

# Ethics and human resources narrative essay

[Business](#), [Human Resources](#)



Why is it important for companies to conduct Ethics Training? Conduct Ethics Training is important for companies because it not only involves doing what is right and proper, but it is also good for business. Ethical conduct is the basis for long-term success in any organization. Here are some of the many advantages to ethical conduct at work:

1. Ethical conduct promotes a strong public image for the organization. People respect an organization that makes ethical choices. Customers like doing business with an organization they can trust.
2. Ethical conduct makes the best use of resources.
3. Money, time, and effort are put into productive activities rather than diverted for questionable purposes or personal gain.
4. Ethical conduct on the part of all employees also helps maintain quality and productivity. When employees follow ethical standards, they do not cut corners or short-change the company or its customers.
5. Ethical conduct assists the organization to comply with laws and regulations. What is ethical is also legal.
6. Ethical conduct ensures good and proper relationships with customers and vendors.
7. Ethical conduct boosts morale and promotes teamwork.

When employees can trust one another and management, they can work together more harmoniously and effectively. Week two: What are the most critical steps to successfully implement high-performance work systems? First, work flows are organized around key business processes, and people are often grouped into teams to carry out those processes. Second, high performance work systems include a number of human resource policies and

practices: staffing, training, performance management, compensation, etc. , that are intended to enhance employee skills, knowledge, motivation, and flexibility.

These practices take different forms, but are based on the belief that people are a critical competitive asset of the organization. Third, most high performance work systems rely on new approaches to leading employees. Often this means fewer levels of management and new roles for managers. Managers become facilitators and integrators and share responsibility for decision making and results with their employees.

## **Discussion Board**

Discuss how would you go about diagnosing poor performance problems If I find the problem, I can work in the solution. To figure out what's causing the performance issue, you have to get to the root of the problem. In my opinion, performances depend of the ability and the motivation of the employee. Someone with 100% motivation and 75% ability can often achieve above-average performance. If an employee is not making enough effort is necessary increase pressure to see if performance increase. If the problem is the ability; for example over -difficult tasks, increase the pressure can aggravate the problem. The ability can be lower when the employee was promoted to a position that is to demanding for him or maybe they no longer have the motivation to realize a good performance. Suggest ways in which the motivating value of merit raises may be increased.