

Organization theory, design and change



**ASSIGN
BUSTER**

of Lecturer of 19 January Organization Theory, Design and Change Societal, professional and individual ethics are sources of Organizational ethics and this fact shall be proved in this paper. Certain things take place when the ethical behavior of an organization is compromised and this shall also be explained in this paper. Organizational ethics are the principles that has been laid by a particular organization to determine the extent at which a particular behavior is right or wrong and this principle are only valid within the ranks of that organization. It is important to briefly explain the principles of societal, professional and individual ethics before showing how they combine together to form the basis of organizational ethics. Societal ethics are the principles that have been laid for every member of the society to live by. It is through societal ethics, that a legal system is formed in order to guide people's actions and how they interact with each other in the society. Professional ethics are the tenets that individuals of a particular profession must use to manage the manner at which they execute their tasks or utilize the resources within their reach. Individual ethics is the moral and personal values that have been set by a particular individual in order to guide their actions and interactions with other people. In an organization; different individuals with different professions are taken from the society in order to achieve a common goal. This is when the combination of societal, professional and individual ethics forms the basis of organizational ethics (Jones 47). Organizational ethics has it that each individual must live by his or her individual ethics, while observing the ethics of their profession and the ethics of the society at the same time. The conformance of each individual within the organization to the ethical behavior means that the collective interest of the society is safeguarded (Jones 51). A compromise of ethical

behavior means that the individuals and organizations becomes a threat to the collective interest of the society (Jones 50-51). A compromise of ethical behavior also means that the organization would spend more money to negotiate, monitor and enforce the ethical rules between people that are known to have violated the organizational ethics at one point or the other. Rather than get incentives, individuals that compromise ethical behavior are usually punished by the leaders of the organization. Work Cited Jones, Gareth. *Organizational Theory, Design, and Change*. 6th Edition. New Jersey: Prentice Hall, 2010