

# [Discussion](https://assignbuster.com/discussion-essay-samples-44/)

Discussion ID Lecturer What are the ethical issues in this situation? The ethical issues arise once the employees know that their boss does not mean honesty within his ranks. He just wants to get his work done, i. e., avoid the formation of unions and for that he can go to any extent. The deceit content is thus unethical right from the onset of one such discussion. Once the employees find out that there is a war being conducted by the boss, they will feel that they have been hard done by. Such matters do essentially come under the ethical debates.   
2. What are the arguments for and against using extreme measures to fight a unionization effort? Are the actions above extreme?   
The arguments for using extreme measures include the fact that unionization can really break the basis of an organization and thus mar its efforts in the long run towards achieving its own goals and objectives. The arguments against using these measures to fight unionization are that the organization can take a role which has more empathy and understanding more than anything else. The actions are indeed extreme as they deal with the jobs and relations of the employees on the job.   
3. What do you think most managers would do in the situations? What would you do?   
I believe most managers would find a way to deal with their employees in a more honest way and come out in a clean manner. They would not find an excuse to do away with the aspect of unionization that has been a source of bane at the organization. Most managers would discuss these aspects with their employees and find a common ground so that they do not lose out on a number of different organizational counts. In essence, I would do the same things and make myself clear before deciding what course of action to adopt in the long run.   
4. Other comments???   
I am of the view that being truthful about one’s dealings in the organization is essential. Managers have a duty to avoid unionization especially if the organization does not believe in such a philosophy but it is always good to come out cleanly for the betterment of the business and the relationships that develop between the managers and their subordinates.   
Why do Employees Join Unions?   
1. If you were an employee of any company, you would understand why it is always better to join a union for the purpose of better protection of your rights as a worker   
a. Argue the truth of this statement. Agree/Pro   
b. Argue the fallacy of this statement. Disagree/Con   
Employees join unions because they believe unions would raise their voice as a whole and in a collective fashion. Therefore I would agree with the truth of the statement more than disagreeing with it. However I believe that the element of unionization has been blown out of contexts in the recent years and unions are not as strong (negatively) as these used to be in the yesteryears. Now unions are all about bringing in collective good, not only for the sake of the organization but also for their own selves (Edwards 2003). I agree with this statement because it offers the employees a sense of security with regards to the basis of their jobs, and tells them in what stead their work is being taken within the organization. However if these unions are not contributing for the sake of the organization, then it can be concluded that they are not founded in good faith and are hampering the solid basis of the organization. The rights of the employees/workers would indeed be better protected if there was a proper body to take care of their rights. Therefore it is always a good proposition to suggest that workers/employees should join hand in hand to keep away the negativities related with their jobs, and work in collective fashion to earn well and have job security all along. In essence, I disagree that this statement is based on some kind of fallacy, however minor or negligible possibilities do exist within the same quarters.   
References   
Edwards, W (2003). Declining Unionization: Further Analysis of the ‘ Fringe Benefits’ Effect. Quarterly Journal of Business and Economics, Vol. 42