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Business, Management



Management Every business desires to be successful and the management appointed has the responsibility of ensuring that the business is successful. The prime owners of any business set targets for their managers which they are supposed to reach within a given duration of time. Managers cannot achieve success without the support of the employee and hence they must always motivate them to work towards achieving the preset goals. In order to motivate and gear the employees, managers use the strategy of linking rewards to achievements and productivity (Snell, & Bohlander, 11). This paper will discuss whether it is ethical for managers to control their employees.

The major role of a manager is to coordinate the team of employees so that they achieve the organizational goals. Human beings have a nature of working under pressures, and hence, every manager must ensure that the employees have certain set goals. Setting goals for employee is ethically acceptable in business management as it is a measure to maximize productivity. The managing director has the role of ascertaining that his/her employees are working to the required standards and hence must control their mode of operation (Snell, & Bohlander, 52). Controlling the employees to ensure that they deliver work and service of a high standard is ethical and is not a form of exploitation. However, some managers tend to overload their employees with duties that are not meant for them. In such cases, managers are exploiting their employees and it is unethical as per the management codes of practice.

Reward programs are meant to be a form of motivation to the employees by ensuring that they are happy at their workplaces (Snell, & Bohlander, 47).

However, some managers set extremely high levels of production in order for their employees to receive the rewards. Such acts are a form of manipulation to employees. In conclusion, the function of a manager is to control and coordinate the other employees and hence it is not a form of manipulation.

Reference

Snell, Scott, and George W. Bohlander. *Managing Human Resources*. Mason, Ohio: South-Western, 2013. Print.