth day.

And God said, Let the earth bring forth the living creature after his kind, cattle, and creeping thing, and beast of the earth after his kind: and it was so.

And God made the beast of the earth after his kind, and cattle after their kind, and everything that creepeth upon the earth after his kind: and God saw that it was good.

And God said, Let us make man in our image, after our likeness: and let them have dominion over the fish of the sea, and over the fowl of the air, and over the cattle, and over all the earth, and over everything creeping thing that creepeth upon the earth.

So God created man in his own image, in the image of God created he him; male and female created he them.

And God blessed them, and God said unto them, Be fruitful, and multiply, and replenish the earth, and subdue it: and have dominion over the fish of the sea, and over the fowl of the air, and over every living thing that moveth upon the earth.

And God said, Behold, I have given you every herb bearing seed, which is upon the face of all the earth, and every tree in the which is the fruit of a tree yielding seed; to you it shall be for meat.

And to every beast of the earth, and to every fowl of the air, and to everything that creepeth upon the earth, wherein there is life, I have given every green herb for meat: and it was so.

And God saw everything that he had made, and, behold, it was very good. And the evening and the morning were the sixth day.

THUS the heavens and the earth were finished, and all the host of them.

And on the seventh day God ended his work which he had made; and he rested on the seventh day from all his work which he had made.

And God blessed the seventh day, and sanctified it: because that in it he had rested from all his work which God created and made.

Genesis 1:1- 2:3

Chapter 2

The Engagement of man

After God had finished work - the work of creation, he went ahead now to engage man too as we are going to see in a short while.

And the LORD God planted a garden eastward in Eden; and there he put the man whom he had formed.

And out of the ground made the LORD God to grow every tree that is pleasant to the sight, and good for food; the tree of life also in the midst of the garden, and the tree of knowledge of good and evil.

And a river went out of Eden to water the garden; and from thence it was parted, and became into four heads.

The name of the first is Pi'-son: that is it which compasseth the whole land of Hav'-i-lah, where there is gold;

And the gold of that land is good: there is bdellium and the onyx stone.

And the name of the second river is Gi'-hon: the same is it that compasseth the whole land of E-thi-o'-pi-a.

And the name of the third river is Hid'-de-kel: that is it which goeth toward the east of Assyria. And the fourth river is Eu-phra'-tes.

And the LORD God took the man, and put him into the Garden of Eden to dress it and to keep it.

Genesis 2:8-15

Chapter 3

Work is God's Commandment

Work as it is, is a commandment of God and is a necessity and there is no option whatsoever in a man's life throughout the ages.

Let us now read the following scriptures which stresses on that fact.

And unto Adam he said, Because thou hast hearkened unto the voice of thy wife, and hast eaten of the tree, of which I commanded thee, saying, Thou shalt not eat of it: cursed is the ground for thy sake; in sorrow shalt thou eat of it all the days of thy life;

Thorns also and thistles shall it bring forth to thee; and thou shalt eat the herb of the field:

In the sweat of thy face shalt thou eat bread, till thou return unto the ground; for out of it wast thou taken: for dust thou art, and unto dust shalt thou return.

Genesis 3:17-19

Now that is the foundation of life throughout all the generations of man on planet earth.

Let him that stole steal no more: but rather let him labor, working with his own hands the things which is good, that he may have to give to him that needeth.

Ephesians 4:28

In the above scripture we are told that stealing is a short cut to working, and that we must desist from it as it is bad (sinful) and that we must work with our own hands in order to get what we need in life.

In all labor there is profit: but the talk of the lips tendeth only to penury.

Proverbs 14:23

Very, very true indeed. There is profit (gain) only in working and not in just talking as talking alone without working leads only to poverty (lacking). A good advice indeed to you and me.

And that ye study to be quiet, and to do your own business, and to work with your own hands, as we commanded you:

That ye may walk honestly toward them that are without, and that ye may have lack of nothing.

1 Thessalonians 4:11-12

Correct. Working is a command and if you are working with your own hands for sure you will not lack, moreover you will be walking honestly in your society.

For even when we were with you, this we commanded you, that if any would not work, neither should he eat.

For we hear that there are some which walk among you disorderly, working not at all, but are busy bodies.

Now them that are such we command and exhort by our Lord Jesus Christ, that with quietness they work, and eat their own bread.

2 Thessalonians 3:10-12

We need to be orderly people who are working and not busybodies who are idle and busy looking at

what others are doing. We need to stop the bad habit of eating free things as we have to sweat in order to have the necessities in our lives.

Chapter 4

The ABC in working

There is a way of working and one need not just work anyhow. That can as well be the reason why some work and end up with minimal results (output).

That is exactly how Simon Peter and company ended without any result because they just worked anyhow. It is only when they did it right that they truly got results and good results it was indeed! (Luke 5:1-9).

There is some methodology in working some kind of ABC in working and which we are going to witness from the scriptures.

A. The need to put God first

Put God first for strength, wisdom and protection (Philippians 4:13). Get to know that many fail to finish the work they started, and others get others do work but not to perfection and still others get hurt while working.

Trust in the LORD with all thine heart; and lean not unto thine own understanding.
In all thy ways acknowledge him, and he shall direct thy paths.
Be not wise in thine own eyes: fear the LORD, and depart from evil.

Proverbs 3:5-7

Do you believe in the Lord to be able to trust him and acknowledge him in all your ways? Only by being a believer you can truly be God-fearing departing from evil.

Commit thy way unto the LORD; trust also in him; and he shall bring it to pass.

Psalm 37:5

Do you pray over what you intend to do trusting God to enable you to succeed in it?

Commit thy works unto the LORD, and thy thoughts shall be established.

Proverbs 16:3

Only the Lord can establish our work that is why it is necessary to commit what we do to him in prayer.

B. The need to work hard

It is important that we need to work hard at our work place and be an asset and not a liability to our employer.

The king's favor is toward a wise servant: but his wrath is against him that causeth shame.

Proverbs 14:35

Why cause shame to your boss? It is because you are a lazy person and like to talk much and do very little meaning you are not profiting your employer as your output in work is very minimal. Read on.

In all labour there is profit: but the talk of the lips tendeth only to penury.

Proverbs 14:23

Whatsoever thy hand findeth to do, do it with thy might; for there is no work, nor device, nor

knowledge, nor wisdom, in the grave, whither thou goest.

Ecclesiastes 9:10

All our activities (work) end here on earth and cannot be carried to the grave for any improvement and therefore whatever we do in this life let us do it excellently giving it our best efforts and that involves real hard work and not shoddy work.

You can also read the parable of Jesus on some servants who were given talents and how each worked and the rewards (promotions) others who worked hard received and the rebuke (demotion) the lazy servant received when their boss checked each one's work (Matthew 25:14-30). Although it is a spiritual issue it also can apply on physical issue such as in formal employment.

C. The need to be faithful

It is equally important to be honest at one's place of work as honesty pays. Unfaithfulness has led many to miseries. Don't be like unfaithful Gehazi who looked for an opportunity to enrich himself and when he found one; he took it and messed up his

life completely (2 Kings 5:20-27). Also don't be like Judas Iscariot who was a treasurer and used to steal from the treasury (theft by servant)- John 12:1-8 and because he had a corrupt heart like Gehazi and loved gold and silver (1 Timothy 6:10) he went further and did the unimaginable by betraying his own master and Lord Jesus Christ (Matthew 26:14-16; 47-50) and eventually he ended by hanging himself as he had reached a point of no return (Matthew 27:1-5) - It was too late to do anything to salvage the situation.

Please let your employment be a blessing to you and your family and not a curse - remember the case of Gehazi (2 Kings 5:27) - a big warning to all employees. God has given you that employment as a privilege and not a right, know that many out there are unemployed and find it hard how to earn a living. The same God can remove you from that employment and give it to one who will make good use of it by being faithful to the employer.

There are just so many ills being done at the workplace by employees because of unfaithfulness on their part e.g. The misuse of office materials or

services for personal use, reporting late at the workplace and leaving early before the set time (the official close of business), bringing of fictitious receipts for claim purposes, inflating of merchant bills for goods supplied or services rendered to Institutions by colluding with business people with a view to sharing the difference when the bills are finally cleared, and many, many other ills and don't be a party to such. Some employees justify their actions with the saying "one eats where one works". Yes, if it is your salary (which is of course legal) other "eating" are illegal including kick backs and so on. Be satisfied with your salary. If uncomfortable with, genuinely reason with your employer requesting for a review or get employment elsewhere.

Better is a little with righteousness, than great revenues without right.

Proverbs 16:8

Righteousness in life is in the top agenda of God and leads to entry into the kingdom of God

(Revelation 19:6-9; 22:12-14) and you need not underestimate it in all your dealings in life. God Himself remember he is RIGHTEOUS.

He that is greedy of gain troubleth his own house; but he that hateth gifts shall live.

Proverbs 15:27

An example is in the police force who are monotonous in the taking of "gifts" (bribes) more so in the traffic department some of them are doing very little work if any. Instead they are busy taking bribes from the citizen of our country. Too bad for them they are already cursed as the money they collect is cursed money and therefore when they use it say on food and drinks they are literally eating and drinking curses in the spiritual realm.

As the cold of snow in the time of harvest, so is a faithful messenger to them that sent him: for he refresheth the soul of his masters.

Proverbs 25:13

Are you a faithful messenger? Or are you trying to play the Gehazi way? Please do refresh the soul of your master (boss).

If you are an unfaithful employee you risk being summarily dismissed or being convicted in a court of law and sentenced to serve a jail term or to be demoted and so on all of which are unpleasant, isn't it?

Now let me share some of my personal experience at my place of work when I was in formal employment in a Government Institution. I remember at one time as a Storekeeper refused to sign materials brought by a supplier because obviously they were of poor quality which could not give value for money and even the Supplies Officer then, could not persuade me to receive them and to avoid further embarrassment he himself signed the delivery note and ordered me to surrender the keys to the warehouse and directed me to go to be a Stock controller in Stock control section and I obliged. At another incident in the month of December another supplier brought "gifts" for each staff including my boss sealed in

envelopes and I was approached with an envelope and I asked “What is it?” and was told it was a Christmas gift and immediately I handed the envelope back and which my boss took. I was the only one who was not compromised then. Be wary of any gift at the place of work especially from strangers (outsiders) such as suppliers of goods and services. These so called, gifts are not for free but to win favors in the near future on business matters quotations, tenders, orders and so on.

Still much later, my spouse told me that a cashier told her that I am a fool as I have been surrendering back imprest money so often from thousands of shillings to even a mere shilling. To him, it was abnormal as most staff don’t return back money on imprests given but come with receipts supporting expenditure on all they were advanced. But to my God, it was QUITE normal what I used to do- a sign of God’s wisdom on faithfulness on my part. It is very true what was said because I have 3 volumes of files on my employment tenure with all copies of correspondence from my employer and to my employer and I have bunches of official receipts

written and signed by cashiers of the monies I did not spend and returned back to the Institution as they were not mine. Mine as I know I received in the form of emoluments and allowances. Later, my boss resigned from the Institution and much later I heard he passed away (Psalms 37:1-2; 73:1-20, Proverbs 24:19-20). But I thank God I left employment at retirement and is still alive just as the scriptures say in the book of Proverbs (Proverbs 15:27) hate "gifts" and live. Read also: Deuteronomy 16:19-20, Exodus 23:8, 1 Samuel 12:3-5) May the Lord help you who is still in employment to be faithful. I was a Storekeeper on employment and retired as a Supplies Officer, glory to God. Therefore honesty pays very well before God if not before men.

Chapter 5

Rest from work

Resting from work is mandatory both by the employer and the employee alike as recorded in the book of Exodus (Exodus 20:8-11).

Remember the Sabbath day, to keep it holy.
Six days shalt thou labor, and do all thy work:
But the seventh day is the Sabbath of the LORD thy God: in it thou shalt not do any work, thou, nor thy son, nor thy daughter, thy manservant, nor thy maidservant, nor thy cattle, nor thy stranger that is within thy gates:
For in six days the LORD made heaven and earth, the sea, and all that in them is, and rested the seventh day, and hallowed it.

Exodus 20:8-11

Now get to know that the above is a rest for the body but we do have another organ that need a rest as well. The rest is needed from the burden not of work but of sin. That organ is known as the soul. So that as the body rests periodical, the soul in that body is at a complete rest free from sin. Read on.

Come unto me, all ye that labor and are heavy laden, and I will give you rest.

Take my yoke upon you, and learn of me; for I am meek and lowly in heart: and ye shall find rest unto your souls.

For my yoke is easy, and my burden is light.

Matthew 11:28-30

As I said, the soul too in us needs a rest, a rest in the Lord Jesus, the Prince of peace (Isaiah 9:6) for only in Christ Jesus we can have peace with God in our souls freed from sin through our faith in Jesus Christ (Romans 5:1). Get to know that sin is a heavy laden and burdens our souls and unless we surrender our hearts to Jesus Christ in repenting of our sins forsaking them and believing in the death and resurrection of Jesus asking for his forgiveness and inviting him into our lives to come and save us, we are doomed as we will continue to be burdened with the luggage of sin and remain an enemy to God who is our Creator and who is holy (Romans 3:23-24; 6:23; 8:1-4; 10:6-13, Acts 2:36-42).

That is why we are being invited by Jesus to go to him and get the rest for our souls which are burdened with sin as he will remove those burdens (sins) and wash us clean (Isaiah 1:18-20, Romans 3:24-25). Now God loved us so much and that is why he gave his only Son Jesus so that by our faith in him we can be free and have everlasting life (John 3:16; 8:36). For sure we have to acknowledge our sinful nature (Romans 5:12, 1 John 1:8-10).
I advise you to seriously consider the "Notes to the reader" at the end of chapter 8 for your decision on this wonderful rest of our dear souls.
We all need physical and spiritual rest.

There is some nature of work which may dictate / necessitate working on Sundays and on public holidays and which can be considered as the exceptions on the employees. Those include such places as: The armed forces and the polices forces as well as the penal institutions, Health and Research institutions, supermarkets, fuel stations, Water, Electricity and gas sectors, Transport and Telecommunication industries and so on, for daily

utilities and provisions. Let us now look at this scripture:

AND he entered again into the synagogue; and there was a man there which had a withered hand.
And they watched him, whether he would heal him on the Sabbath day; that they might accuse him.
And he saith unto the man which had the withered hand, Stand forth.
And he saith unto them, is it lawful to do good on the Sabbath days, or to do evil? To save life or to kill? But they held their peace.
And when he had looked round about on them with anger, being grieved for the hardness of their hearts, he saith unto the man, Stretch forth thine hand. And he stretched it out: and his hand was restored whole as the other.

Mark 3:1-5

The above is a scripture that support working even on those days that are not normal working days. Jesus was angered by the hypocrisy of the likes of the scribes and the Pharisees who were pretending

to be too legalistic and were not being considerate and practical in life.

CHAPTER 6

Employer's responsibilities

To be an employer is good only if one does well by using the standards of God as He is the Author of work and served as the first employer after the creation of man (the first man Adam). Some employers are partial in recruiting of employees and engage them simply because they happen to come from their race or tribe or are related to them and not solely on the base of their qualifications and experience. Such employees will not be as useful as is required. Yet other employers engage their employees on the fact that they have parted with something mostly money.

That too, is not good as the recruits may be qualified for the job advertised but they end up being fleeced by paying some fee (a bribe), which also may come in the form of an animal (livestock). Such are the employers too, who alternatively demand for sex favors before they engage a female employee. All these are too bad. Such an employee too will not be much useful in the employment and

can likely treat her employer as a manfriend than a boss. Let us now turn to the scriptures.

Thou shalt not oppress a hired servant that is poor and needy, whether he be of thy brethren, or of thy strangers that are in thy land within thy gates:
At his day thou shalt give him his hire, neither shall the sun go down upon it; for he is poor, and setteth his heart upon it: lest he cry against thee unto the LORD, and it be sin unto thee,

Deuteronomy 24:14-15

Thou shalt not defraud thy neighbor, neither rob him: the wages of him that is hired shall not abide with thee all night until the morning.

Leviticus 19:13

Woe unto him that buildeth his house by unrighteousness, and his chambers by wrong; that useth his neighbor's service without wages, and giveth him not for his work;

Jeremiah 22:13

Such oppression is common both with casual and permanent employment and is worse in the former. I remember as a casual worker I used to have a hard time with my landlord who would come demanding house rent at the end of the month and going empty handed probably not believing I have not received my wages.

Employers need to pay promptly their employees as per their employment be it daily, weekly, or monthly, be they local citizens or expatriates.

Thou shalt not wrest judgement; thou shalt not respect persons, neither take a gift: for a gift doth blind the eyes of the wise, and pervert the words of the righteous.

That which is altogether just shalt thou follow, that thou mayest live, and inherit the land which the LORD thy God giveth thee.

Deuteronomy 16:19-20

Partiality is not required in employment and bribery (gift). All partiality and bribes are sinful as they are unjust conducts.

Remember the Sabbath day, to keep it holy.
Six days shalt thou labor, and do all thy work:
But the Sabbath day is the Sabbath of the LORD thy God: in it thou shalt not do any work, thou, nor thy son, nor thy daughter, thy manservant, nor thy maidservant, nor thy cattle, nor thy stranger that is within thy gates:

Exodus 20:8-10

Here too some employers don't give their employees a break (a rest) which we find is necessary even for domestic animals. It is but sinful. Even overworking an employee is sinful and I believe it is not only when an employee agrees to do paid overtime, but too, on a Sabbath day also other normal / official days.

Now there are exceptions to the above scripture depending on the nature and sensitivity of each concern and the employer can come up with a duty rooster for the staff such that only a fraction of the staff; say a quarter, a half, or two-thirds to be working on Sundays and on public holidays and other staff to rest and to be alternated so that no staff works less and rests more than other staff or

vice versa, save only for the physically disabled staff if the arrangements is not practicable; they can be given the priority to work less and rest more compared to other workers, that is, they work only on normal working days unlike the rest of the staff who are expected to alternate on Sundays and on public holidays. The concerns in mind are such as the following: health and research institutions, water, electricity and gas sectors, the Armed forces and the police forces supermarkets, fuel stations, transport and telecommunication industries among others, for daily utilities and provisions.

If I did despise the cause of my manservant or my maidservant, when they contended with me;
What then shall I do when God riseth up? And when he visiteth, what shall I answer him?
Did not he that made me in the womb make him? And did not one fashion us in the womb?

Job 31:13-15

An employer needs to be fair with his or her employees who are the creations of God just as him

or her and need to have compassion on them and to guard his or her words against them.

And I will come near to you to judgment; and I will be a swift witness against the sorcerers, and against the adulterers, and against false swearers, and against those that oppress the hireling in his wages, the widow, and the fatherless, and that turn aside the stranger from his right, and fear not me, saith the LORD of hosts.

Malachi 3:5

God will definitely judge those employers who oppress their employees for what they rightfully deserve.

And, ye masters, do the same things unto them, for bearing threatening: knowing that your Master also is in heaven; neither is there respect of persons with him.

Ephesians 6:9

Just as I said earlier, guard what you say to your employees not threatening them as you too have a

Master (a Boss) in heaven, whom you are accountable to.

MASTERS, give unto your servants that which is just and equal; knowing that ye also have a Master in heaven.

Colossians 4:1

That is a command and is not optional. God of all justice expects justice from all of us in all matters in this life on earth.

Behold, the hire of the laborers who have reaped down your fields, which is of you kept back by fraud, crieth: and the cries of them which have reaped are entered into the ears of the Lord of Sabaoth.

James 5:4

By failing to pay your employees their dues their cries reach the ears of the Lord God, and what do you expect? God's tolerance? No way.

Chapter 7

Employees' responsibilities

Know your rights well and be not ignorant of anything concerning your employment (Joshua 17:3-4). One can be a good employee if one will respect and rightfully obey the employer as per the employment terms and more so in accordance to God's set standards. More so don't unduly offend your employer. Let us go to the scriptures.

Servants, be obedient to them that are your masters according to the flesh, with fear and trembling, in singleness of your heart, as unto Christ;
Not with eye service, as men pleasers; but as the servants of Christ, doing the will of God from the heart;
With good will doing service, as to the Lord, and not to men:
Knowing that whatsoever good thing any man doeth, the same shall he receive of the Lord, whether he be bond or free.

Ephesians 6:5-8

Serve well in doing what is good and in the will of God and you will be rewarded by him.

LET as many servants as are under the yoke count their own masters worthy of all honor, that the name of God and his doctrine be not blasphemed. And they that have believing masters, let them not despise them, because they are brethren; but rather do them service, because they are faithful and beloved, partakers of the benefit. These things teach and exhort.

1 Timothy 6:1-2

There is need to respect all leaders be they believers or non believers alike and to encourage others to do the same.

Servants, obey in all things your masters according to the flesh; not with eye service, as men pleasers; but in singleness of heart, fearing God:

And whatsoever ye do, do it heartily, as to the Lord, and not unto men;

Colossians 3:22-23

Exhort servants to be obedient unto their own masters, and to please them well in all things; not answering again;

Not purloining, but showing all good fidelity; that they may adorn the doctrine of God our Savior in all things.

Titus 2:9-10

The above scripture of Titus 2:9-10 finds many servants (employees) guilty for being disloyal on many fronts such as these: on time-keeping and on personal uses as follows:

a) Time keeping

Some employees when there is in place the recording of time reporting to work and time of leaving the workplace, they don't indicate rightly the time though they have come late and have left early.

b) Personal uses

Some employees are fond of using the telephone lines not for official calls but for private calls. Some use official vehicles for personal errands.

Some take home for personal use such items as stationery, foodstuff, cleaning materials and so on from the workplace. All the above are done without the knowledge of the employer, meaning without permission. When you ask, some say such a word as this “This is not your property” or ‘you don’t know people eat or benefit where they work!

Both a) and b) above is sinful before God and the employer if can find one to have done so he/she can dismiss that employee or call the police to arrest him or her to be taken to court to face the charge/s

Servants, be subject to your masters with all fear; not only to the good and gentle, but also to the forward.

1 Peter 2:18

LET every soul be subject unto the higher powers. For there is no power but of God: the powers that be are ordained of God.

Whosoever therefore resisteth the power, resisteth the ordinance of God: and they that resist shall receive to themselves damnation.

For rulers are not a terror to good works, but to evil. Wilt thou then not be afraid of the power? Do that which is good and thou shalt have praise of the same:

Romans 13:1-3

These two scriptures all touch on obedience to those in authority. The former is specific to employees who are under the authority of their master (employer) and the latter is general on all citizens who are under authority of the rulers there be in various levels and capacities. Only don't obey bogus authority or rightful (legal) authority, that gives wrong directives which go against the word of God, that is the commandment and will of God. Know all your rights and you are free to join a Trade Union which is mandated to take care of your employment welfare which covers employees in your profession legal wise and who can be of great help In defending the employees, in their trade / profession (Acts 19:24-28). But this option does not cover those employed by the state in such places like the Armed forces, the Police service and so on

who are mainly dealing with State security, law and order.

Now as an employee of any State organ or Business enterprise never give any money or anything else even your body (female employee) to your employer seeking to win favour of any kind. It is sinful. Let your merit, advancement in some training, your faithfulness at the workplace work for you and also get to know that promotions only come from God as he initiates it through your employer pressing upon him or her to promote you (Psalm 75:6-7). Joseph the son of Jacob was a faithful worker and God promoted him from a maidservant/slave to a Prime Minister in the land of Egypt. Just befriend God so that he is with you as Joseph. - be God fearing and truthful in all things.

Chapter 8

Classical example of employees

In the scriptures there are some classical example of employees who were a blessing to their employers and were trustworthy.

AND Joseph, was brought down to Egypt; and Pot-i-phar, an officer of Pharaoh, captain of the guard, an Egyptian, bought him of his hands of the Ish'-mae-lites, which had brought him down thither.

And the LORD was with Joseph, and he was a prosperous man, and he was in the house of his master the Egyptian. And his master saw that the LORD was with him, and that the LORD made all that he did to prosper in his hand.

And Joseph found grace in his sight, and he served him: and he made him overseer over his house, and all that he had he put into his hand.

And it came to pass from the time that he had made him overseer in his house, and over all that he had, that the LORD blessed the Egyptian's house for Joseph's sake; and the blessing of the LORD was upon all that he had in the house, and in the field.

And he left all that he had in Joseph's hand; and he knew not aught he had, save the bread which he did eat. And Joseph was a goodly person and well-favored.

And it came to pass after these things, that his master's wife cast her eyes upon Joseph; and she said, Lie with me.

But he refused, and said unto his master's wife, Behold, my master wotteth not what is with me in the house, and he hath committed all that he hath to my hand;

There is none greater in this house than I; neither hath he kept back any thing from me but thee, because thou art his wife: how then can I do this great wickedness, and sin against God?

And it came to pass, as she spake to Joseph day by day, that he hearkened not unto her, to lie by her, or to be with her.

Genesis 39:1-10

Now if that is not classic in being faithful, what is? A real personality who could be trusted with so much and still prove trustworthy and beyond reproach!

Joseph was not only useful to his master Potiphar but also to the king, that is, Pharaoh. For his faithfulness, he was promoted by the king as well.

Read more on what transpired in the same book of Genesis from Genesis 39:11 -41:57.

Please note that Joseph had God in his life which made him God fearing and faithful and prosperous in all he did with his hands. Want to be really faithful? Ask God to come to your life as He is a plus in people's lives. Without God you are nothing but mere flesh, but with God you are both flesh and spirit as the Holy Spirit is in you and that is why Joseph could interpret dreams. Mind you, dreams are spiritual issues- spiritual communications in the spiritual realm (1 Corinthians 2:14-15).

A born-again Christian can be a big blessing (a plus) in any Institution. Be born again and be spiritual.

Joseph worked perfectly well even without anyone supervising him and remaining wholly faithful as he had God in his life and therefore was truly a God- fearing man.

IT pleased Da-ri'-us to set over the kingdom a hundred and twenty princes, which should be over the whole kingdom;

And over these three presidents; of whom Daniel was first: that the princes might give account unto them, and the king should have no damage.

Then this Daniel was preferred above the presidents and princes, because an excellent spirit was in him; and the king thought to set him over the whole realm.

Then the presidents and princes sought to find occasion against Daniel concerning the kingdom; but they could find none occasion nor fault; forasmuch as he was faithful, neither was there any error or fault found in him.

Daniel 6:1-4

Daniel was God fearing and therefore the excellent spirit which he had could not be none other than the spirit of God himself and who made him to be not only preferred by king Darius but also for him to be so faithful at his workplace such that there was neither error nor fault found in him.

God is excellent in all ways, that is, in totality and can make a person who has his spirit the Holy Spirit to excel in whatever he or she does in life. One may be in any profession in life but still not produce excellent work but with God all things are possible to those that have their faith anchored in God. I do remember having read a book which said that of the world inventions, most inventors were people who feared God.

Daniel as indicated in that scripture by his performance the other presidents and princes ganged up against him out of jealousy and envy and plotted to have him removed from his position but they failed miserably as God was on his side and fought for him and he remained in his position as the leading president and did prosper in the reign of that king (Daniel 6:5-28).

Daniel was an asset in the kingdom of king Darius. You too if you are saved can be another Daniel at your place of work and not merely a liability as I was before my conversion to Christ as I was not as faithful as was required being dishonest here and there as I was alone with no helper to help me to be

a faithful servant and the enemy led me astray just as he does to those who are his, that is, are not in Christ Jesus (Ephesians 2:1-10).

If you have not repented of your sins to God and by faith believed in Christ's sacrifice for your sins on the cross at Calvary and invited him into your life to save you, do not be deceived that you will be a real good worker to your employer as you are under the control of Satan and not God and therefore cannot be faithful or excel as Daniel did (Romans 8:5-8)- If you cannot keep/obey the laws of God even the laws in the land or at the workplace for sure you cannot keep them as some or most of those laws are borrowed from the laws of God.

NOW Na'-a-man, captain of the host of the king of Syria, was a great man with his master, and honorable, because by him the LORD had given deliverance unto Syria: he was also a mighty man in valor, but he was a leper.

And the Syrians had gone out by companies, and had brought away captive out of the land of Israel a little maid; and she waited on Na'-a-man's wife.

And she said unto her mistress, would God my Lord were with the prophet that is in Sa-mar'-i-a! for he would recover him of his leprosy.

2 Kings 5:1-3

This little maid from Israel was a blessing to Naaman's household as she proclaimed the good news to them about the power of the God of Israel in his servant Elisha. If she was not faithful to the God of Israel, she would have continued to stay mum and Naaman would have remained a leper the rest of his life. This wise maidservant brought a difference to Naaman who acted and was healed. Read further from verses 4 to 14 how the Syrian captain, Naaman, received his healing.

A faithful servant will remain faithful wherever he or she goes as this little maid, and the good news of God's kingdom need to be proclaimed in every nation. A faithful person never changes like a chameleon but remains the same and that is what integrity is all about.

Notes to the reader

I take this very opportunity to congratulate you for reading this book and encourage you further to take a step of faith and to invite the Lord Jesus Christ into your life in order to be a classical employer or a classical employee as it is necessary in life, before a just righteous and holy God. Say this prayer for the same. “Lord Jesus, I come before you as one who has fallen short before you and also at the workplace and ask for your forgiveness. Make me to be useful not only to you but also at the workplace. Please save my life as I am a sinner. I ask all this in Jesus’ name. Amen.

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The Workplace Manual

God's standards at the Workplace

It is useful information for one to be in a right standing with God even at the workplace for surely he will reward those who adhere to His standards.

Author Fredrick Geoffrey Omondi is a born again Christian and is 61 years old in age and is a retired public servant from the Government of Kenya. He is married and they have 4 children. He is a preacher and teacher of the word of God and holds Diploma in Biblical Studies from Emmaus Bible School and Voice of Prophecy in Nairobi. He is a life member of the Scripture Union of Kenya and fellowship at an altar of the Ministry of Repentance and Holiness.



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