

# Human resource management in healthcare

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The ethical issue of upholding the interest of the disadvantaged groups requires that the HR professionals should treat these groups as special interest groups, by granting them some favourable measures, which would make them have equal opportunities with others (Flynn, Mathis, Jackson & Langan, 2007). These two aspects create a sense conflict since the HR professional are required to favour the disadvantaged group on one hand, while ensuring the principle of equality is upheld. For example, in an interview for the post of a staff accountant, the HR team was faced with a dilemma in selecting between an individual who was rated highly during the interview, and another one who had a slightly lower rating yet belonged to the disadvantaged group. While the law would require that the most qualified candidate takes up the position, it would be ethical to grant the position to the member of the disadvantaged group, who may not have many opportunities like the others. The similarity between the legal and ethical responsibility is that they both advocate for the creation of equal opportunities for all. However the contrast is; while the legal responsibility requires all people to be treated equally, the ethical responsibilities calls for the favour of some groups.