

# Conflict management in organization essay example

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Arguably, in every modern place of work, there are main ethical issues that are linked with conflict among the employees and with clients. Ethics is referred to as standards that highlight the rules and moral values. Ethics is a subdivision of philosophy that seeks to resolve moral issues with the guidance of the set of behaviors. There are various ethical dilemmas in the place of work this are caused by the violation of the expected moral rules. In complex dilemmas, there are no specific or clear guidance for resolving those circumstances; however, the awareness of ethics in the place of work assists the managers to retain moral standards as they try to solve the dilemma.

An ethical issue of the responsibility to take ownership is particularly beneficial in the workplace. Performing the assigned job as your own is tremendously crucial in the entire success of the organization, this assist in nurturing an ethical organization. It also aids in eradicating the ethical matters regarding nepotism or racism among the employees. Every organization, which has fervent workers, is more successful than those whose employees just aim in achieving their individual goals (Kathleen, & McGhee, 2007). For instance, an employee of a competitor organization offers a bribe to a worker of certain organization with the aim of acquiring some vital information. Ethically, he should not disclose the information aligned to the responsibility of ownership. Another example is the witness of misusing the resources of the organization; the employee should take the responsibility of safeguarding the resources.

Loyalty is another ethical concern to most organizations; this is a value which is frequently discussed; however, it is rarely experienced. Loyalty enhances the sense of reliance between the employer and the workers; this cultivates the best working environment. For example, the use of the organizations resources for personal use is unethical, and it is a disloyalty to the organization. Another instance is that, an organization can be running at a loss; hence, they present forged income statements to please clients, which demonstrates the highest degree of disloyalty and unethical behavior (Kurtz, & Boone, 2010).

In the contemporary workplace, the role of personal ethics is extremely vital. This is a field of ethics that establishes the code of behavior one sticks on at an individual level. It involves an action trend which a person decides to pursue so as to work amicably with others. In most cases, sticking on personal ethics code brings responsibility as well as accountability towards oneself. It also offers direction and a purpose, bringing out significance to expert and individual pursuits (Kathleen, & McGhee, 2007).

Every employee deserves to be given a right to carry out what one wants. However, there are sets of regulations created due to mind conditioning to control these rights. Therefore, each act is supposed to be conceded out with the correct 'right' otherwise it will result to a colossal turmoil. For instance, an employee with precise personal ethics relates well with people from diverse origin at the workplace (Kurtz, & Boone, 2010). This is because he or she will abide by the stipulated rules and regulation in the organization because of the seriousness he has in following the personal ethics. Another,

example is when an employee is guided by personal ethics not to wage conflicts with others and hence become liable of breaking stipulated laws. Role of Honesty is paramount in an organization. Honesty is often branded as the best policy in an organization because it portrays an individual mode of carrying out duties and how one relates with others. Employees who lack the virtue of honesty are always caught with the act of lying at some point (Rahim, 2010). For instance, some may fool colleagues, the boss or clients about personal interest scores in order to benefit themselves. Hence, it is significant to introduce a sense of honesty among the employees of an organization to avoid any such deceitful behaviors which can damage an organization. Dishonest workers may also deny the mistakes that may cost the organization dearly. For example, this may be as a result of their negligence or schemes for their own benefits.

## **References**

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