Improvement in your organization essay

Business, Management

In most organizations, ethical issues are ignored because either a public administrator is greedy or there is no ethical conduct promoting system. To ensure that ethics is improved in public organizations, a code of ethical conduct is a necessity. A code of ethical conduct helps to guide employees when addressing conflicts especially where there is a conflict of authority. Conflict of authority is very common in public organizations (Cooper 258). Promoting an ethical, organizational culture can be effective in addressing conflict of authority in public organizations. However, for this to be effective, managerial, public administrators need to take the responsibility of initiating an ethical culture. That is they should lead by example.

As a new employee in a public organization, one should take the effort of familiarizing themselves with the ethics of that organization, what is considered ethical and how ethical dilemmas are handled in that organization. Knowing the right avenues to use when reporting ethical issues, in the organization, are particularly important for scenarios where the employee has to act as a whistle blower. An independent ethics officer should be appointed to assist employees in reporting ethical issues. (Manske and Frederickson 20). This helps to ensure that superior public officials do not compromise employees.

Frequent ethical training programs should be implemented to foster an ethical climate in the organization. As Menzel (23) notes, in King County, Washington, supervisors are required to take mandatory ethics training every 18 months. Such a system encourages ethical behavior and helps to supervisors develop new ways of handling ethical dilemmas. Training also assists the organization to avoid embarrassing situation because of legal

wrongdoing (West and Berman 190). The result of ethics training may be boosting the public organizations image, which may assist in increasing the public's confidence in the organization.

Works cited

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