

Your assignment is to identify what you regard as the chief ethical problems in y...



Ethical Problems in Professional Life of the of the Concerned March 12,

Ethical Problems in Professional Life

There is no denying the fact that a manager tends to be the point person, between the employees and the board of directors. Thereby a manager could find oneself amidst a range of ethical issues while dealing, collaborating and communicating with stakeholders associated with both the ends of the organizational action. Personally speaking, the ethical issues I mostly come across as a professional are the unethical behavior on the part of the employees serving under me and the issues pertaining to employee working conditions.

Many a times I find the employees serving under my management, engaging in unethical behavior. For instance, I do sometimes come across employees checking their own email accounts during the time they should be working for the organization. There also happen to be employees who happen to be organizational bullies and do not desist from harassing their subordinates and colleagues while being engaged in the day to day activities in the organization. Sometimes, I also come across instances when my juniors engage in fraudulent behavior that happens to be considered a major ethical breach.

In such instances, where the acts and decisions of individual employees amount to a larger organizational loss, I do adhere to utilitarian ethics while acting. If the working of an individual employee harms the well being and viability of the larger organizational environment, I seldom hesitate from taking a swift and decisive action against such employees (Schminke, 1998, p. 141. If the issue happens to be minor like checking of personal email, I

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issue a swift warning to the concerned employee. In case of graver acts like a fraud, I make it a point to take a serious decision against the concerned employee, so that it would deter the other employees from indulging in unethical behavior while serving the organization.

Employee working conditions do present major ethical dilemmas for most of the managers and I do not happen to be an exception. Many a times, I come across situations, when the working conditions of the employees happen to be less than satisfactory. I also have to grapple with situations when I feel that a particular employee is not being paid in consonance with the time and efforts being put by one. In such scenarios I believe that utilitarian ethics do not serve me well while taking decisions to ameliorate the situation.

In such situations I take ethical decisions that involve opting for the nobler hypothesis amongst the range of available approaches and possibilities.

While taking decisions I make it a point to look to it that they stand to be in tandem with the nobler option that could be adhered to while resolving the issues. I feel that in such cases the decisions taken by me may not be the best, but, still they happen to be nobler amongst the range of available options.

Responding to ethical issues in an organizational environment is as much about adhering to ethical theories as about relying on one's instinct and gut feeling (Williams, 1992). Hence, the true leadership acumen lies in adhering to such actions and decisions that not only further the organizational interests and concerns, but are also deemed to be just and fair by the stakeholders who are impacted by these decisions.

I feel that as a professional I have come across many instances that tested

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my ethical credentials and values. Considering this fact, I feel that most of the times I have been successful in resorting to solutions that adhered to ethical norms and satisfied the stakeholders impacted by them.

References

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