

# Interview

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Interview All professions are governed by work ethics that ensure their success as well as maintenance of a good rapport between the employees and employees in terms of job professionalism. This interview will assess the ethics in Human Resource Administration by interviewing a Human Resource Manager on the ethical issues they deal with in their job, how they resolve these issues and their perception on fair handling of the cases. The manager will be given the name Malcolm, which is not their actual name for confidentiality purposes.

#### Summary of the interview

Due to time constraints, the interview only focused on three questions to the Human Resource Manager, Malcolm. The first question focused on how the manager would deal with dishonest workers in the organization. Malcolm responded by saying, " Many people apply assumptions whilst dealing with such cases. This is wrong. I would focus on the reasons behind the behavior, and deal with the case based on past experiences; then take action on the employees."

Secondly, I asked Malcolm what he would do if his boss did something unethical and he was aware of it. He answered by saying he would first assess their perception on ethics and being in power. It is at this point that he would advise them according to the ethical policy.

The third question focused on the wits of the manager. I asked Malcolm how he would handle contradictory values that exist in the employee handbook that is the basis of operation of the organization. He responded, " That question is extremely tricky. However, as the manager, it is my role to put the organization in place. I will focus on the past experiences in the work place then decide the best measure based on the precedents."

### Analysis of the interview

From the interview, it is evident that Malcolm is not only a reasonable employee, but also an individual that adheres to the ethics of his profession. As argued by Becker, the most prevalent ethical dilemmas in the work place revolve around conflicts of interest, utilization of the organization's resources and human resource (26). From the interview, it is evident that Malcolm faced these challenges and was able to handle them in an ethical manner. Malcolm believes that ethical issues are handled effectively in his work place as they follow strict protocol in dealing with these issues. The rules apply to all members regardless of their affiliation and status in the organization, which explains why in the interview, Malcolm attests to questioning his supervisor if they did contrary to the ethical guidelines.

Becker continues to argue that the HR manager is responsible for nurturing ethical culture in the workplace (26). Malcolm can then be termed as an effective manager who handles tricky ethical issues as expected of the ethical guidelines. Additionally, despite his being new to the organization, he has continually strived to avoid vulnerability of new employees to working unethically. He always consults or alternatively applies the previous cases of the organization to evaluate the cases presented to him.

### Work cited

Becker, Wendy. " Ethics in Human Resources: An Exercise Involving New Employees".

Journal of Human Resources Education 4. 4 (2010): 26-34.