

Ethics article summary

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



Ethics Article Summary: Alternative Dispute Resolution or ADR is a poorly understood in the region of South Africa. In his article based on the South African experience, Bendeman digs with acute intelligence into the pressures brought on by workplace conflicts which very often transform into costly disputes. Clearly, Bendeman's research conducted in South Africa appears to abide by the basic ethical principles of research. Fundamental ideals relevant to the research ethics are followed. However, despite the insightful commentary on resolving workplace conflicts, the article has minute ethical concerns regarding justice or fairness. Ethical concerns regarding justice surface when there is not fairness in distribution. The author seems to create this sort of injustice by imposing unfair burden on the South African employers. While many employers in the South African firms should be given due credit for wanting to deal with conflicts internally, Bendeman denies them this credit by suggesting that they are somewhat notorious for mostly using a heavy-handed approach. According to the Belmont report, the question of justice is created when the people conducting research fail to give the credit where it is due or impose an uncalled for burden on one party (The Belmont Report). For example, research claims that the South African employers rely so much on seeking help from lawyers and legal processes "that they see no point in attempting conciliation" (Bendeman 2007, 146). One way by which the author could improve his study from an ethical point of view is by respecting the decisions made by the participants of his study. This can help to take some burden off the employers. Such changes can make the study seem more valid because the observations will appear more objective.

Bibliography:

Bendeman, Hanneli. “ Alternative Dispute Resolution (ADR) in the workplace - the South African experience.” African Journal on Conflict Resolution 7, no. 1 (2007): 137-161.

“ The Belmont Report.” HHS. gov. Accessed February 25, 2015. <http://www.hhs.gov/ohrp/humansubjects/guidance/belmont.html#xbasic>