Discussion question

Organization Theory and Design Organization Theory and Design Who has
the greater responsibility for ethical behavior, the employer or the individual
employee?

In today's workplace environment, it is just difficult to determine who has
greater ethical responsibility between an employer and an employee. Ethical
behaviors in both the employees and employers are very significant in a
workplace. Every organization has certain rules and regulations to which
everyone including the employees must adhere to ensure efficiency in
operations (Daft, 2013).

Nevertheless, Employees are required to have a greater responsibility for
ethical behavior than individual employees do. The productivity and the
performance of an organization are entirely dependent on employee's ethical
behaviors. For instance, integrity is very critical in a workplace environment.
Being honest as well as doing the right thing when it is required plays a
significant role in the general performance of the organization. Integrity
improves the performance of organizations since employees are trusted in
the utilization of resources, and more importantly, supervision may not be
necessary (Daft, 2013).

What steps do you think organizations should take to make employees
aware of their responsibility?

To ensure that organizations are effective in terms of resource utilization,
performance as well as productivity, it is decisive to make employees aware
of their responsibilities. When employees are aware of their responsibilities
accountability is enhanced. Accountability is a very critical element in
organizations. How well resources are utilized in an organization is

determined by how well an organization has laid its accountability structures.

Organizations are required to take various steps to make employees aware of their responsibilities including developing of employees' handbook. During induction, employees are required to be provided with an employee handbook. An employee's handbook contains all the guidelines of the job including their various duties and responsibilities. An employee handbook will keep every employee accountable to every duty they are delegated to undertake (Daft, 2013).

Additionally, organizations may be required to offer frequent reviews of the employee's duties and responsibilities. These reviews can be done through seminars, workshops or internal meetings with individual employees. Review will act as a way of showing employees how critical their responsibilities are to the overall performance of the organization (Daft, 2013).

Reference

Daft, R. (2013). Organization Theory and Design. New York: Vanderbilt University.