

· the layers of
workplace influences
in ethical



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Stand. Technol. Spec. Publ. 800-122, 59 pages. Reference Like there’s no rose without athorn, either way whistleblowing would or would not be considered as wrongdoing depending on the weightage of the consequence relating to the company andthe person himself. Internal whistle blowing is beingencouraged by many legal systems and legislations where there is also aprobability factor that the person may have chosen to leak information

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about the company which may have negatively affected the society in the future and hence forth the whistle-blower might be saved in the face of law, if proven that the information leaked would cause a commotion. Whistle-blowers need to be insiders, that is, either currently or previously associated with the organization and a further discrepancy may be made between open and anonymous whistleblowing during a situation.

To conclude and summarize the essay, this literature explains that whistleblowing is a serious ethical dilemma wherefrom the perspective of ethics in general, whistle-blowers are faced with deciding whether to break the bond of loyalty to their respective organizations or to make a 3rd party aware about it in such a situation apart from being beneficial or otherwise. Conclusion " Whistle-blowing is generally considered from the viewpoint of professional morality. Morality rejects the idea of choice and the interests of the professional as immoral. Yet the dreadful retaliations against the messengers of the truth make it necessary for morality to leave a way out of whistle-blowing. Therefore it forges rights -sometimes called duties- to trump the duty to the public prescribed by professional codes. This serves to hide the obvious fact that whether to blow the whistle is indeed a choice, not a matter of objective duty. One should also notice that if it fails to achieve anything then blowing the whistle was the wrong decision (or maybe the right decision that nobody would want to make).

There is nevertheless a tendency to judge it based on the motivation of the whistleblower. In a way, whistle blowers should strive to act like saints. Yet, it is logically impossible to hold both whistle-blowing as mandatory and whistle-blowers as heroes or saints. Moreover, this tends to value the

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greatdeeds of a few over the lives of the many, which is incompatible with the basicassumptions of morality.” (Bouville, 2008) “ More over as per Eileen and Mary’s sayings Whistle blowing has a volatile reputation, at best. First, it directlyimplies ethical failure and involves one person judging the ethical behaviour of another.

Second, whistleblowing is often anonymous, depriving thereported-on an individual the right to face his or her accuser. Third, whistleblowing often entails reporting outside of the established lines ofcommunication and authority. Finally, whistleblowing requires trust in those atthe top of the organization to take appropriate actions when they learn ofmisdeeds by their employees. Unfortunately, even when wrong doing isdetrimental to many people external to the organization (e. g.

fraudulent? nancial reporting, hacking into to the system resulting in arti? cially highstock prices and leaking sensitive data regarding the organization), thoseinternal to the organization often view the whistle-blower’s report (ratherthan the initial wrongdoing) as the cause of their losses. Evidence ofwidespread retaliation and cost to the whistle-blower himself is welldocumented. However uncomfortable we are with the notion of reporting on the behaviour of others, whistleblowing is an important organizational control. Indeed, industry surveys and academic research support the contention that reportingmechanisms aid in the prevention and detection of unethical behaviour.” (Taylor and Curtis, 2010)” Furthermore, internal disclosurecreates an ethical atmosphere within the organization where employees areencouraged to report unethical behaviour. If, however, the organization’sclimate is favourable to suppressing internal disclosure, the <https://assignbuster.com/the-layers-of-workplace-influences-in-ethical/>

wrongdoing may go unreported for months causing the organization to suffer. Although internal and external whistleblowing appear to be different, they are conceptually similar. For instance, both forms of whistleblowing start with individuals observing organizational wrongdoings committed by executives/managers or employees.

Besides, both use the active voice i. e., verbal communication, as a means of eliminating the wrongdoing, instead of alternative approaches, such as sabotage or violence where both forms of whistleblowing may threaten organizational norms and culture, creating an atmosphere of animosity and retaliation against the observer of the wrongdoing." (King III, 1999)" On the other hand, in circumstances where the wrongdoer is a higher official, the observer of the wrongdoing could report the incident to other members of upper management who could eliminate the unlawful act. This type of action may be accompanied by the exiting of the wrongdoer and/or rebel.

Whistleblowing is a sensitive style of communication which requires the successful communicator to consider the audience, purpose, language, and tone of the wrongdoing that is being disclosed. There are a couple of benefits to internal whistleblowing as opposed to external disclosure. For an example, Internal disclosures allow organizations a chance to fix problems before they develop into full-blown scandals in the eyes of public." (King III, 1999) " However according to Granville whistleblowing can occur when parties external to the organization are informed of illegal or unlawful wrongdoing within an organization. These individuals may be members of the media, government officials, members of public support groups, or various other parties external to the organization who can bring about change. definition

of whistleblowing, however, describes it as taking place when a person reports individual or corporate wrongdoing to sources either internal or external to the organization. Internal whistleblowing may be defined as disclosure to sources within the organization (for example, members of upper management and supervisors) who can bring about effective change regarding a perceived wrongdoing. Reports of wrongdoing to co-workers (peer reporting), however, would not be considered whistleblowing.

” (Granville, 1999)” For an example, an IT professional of a company may know and have access to the organization’s sensitive information regarding the accounting side of its aspect since he or she may be in charge of the ERP system and may notice the numbers are being fraudulent in the company’s record. A conscientious employee would call the problem to management’s attention and try to correct it by working with appropriate resources within the company. But what if the employee’s attempt to correct the problem through internal channels was dissatisfied or ignored? The employee could then consider becoming a whistle-blower and reporting the problem to people outside the company, including state or federal agencies that have jurisdiction. Obviously, such actions could have negative consequences on the employee’s job, perhaps resulting in vengeance and firing. In May 2005, Oracle Corporation paid \$8 million to settle charges that it fraudulently collected fees before providing training for clients and failed to comply with federal travel regulations in billing for travel and expenses. The charges arose from a whistle-blower lawsuit brought by a former Oracle vice president.

As a result of the settlement, the whistle-blower received \$1.58 million of the \$8 million total settlement.” (Reynolds, 2012) “ Whistle-blowing is an effort by an employee to attract attention to a negligent, illegal, unethical, abusive, or dangerous act by a company that threatens the public interest and that of the organization. Whistle-blowers often have access to special information based on their expertise or position within the offending organization.” (Reynolds, 2012) “ Although the modern technology that is being used in work places promises competitive advantages to the organization it also increases apprehensions about unethical information practices by employees who are caught up in an ethical dilemma. These technologies also makes it much easier to copy and distribute information among the organization and 3rd parties as IT professionals gain access to equipment and information to violate intellectual property and privacy decisions.” (McCallister et al, 2010)