

Ethics during change

Business



This paper presents an examination of ethical issues that organizations face as they implement change.

Change is inevitable within any organization. This is in the light of technological advancements, market changes, changes in legal regulations and the economic setup. These are the major factors that contribute towards change in organizations. It is necessary that organizations appropriately position themselves to counter any competition. Hence, there is a need to change in order to remain relevant in the market. Change has however encountered some ethical issues while being implemented.

The major ones include coercion, manipulation, and autonomy (Palmer, Dunford, & Akin, 2006). Under coercion, it is suspected that the management sometimes unduly influences by force or other means, the decisions of the junior staff. The intention is to have every employee to consent to the change. Some conditions may be set, which do not freely allow the employees to choose. It is also impossible for junior staff to resist or even voice contrary opinion from that of their seniors. This is because there are chances of them suffering from unfavorable future consequences.

They may be victimized, sacked or lose some offers due to the resistance they offered against their bosses. This is an ethical issue as organizations implement change. Manipulation is another ethical issue. The information given to the employees for introducing change is not always accurate. They may be duped with promises of offers just to have them accept change. Telling of lies to the junior staff with the intention of embracing change, would therefore entail an unethical practice.

Once the change is adopted, the employees end up losing what they were promised prior to the new changes. The last unethical issue covered in this paper is autonomy or dehumanization of the employees. Organizations aim to make any changes towards realization of profits. It is the welfare of the organization that matters. Anything necessary to be implemented so that the enterprise earns a return would be done without any regard to the welfare of the employees. In implementing change, it is the welfare of the organization that is mainly considered.

If there are any needs to demote, sack or over use an employee for the gain of profits, it would be done. This is in the spirit of attaining optimal operations. Employees are only used as tools for the attainment of the organizational goals. This presents an ethical issue. Change must be embraced when need arises. It is important that the process is carefully handled.

All the stakeholders should be involved fully. This reduces instances of suspicion among the employees. This would lead to effective implementation of change thereby leading to the realization of the organizational goals.