

# [Introduction to the workplace and also to](https://assignbuster.com/introduction-to-the-workplace-and-also-to/)

[Business](https://assignbuster.com/essay-subjects/business/), [Business Ethics](https://assignbuster.com/essay-subjects/business/business-ethics/)

Introduction   Good ethical practices issomething that is expected of all employees that apply for a job as it is avery important factor that deals with moral principles. It is the principalsthat dictates how a person behaves and how they are capable of handling asituation or activity when given. This will reflect on how an employee performsoverall, and how they keep work place ethics at a stable level to keep workoutput at a high level of quality. Ethics can still affect many businesspractices in many different ways to benefit the company. Ethics is thefoundation to build the workplace peace and harmony if employees behave in anethical manner it will be a fascinating advantage to the workplace and also tothe employer.

Ethics are all about taking decisions on what is wrong and whatis right thing, being ethical means basically doing the right thing. Unethicalbehavior can leads entire workplace in to problems. Body There are plenty of examples to show unethical behaviorsin the work places can cause so many problems in the workplace. To lead acompany to it success both employee and employer has to behave in an ethicalmanner. As an employee if a person behave unethically like behaves in an abusemanner in the work place, misusing workplace property, bullying fellowemployees and stealing from the workplace and etc. How can a company leads toit success or produce a good product if employees who work there act in thisway. On the other hand if the owner as an employer behave in an unethicalmanner like lying to employees, do not caring about the workers and thinks onlyabout that productivity, not paying wages correctly how can a work place becomea good work place and how the employees in the work place can work in theseunfair working conditions.

Suicide is one of the main unfortunate consequencesof workplace bullying (Brotheridge & Lee, 2006; Samnani & Singh, 2012). Thiswill lead the company to its downfall. Downsizing, and increased caseloads canbe a recipe for burnout among staff (Courtois & Ford, 2013) Because ofunethical behavior of the staff members there can be a war in the companyinside. It can even cause inside rebellion.

It all because of unethicalbehaviors. According to (Courtois & Ford, 2013) True harm is perpetratedwhen the organization or individual leaders do not facilitate ethicalpractices. The tradition of the work place surrounding may then be toxic.

Thebetrayal of acceptable criterion of conduct in a work place relationshipbetween an employer and employee can result in the ontogeny of distress for thevictim of such behavior.     According to a research was done by May, Luthand Schwoerer (2013) it has proven that the ethical practice in a work placecan be directly affect to the employees work there and it directly affect tothe productivity of the place. The research was about weather ethics can beinfluenced student’s self confidence in their abilities to pursue solutions tothe ethical issues of working with customers (lesson efficiency), importance ofethics in their day to day life and for the experiment they have used two setsof 30 students and for a one team they practiced ethics and good behavior forthe team they didn’t. And after the graduation of those two teams.

And theresult was significantly positive increased in the team which has practicedethics and the result of the other uncontrolled team wasn’t good as thecontrolled team. The finally they discovered that the great increase was inmoral efficacy, followed by moral courage and meaningfulness of moral. It hasproven the importance of ethical behavior in a work place. And withoutpracticing ethical practices without moral principles to a work place cannot bea good work place and it can directly affect to the name of workplace and tothe employee and to the employer.  Good ethical practice can lead a workplace abetter place it makes employer and employee happy and it satisfies the employerand employee both at the same time. If an employee works loyalty to the companyhe works, promise keeping and works trustworthy, and works honestly so it willconsidered as that person has a good practice in ethics. When an employeebecome more honest and trustworthy the employer can trust him easily and an honestperson never betray his workplace or never try to destroy the name of thecompany.

On the other hand when an employer becomes friendly and respects hisown employees and pays a suitable wage for them, care about them the employeenever tries to leave the work place or do any harm to the work place. .”…ethical leaders do more than show followers what is right or wrong – if theybehave authentically, they are also able to have greater influence oversubordinates because they are operating ethically” (Hunter, 2012, p. 81). Ashunter has proved as an employer he should have good leadership qualities anethical leader knows what his responsibilities he knows his opportunities andhe knows that his actions impact the whole workplace then a good ethical leaderplays his role by helping to create an environment in which principledreasoning and ethical decision making.   In order to practice a good ethical behaviorwhat should do? Social work educators have a role in supporting the growing ofmoral philosophy and righteousness (Holmstrom, 2014). In order to practice goodethical behavior can start to train employees first, an employer cannot expecthis staff to work ethically in agreement with his company’s set of ethics Ifthey don’t know and they don’t have any understanding about it then it isimportant to teach them about it first and keep regular ethical sessions andshow them how to approach ethical dilemmas among the staff members. Then theywill get to know what is ethic and how to behave in a good ethical manner.

Andthe employer (leader) must show an example to the employees in being ethicalemployer. Employer can encourage the employees by rewarding them for theirethical behavior because all of the companies expect ethical behavior from itsemployees if someone is get rewarded to his ethical behavior it will be a greatmotivation to the other members in the staff. And as an employee they he has aresponsibility to practice his own ethics and behave like a good ethicalemployee. If all of the employees in a company think like that and behave likea good ethical employee the company will be stronger and productivity of thatcompany will go high.   Opinion So as I have pointed out behave in a work placein an ethical manner is more important than anything to day because withoutgood practice in ethics without good morals a workplace cannot survive. Ethicalbehavior is the bridge which connect employer and employee.

It is the main bondwhich keep employer and employee. So without employer- employee relationshiphow can a work place survive it is an impossible thing. Practically beingethics is not that much harder it can be done with practice. As I have provedearlier without ethics in the workplace it will lead the workplace to itsdownfall. It will cause thousands of problems in the work place it may harm thename of the employer and the name of the work place. So it is really importantto have a good understanding and a good practice in ethical behavior. If anemployee becomes a very ethical person and his employer becomes an unethicalperson then there is no use of it. If an employer becomes a very ethical personand his employee becomes an unethical person then there is no use of it either.

So it is very important that both of them employer and employer should act inan ethical manner. So according to my point of view it is really important tobehave in an ethical manner in the work place and we can practice it in our daytoday life.   Conclusion  Ethical problems do matter and it plays a majorrole in our day to day life in the work place.

Behaving in an ethical mannerand avoiding being unethical in the work places. Through ethical behavior canbuilt a healthy and fresh environment to work. It preserve the employeesindividually and strengthen the care of clients. And ethical behavior can leadsthe workplaces to success and it grows and build up the relationship betweenemployee and employer. It is really important to have a better understandingabout ethics and practice the ethical behavior.  References   v May, R.

, Luth, T. and Schwoerer, E.(2013)TheInfluence of Business Ethics Education on Moral Efficacy, Moral Meaningfulness, and Moral Courage: A Quasi-experimental StudyonlineAvailable fromhttps://link. springer. com/article/10. 1007/s10551-013-1860-6Accessed: 05th of January 2018                v Courtois, I. and Ford, L. (2013) Ethics DoMatter, But Where? onlineAvailable from http://advancesinsocialwork.

iupui. edu/index. php/advancesinsocialwork/article/view/16430Accessed: 02nd of 2018 v Brotheridge, L. , Lee, J.

, Samnani, K. andSingh, P(2012) Examining the Relationship Between the Perceived WorkEnvironment and Workplace BullyingonlineAvailable from https://www. researchgate. net/publication/287416387\_Examining\_the\_Relationship\_Between\_the\_Perceived\_Work\_Environment\_and\_Workplace\_BullyingAccessed: 02nd of 2018 v  Courtois, I. and Ford, L.

(2013) We are not a Healthcare Business: Our Inadvertent Vowof Poverty onlineAvailable from https://www. researchgate. net/publication/225354127\_We\_are\_not\_a\_Healthcare\_Business\_Our\_Inadvertent\_Vow\_of\_PovertyAccessed: 03rd of 2018