

Ethical dilemma.organization s ethical dilemmas

[Business](#), [Management](#)



Introduction According to McManus, “ ethics involves learning what is right and what is wrong, and then doing the right thing” (126). If an organization’s leading moral principles could not distinguish between what is right and what is wrong or when values are in conflict, then it is in a situation called an ethical dilemma. However, most of the time, an ethical dilemma has no absolute answer because determining right and wrong is a subject matter of what the organization believes. The main thrust of this paper is to discuss what is an ethical dilemma and how are organizations responding to these dilemmas. Ethical Dilemma Ethical dilemma in an organization is complicated because it is necessary for the organization to make a decision among competing values or set of principles in a safe fashion that the organization is morally responsible. These dilemmas are often found in every organization and profession where there are people that have diverse personalities, behaviors, goals, and perceptions that are asked to work in the same fashion despite of these differences (Johnson 259). There are ethical dilemmas in an organization that are hard to settle because of their complexity and this kind of dilemmas are aided by a formulated written ethical guidelines, the code of ethics, in order to guide the organization in coming up with a sound decisions. According to Porter, “ ethical codes of professional organizations assume that all members should respond in similar ways to ethical dilemmas regardless of their theoretical backgrounds” (274). How Are Organizations Responding To These Dilemmas Organization’s ethical dilemmas do not center only to its working relationships like the employees but also to other stakeholders like customers, investors, etc. As they respond to these dilemmas, they see to it that their decision-making

process is in accordance with the ethical standards of the organization in order for them to come up with a successful or positive outcome (Schear 42). However, making a decision in ethical basis is not that easy because the organization needs to break one important value or principles in order to respond to other important value or principles to stop the conflict. In addition, organization should respond to these dilemmas in manner that is neutral in both perspectives. Part of the resolution is to do situational analysis, wherein it is expected that the organization should be unbiased by hearing both sides objectively. It would be appropriate for the organization to track the origin of the dilemma in order to start the investigation and consequently make sound ethical decisions. For this to happen, the organization should demand for a consultation and perspective from other people to have a reliable and successful outcome (Ciconte and Jacob 541).

Conclusion Ethical or moral dilemmas have been part in every organization and to all its stakeholders. Dilemmas usually occur when there is a conflict between competing moral precepts or principles, and organization is required to respond by making a choice and actions wherein they will be morally responsible in the outcome. Work Cited Ciconte, Barbara L., and Jeanne G. Jacob. *Fundraising Basics: A Complete Guide*. UK: Jones and Barlett Publishers, 2008. Print. Johnson, Craig E. *Meeting the Ethical Challenges of Leadership: Casting Light or Shadow*. 2nd ed. Thousand Oaks, California: Sage Publications, Inc., 2004. Print. McManus, John. *Leadership: Project and Human Capital Management*. Burlington, MA: Butterworth-Heinemann, 2006. Print. Porter, Natalie. *Ethical Decision Making in Therapy: Feminist Perspectives*. Eds. Elizabeth J. Rave and Carolyn C. Larsen. New York, NY:

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