

# Business ethics

Business



Business Ethics In the United s, minority and majority groups are in existence. For instance, in a large scale white males form part of the majority group while the minority group comprises of blacks, Latinos and women. The concept of having majority and minority groups in the same country competing politically and economically, in essence, results in discrimination. This is so since the majority group is at a better position in attaining an upper hand politically and economically as compared to the minority group. This paper essentially evaluates the contemporary strategy of affirmative action for minorities to bring about more fairness in hiring and promotion practices.

The two concepts, affirmative action and “ reverse discrimination”, have been employed, by the American government, to aid in creating an equal environment when it comes to hiring and promoting individuals from minority groups. Affirmative action was brought, on board, to help in annihilating the idea of individuals being discriminated because of the unchangeable aspects in their personalities such as race, sex, color, religion or ethnicity. On the other hand, “ reverse discrimination” entails the idea of discriminating against individuals from minority groups. Individuals, who in the earlier years found themselves to be on the advantageous side or to be in the majority group, are subjected to discrimination, which aims at reversing the unfairness that had been witnessed earlier. “ Reverse discrimination” operates in a manner that people from minority groups are given priority over people from the majority group when it comes to hiring and promotion (Stuart 17).

The best theory to apply in this situation, which pertains to affirmative action and “ reverse discrimination”, is utilitarianism. In essence, the theory of <https://assignbuster.com/business-ethics-essay-samples-14/>

utilitarianism states that a moral rightful action taken in any given circumstance is bound to be beneficial to all parties affected. The theory of utilitarianism, best supports the position of affirmative action and “ reverse discrimination” because it focuses on bringing benefit to most individuals from both groups, which are the majority and the minority. Since Utilitarianism is based on attaining greater good, the affirmative action will be appropriate, as discrimination, which is a negative act affecting many individuals from the minority group will ultimately be eliminated (Kowalski 5).

Affirmative action ensures that minorities are protected from any form of discrimination, which they are likely to face when it comes to hiring and promotion practices. Furthermore, the theory of utilitarianism supports this position since it has given weight to the benefits such as eliminating discrimination in terms of race, sex, color, religion or ethnicity. All the above are to be experienced when affirmative action and “ reverse discrimination” are executed. It is necessary to give a boost to individuals from minority groups through affirmative action, as it puts them on a better competing ground, not only when it comes to hiring and promotion, but also when it comes to political ambitions (Kowalski 5).

In conclusion, it is crucial to state that the society has stereotypes, which are impossible to maneuver through without imposing the concept of affirmative action and “ reverse discrimination”. Although, affirmative action has its own disadvantages, according to the theory of utilitarianism, affirmative action is best appropriate since the benefits, which will be realized, will surely surpass the harms. Utilitarianism is based on taking the course of action, which will provide greater good while, at the same time, eliminating evil. Affirmative

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action brings out greater good by eliminating discrimination and bringing on equality.

#### References

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