

# Ethical dilemmas applied to labor relations essay

[Business](#), [Company](#)



Various issues that come up within an organization require exclusive considerations to resolve. They are special and require unique strategies to execute. In this case, there lie problems within the HR department of an organization that calls for unique strategy to deal with them. There are numerous demerits come with the use of unions in handling certain issues of the organization. The employees do not want the unions to interfere with their elections as they want exclusive democracy without the unions. As the HR director, I have to support that the unions do not have the opportunity to control the election as it occurs. Dealing with the problem requires exclusive effort and professional consideration of the right path.

The first step in finding a reliable solution is identifying the problem. The case revolves around a case that the employees are not willing to support any election that a union leads. Although, there are a number supporters who support the use of Unions, there are numerous who do not support the use of unions in the elections. In addition, there are ethical issues that govern the voting process of the organization. The CEO and the HR director join a number of employees who are not supporting the election.

The second step is the consideration of the sensitivity of the matter. It is clear that the majority of the employees are not willing to support the use of unions in the elections. Most people prefer the use of the employees to oversee the elections. Every human being has the right to his or her action. In this case, the employees are justified to have the elections controlled by the employees. However, the use of unions would have some merits in the elections. The major merit is transparency, and it would be extremely easy to achieve equality.

The third step is consideration of the alternative bodies to offer electoral services. The organization may consider the use of legal bodies permitted to conduct elections and with an outstanding reputation in the field. For example, the company may hire the governmental body that governs the elections of the country. Also, the organization may hire private companies that have an outstanding reputation in executing electoral duties.

The fourth step is consideration of the relevance of each of the alternative solutions. The governmental elections body is paramount and may be reliable following the sensitivity of the role that the body undertakes. The private company must be controlled by the ethical elements of transparency for them to sustain business. The choices are reliable for influence of the decision by the employees. The two methods are mainly characterized by reliability and transparency, which are key for the proper election. They also have an attractive reputation. In terms of moral consideration, the options are efficient and are ready to administer justice.

The fifth step is point of making a choice between the options. In this case, the national elections body would be the most outstanding to hire to oversee the elections. The body has a higher interest to protect than what the private company may do in consideration that it oversees elections of the entire nation. However, the solution may not be reliable all the time and may seem inconvenient in such instances the private company would be the most reliable.

Lastly, self-reflection on the method is paramount. The chosen strategy leaves no doubt in my mind, and if I had another chance, I would still select the governmental body. My mentor would approve the option since he

equally believes in transparency. The decision would be one of the most well thought and I will not be ashamed to find everyone talking about the decision in the press. However, the solution may not be significant in the long-term where the company will be required to carry out small elections. The option is highly effective in major elections.