

# Whistle blowing

[Business](#), [Human Resources](#)



Whistle blowing al Affiliation Whistle blowing In the thought of Johnson (2003), whistle blowing is a terminology used in working place and refers to a case when an employee suspects and reports a misdeed in the working place. This may be referred to as visualizing a suspected wrongdoing for public interest. For instance, in the event that an employee suspects that the employer is going against the law, situations of criminal offenses, and when one's life may be endangered by the working conditions is a good case in point.

Whistle blowing is important in an organization in that it enhances governance of the organization's strategies. Through whistle blowing, employees are able to act on matters that are out of the set code of conduct. According to Johnson (2003), whistle blowing helps in building a safe working place, protects the name, and earnings of the organization. At times, an employee may desist from reporting potentially harmful practices in the organization as it often raises differences in the organization. It is important to note that whistle blowing may lead to division among various parties in an organization (Johnson, 2003). The other people who are affected by whistle blowing tend to dehumanize the whistle blower in various ways. In the long run the whistleblower may desist from the act (Johnson, 2003).

Ethics hotlines are a crucial tool in enhancing reporting of the irregularities in an organization (Corey, Marianne & Callanan, 2011). It is, therefore, important for an organization to have ethics hotlines. To begin with, ethics hotlines help avoid the conflicts that arise from whistle blowing (Corey, Marianne & Callanan, 2011). Additionally, hotlines help the employees access some immediate help in case there is an urgent need. Corey,

Marianne & Callanan (2011) outline that, hotlines are imperative in ensuring that the employees develop a trustworthy culture in the organization they work. This can be indicated to be a merit in strengthening organizational governance. However, ethical hotlines have numerous disadvantages such as cost. There is often mistrust of the independence of the hotlines.

Employees may fear to make calls since the person that is operating the hotline may be the target or may recognize the person that is being reported. Lastly, the hotlines often raise security concerns (Corey, 2011).

#### References

Corey, G., Marianne S., & Callanan, P (2011). *Issues and Ethics in the Helping Professions*. Belmont, CA: Brooks/Cole, Cengage Learning.

Johnson, R. (2003). " Whistle blowing": When It Works-And Why. Boulder, CO: Lynne Rienner.