

Ethics in organizational leadership

[Science](#), [Social Science](#)



Ethics in Organizational Leadership Ethics in Organizational Leadership Work performances and every operation in the organization require mechanisms and standards to oversight and regulate the manner and procedures in which tasks are carried out. In the working industries, there are also ethical conducts which professional operations subscribe to and align by to allow healthy behaviors. The theories that attempt to explain ethics have been discussed while highlighting their differences below.

Utilitarianism

This theory conceptualizes that ethical codes of conducts should be structured in a way that maximization of benefits is achieved while pain is reduced. It explains that an act is ethical if it gives beneficial gains rather than pain. Employees' acts are therefore ethical if it gives high benefit outcomes (Arnold, et al., 2013, p. 89)

Virtual

This theory is based upon the social virtues in outlining code of conducts that regulates wrong or right and its major focus is on intrinsic worthiness that a given society share such as honesty, integrity etc.

Deontological

In this theory, wrong and right are judged based on the set regulations that have been formulated (Arnold, et al., 2013, p. 89). The employees are therefore bound ethically to abide by the organizational/ professional rules in place.

Personal Experience

A conflict of misunderstanding would erupt if the virtues and moral baselines differ between a leader who has been socialized into different moral

standards and those of the employees owing to cultural differences. The Virtual theory is based on virtues but these virtues may differ and a leader may have different moral values and virtues different from the employees.

Conclusion

The three theories of ethics significantly differ in their baseline account for ethics but they join together in conceptualizing the communal/collective formulation of ethical standards; it is a group duty and not individual. The three differ in tracing the source of ethical standards.

Reference

Arnold, D. G., Beauchamp, T. L., & Bowie, N. E. (2013). Ethical theory and business. Boston: Pearson Education.