

Ethical, legal and social responsibilities issues in the casebook

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The paper " Ethical, Legal and Social Responsibilities Issues in the Casebook" is an outstanding example of an essay on business. Maintenance of ethics at the workplace is an issue of international concern. Some ethical specialists have determined that ethics are determined by the cultural perspectives from which an organization is set. This is true. Moreover, ethical and social responsibility issues are never the same at different levels of management. Vertical management ethics differ along the line as are horizontal ethics. This research seeks to highlight and focus on ethical, legal and social responsibility issues as appraised by Trevino and Nelson (2010). It will, therefore, oversee all issues related to the three aspects of management raised in the literature. Ethical, Legal and Social Responsibilities Issues

The first issue that makes a reference to the importance of ethical issues is embroiled to the fact that everybody and every place need ethics. Industries, executive leaders, managers, and other employees are all affected by ethics. Moreover, the ethics that are practiced inside an organization have a far-reaching effect on the outside society. Ethics according to the writers start with an individual. For it to impact society, individual issues must have been raised. As an agent of moral values, individuals must make decisions with consideration of the environment around them.

Secondly, there is the issue of an ethical dilemma. Ethical dilemma refers to a tight spot in decision making where a choice puts in place the need to satisfy a person (like your boss) or follow the law. In this case, values, responsibilities, and rights are at conflict. With this in mind, there are prescriptive approaches that ethical decision-making processes entail.

Therefore, this attracts the use of different theories such as deontological

and consequentialist. Adherence to this leads to ethical decision making having to abide by steps before a decision is made.

Ethical dimensions are also very important in making sure that the individuals and groups are aware of the ethical issue at hand. This is where the culture of the individual comes in. Different cultures have different ways of dealing with ethical issues. This determines the final judgment meted on this issue. A standardized decision-making style is therefore introduced to balance the general principles that must be considered in a decision-making process that is considered ethically right. This is therefore dependent on the fact that the decision-making process has to consider a psychological understanding of the individual and society. Whether a man, woman, the white or black person is involved in decision making, the psychological issue of pre-conventional, conventional and post-conventional aspect has to be put in mind. There are also ethical biases that deter effective ethical decision-making process. In this case, any predetermined factor that brings about negativity to the decision-making process may easily cause a bias in the final decision.

Ethical issues also entail conflicts of interest. When someone is a chauvinist, there are bound to be decisions that will be made but based on the fact that some wrong issues may be considered right. When a male chauvinist makes a decision on female issues, they are bound to be biased but to him, they are right. In this sense, ethical frameworks are important where ethical leadership principles are taken to focus. Codes of conduct are therefore the basic factors that would determine the rationality of the final decision.

How are ethics related to legal compliance? One of the most important

ethical issues is the code of conduct. Every individual, institution or organization has laid out rules. There are several points of connection between an organization and the immediate environment. If any of the parties go against the set-out laws and regulations, it would amount to an ethical disharmony between the two groups. For instance, suppliers have an ethical obligation to make efficient supplies to the organization. Ethics mentoring programs are therefore to be upheld at all times between the two parties. On the basis of employees in an organization, it is to be understood that training programs as a program in the human resources initiative to initiate new recruits to the working programs in the institution. For this case, if an employee undergoes a situation that is not ethical to the company, then there will be a need for consideration of legal actions. Therefore, the interconnection between the relations created to lead to the people being compelled to consider ethical, legal and social responsibility issues (Trevino and Nelson).

Conclusion

The three issues in this discussion; ethics, legal factors, and social responsibility are related issues. When there are right ethics, then legal factors are highly avoided. Social responsibility follows ethical values as has been indicated in the discussion above. In light of this, it has raised important factors in which case ethics and the dilemma that goes with it are all dependent on the culture and laws of the land.