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Each ethical issue requires a different method of approach to tackle it. As Cooper notes (254), addressing an ethical situation requires an in detail analysis of the ethical problem. When deciding on the best possible approach when making an ethical decision, it becomes vitally important to consider the external environment of the ethical situation. A public administrator, in an ethical decision making situation, has to ensure that whatever approaches he or she takes in addressing the ethical situation are in tandem with ethical issue. Furthermore, the public official has to be independent and disciplined. This reduces chances of the public official being compromised by external pressures. Additionally, it is necessary for the public official to serve his or her duty as an official rather than a citizen. The dual roles as a public official and a citizen are bound to bring role conflict, which impedes effective decision-making (Cooper 257). Public organizations need to have provisions for whistle blowing to enhance ethical decision-making. Some organizations may fail to have such a provision (Menzel 21). Absence of such a provision in the code of ethics may reduce the ethical decision-making.

Ethics training in public organizations acts to foster ethical decision-making. However, the content and approach that is administered to the public officials has a significant impact in improving ethical decision-making in public organizations. Additionally, whether the training is mandatory or voluntary may influence the effectiveness of decision-making (West and Berman 192). According to West and Berman (192), the approach of ethics training should be in a way that the public officials can be able to relate to real world situations. The concept of an ethical hotline as noted by Manske and Frederickson (21) has the potential of improving ethical decision-making

process. Public officials have an easier access to advice concerning ethical dilemmas that are time sensitive. Consequently, use of an ethics program in a public organization needs to take into consideration a holistic approach. This involves a careful integration of the code of ethics and all parties involved (Manske and Frederickson (22)).

## **Works cited**

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