

Research paper on significant antecedents of unethical behaviour

[Experience](#), [Belief](#)



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Introduction

Unethical leadership decisions and practices have seen many successful leaders become fail with a lot of humiliation. Increased unethical practises have led to the emergence of numerous corporate scandals. In worse scenarios, some employees have been rendered jobless, whereas, some firms have been wound up due to unethical practices and decisions. As such, most business through the human resource department defines the business code of conduct that governs employees` behaviour. There are various antecedents of unethical behaviour. This paper seeks to discuss the three most significant antecedents of unethical behaviour. Further, it seeks to discuss the reasons why I consider these antecedents the most significant.

First and foremost, in my opinion, I consider power misuse as one of the most significant antecedent of unethical behaviour. There are various sources of power which mainly depends on a type of leader. Leaders and managers are prone to misusing the power bestowed on them. This is because they at times feel very superior and hence bully their juniors. This in turn results to workplace bullying, which is an unethical behaviour. Secondly,

lack of effective accountability within any system is another significant antecedent of unethical behaviour. As such, it is essential to ensure effective communication, openness and viable support system within an organization. Viable support system will ensure accountability and reduce the incidences of unethical behaviours. Thirdly, in my opinion, lack of moral values within oneself is also a significant antecedent of unethical behaviours within organizations. Lack of moral values nurtures negative vices such as cheating, lying and greed. All these are done with an aim of protecting one`s personal image. Nonetheless, one eventually loses public trust.

Conclusion

The most significant antecedents of unethical behaviours include power misuse, lack of effective accountability, and lack of moral values.

References

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