

# [Ethics the case for most companies as](https://assignbuster.com/ethics-the-case-for-most-companies-as/)

[Business](https://assignbuster.com/essay-subjects/business/), [Decision Making](https://assignbuster.com/essay-subjects/business/decision-making/)

Ethicsfor Employees IntroductionEthicsis a very important factor when it comes to employees in the workplace. It issomething that many businesses value in its conduct in day to day businessactivities in the company, and each employee is expected to behave a certainway in the workplace during work hours. This is the case for most companies asthey possess a code of conduct which can include punctuality, dress code, workhabits, etcetera, and it is what keeps the work place structure in a better positionfor the company.

Importance of Ethics Themain factor of why ethics is important is that it is what can judge an employeeon how well they will perform on a task provided by the company. The ethics ofan employee will show how the overall performance of the given task is handledin terms of moral decision making towards accomplishing the goal at hand. Dependingon the decisions made by the employee during this, there can be outcomes withdifferent results in them. The outcome can affect the quality of output by theemployee overall and can change the behavior of the employee where it willaffect future tasks, ultimately being a liability for the business. Thus, itsis held with high value by businesses as the proper employees that areassigned, can result in a successful work goal. Inthe eyes of employees, ethical values play a very important role. This can befrom decision making to their attire and attitude towards it despite theirfavorability or distaste. For example, smart worn attire in the workplace canbe beneficial for the formal environment in the workplace as it has a hint ofprofessionalism in the employee and increasing overall motivation of the otheremployees around them, ultimately leaving a good impression among peers.

Bykeeping good ethics, it can also influence other employees/peers within’ thebusiness to begin to do better to work towards self-ethics. This can also havethe opposite effect on the employee and fellow peers if not handled properly. If the ethical standpoint that the employee is not up to expected standards, other employees will begin to adapt this behavior as well, thinking it is normas no action is taken against this. Effects of Ethicsin Business DepartmentsEmployeeethical behaviors can play an important role for key business departments aswell.

For example, the Human Resource department, is a strong department withinthe business that is essential for its work force. According to Kelchner (2008), Higherlevels of productivity improve the efficiency in the company, while increasingemployee retention reduces the cost of replacing employees. Meaning, if due to ethical practices, theemployee work efficiency is of expected levels, replacing or making employeesredundant will not be necessary.

If not, will be motivated to be more efficientin the long run. Thus, reducing the cost it will take to find a replacement forthe positions can the considerable amount of time it will take. Saving preciouscompany time and resources in the process. Cutting costs of the Human Resourcedepartment’s advertising for the position openings in the business andinterview times for employee shortlisting. Advantages of Maintaining Good Ethical BehaviorInmodern businesses today, ethics is valued to be upheld by each employeepresent. Strong practice of ethics in the business results in a betterworkplace environment overall to benefit all the employees and the business’good name.

Playing a part towards group work, decision making will be easier ingroups when the employees have less disagreements among each other during vitalchoices, leading to a good flow of business activity and productivity among theemployees due to moral and ethical choices made by the peers. “ Ethics enable yourworkers to feel a strong alignment between their values and those of yourbusiness.” (Russel, 2015). According to Russel’s quote, ethics also assists in creating strong bonds amongemployees for better performance and teamwork skills in future tasks. Thedecisions made will also have to be taken into consideration by ethical value, if the decision is morally right or wrong despite the benefits or sacrifices itwill provide. Efficiently, this can be taken into consideration, in order todetermine which is the best outcome with the best moral choice.

Doing so canmotivate the employees to perform better in order to achieve the morally correctrole as possible for the benefit of them,   ReferencesKELCHNER, L.(2008) The Importance of Ethics in Organizations. ONLINE Availablefrom: http://smallbusiness. chron. com/importance-ethics-organizations-20925. htmlAccessed: 17th January 2018.