

Ethical dilemmas

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



The first issue that needs to be resolved is how to answer Gayle's request for confidentiality in the meeting that Gayle requested. The story begins with Gayle having a co-worker that sends Gayle flowers on a weekly basis, and it is making co-workers in the office talking. This is an issue because it can be a harassment issue that needs to be resolved as soon as possible. The first step in resolving the issue would be to identify who the stakeholders are and how might this issue affect them. The primary stakeholder in this issue are:

The shareholders: any important information that might affect the shareholder's profits or values of the company involves the shareholder. VP of Human Resources: Because Gayle feels harassed by the flowers being sent to her, HR will be involved at one point or another. Director of Sales: This is Gayle's supervisor, so any decision that is made by the Director will affect his or her reputation and what leadership skills the director of sales has. Gayle: The primary stakeholder, because Gayle is the one that needs to talk in confidence and the ultimate decision will be made based on what information that Gayle will provide. Bill: He is the source of the problem.

Depending on what information Gayle provides and the information that was given to the Director of sales, Bill can be in serious trouble. The next step is for the Director of Sales to identify the duties owed to the stakeholders especially the employees, and to ensure that everyone is happy. Some of the duties are following the company's protocols to reduce the liability for the company, making sure that employees can do their job in a safe environment, and to confide in the manager if needed. Ensuring the stakeholder's happiness is critical in this ethical lens. Shareholders are happy when production is rising and that the company is providing excellent goods and

services. VP of Human Resource is happy as long as the employees do their job and making the work environment harassment free. Director of Sales is happy if there are no lawsuits being brought to the company and to ensure that the employees are happy and efficient at their job. To ensure Gayle's happiness is by keeping every thing that is said confidential and to provide a safe and harassment free environment within the work place. The last person would be Bill. To ensure that Bill is happy within the work place, is to fairly investigate the situation, and to let him have a fair saying in the investigation. Each dilemma have its issues and its stakeholders, and with each dilemma need a good resolution to ensure the happiness of each stakeholder. The solution that was chosen for this dilemma is to " Tell Gayle that you will do your best to address her concern privately, if possible but that you can't absolutely guarantee confidentiality until she tells you what the issue is" (Dilemmas, 2012). I enjoy this class very much because every situation that I learned, and discussed has a direct link to what I do at work as an HR Rep. Harassment is probably one of the major concerns we have within a company, that is why every new hire is required to take the Sexual Harassment Course before starting the work. When a sexual harassment claim has been made towards another co-worker, HR has to interview every employee that is directly involved and every eye witness to the situation. As a HR rep you have to have an open mind and to listen to all sides of the story before making assumptions. I would say a lot of the case that I have encounter is falsify accusation. Sometimes employees are mad at the supervisor or a co-worker and just want to get them in trouble, not knowing that there will be a full investigation. Every employee that comes to see the

Human Resource Department is because there is an issue that needs to be resolve. Working in the HR Dept I have to deal with ethical issues all the time and knowing the difference from right and wrong and helping to resolve it. I would like to thank you for teaching this class, you make the class very interesting and fun. I have not have a lot of good professors since I have attended UOP, but you are one of the few that I enjoy learning from. I hope that I can have you again in the near future for other classes. REFERENCE Dilemmas. (2012). Retrieved November 2nd, 2012, from Ethicsgame. com: http://www.ethicsgame.com/Exec/CorpGame/Issues_2A.aspx