Str 581 ethics reflection paper assignment

Business, Management

Running head: Ethics Reflection Paper Ethics Reflection Paper University of Phoenix | Content | General Comments | | The paper explains the role of ethics and | The key elements of the assignment are covered in a substantive way. The content of your | | social responsibility in developing a | write up is comprehensive, accurate, and persuasive. The conclusion is logical, flows from the| | strategic plan, considering stakeholder | body of the paper, and reviews the major points.

Most sentences are complete, clear, and | | needs. | concise. Generally your write up is laid out with effective use of headings, font styles, and | | The paper explains how the student's ethical | white space. Rules of grammar, usage, and punctuation are followed. The paper, including the | | perspective has evolved throughout the | follows APA formatting. The paper links theory to relevant examples and uses the vocabulary | | program. | of the theory correctly.

Generally, paragraph transitions are present, logical, and maintain | | The paper is no more than 1, 050 words in | the flow throughout the paper. The conclusion is logical, flows from the body of the paper, | | length. | and reviews the major points. | | Paragraph transitions are present, logical, | | | and maintain the flow throughout the paper | The paper was within the required page numbers + or – 10%. | | | Pls see other comments within the document. | | | | Mechanics | | | The paper, including the title page, | For a paper this powerful, I expected to see more than 2 sources. I normally require at least | | reference page, tables, and appendixes, | 4 sources but since this is a first paper, I will take that into consideration. | | follows APA formatting guidelines. | | Citations of original works within the body | | | of

the paper follow APA guidelines. | | | Total Available 8 | Points earned: 7. 8 | Ethics Reflection Paper Ethics and social responsibility are essential factors when planning one's personal life or planning for the success of a business.

Companies that are in the process of developing strategic plans must consider what role ethics will play and how social responsibility will affect the plan to keep the stakeholders needs as a top priority. If conscious efforts are being made to display ethical behavior, ethical perspectives and beliefs should evolve over time much like what has happened while in the master's of business administration (MBA) program. Role of Ethics and Social Responsibility in Strategic Planning Ethics are the moral compass used to help management and employees conduct themselves according to the values and standards set forth by the company.

To ensure employees understand the expectations and make good ethical decisions, a company's plan should encompass the beliefs and values that the business and their employees should view as most important. These beliefs and values can be outlined in a company's mission, vision, and philosophy statements that provide direction, purpose, and a clear understanding of an organization's behavioral expectations and decisions made by the stakeholders.

When adhered to, the mission and vision statements can be the baseline for goal-setting and strategic planning while keeping ethics at the core of all decisions This is a powerful paragraph that is right on the point but do not forget to cite the sources, even if you are paraphrasing. . Even with a strategic plan and ethical guidelines established, unethical behavior is

always a possibility that could occur at a management or subordinate level. According to Pearce and & Robinson (2009), " central to the belief that companies hould be operated in a socially responsive way for the benefit of all stakeholders is the belief that managers will behave in an ethical manner" (p. 60). Too many top-level management and executives have acted inappropriately and have violated company policies. This was witnessed through events such as the Enron, WorldCom, and Bernie Madoff scandals where unethical behaviors was were called into question. Employees, specifically those in a management positions, have an obligation to do what is right for the sake of their customers, the industry, and to help maintain the company's image and reputation.

When this fails to happen, the owners and board of directors must take the appropriate action to get rid of those individuals, not only to set an example but also to make the point that unethical behavior will not be tolerated under any circumstances. To minimize the possibility that similar atrocities will occur, the Sarbanes-Oxley Act of 2002 was instituted to mandate Chief Executive Officers (CEO) and Chief Financial Officers (CFO) to take responsibility for reports generated and to acknowledge that the information included in the reports are true and accurate to the best of their knowledge.

If the information is not true or is fraudulent, both have a responsibility to report the findings to auditors. Like ethical behavior, " social responsibility is a critical consideration for a company's strategic decision makers…" (Pearce & Robinson, 2009, p. 23). Owners need to ensure that they hire managers who are going to carry out their wishes and be the voice in their absence

instead of managers who will protect their self-interests. Decisions made by management have to be aligned with the beliefs of the owner and the company's stakeholders to guarantee profitability and survivability.

To encourage managers to make appropriate and ethical decisions, owners and executives should provide incentives through bonuses, appraisals, and recognition programs. Stakeholders will hold managers who do receive performance incentives accountable. Stakeholders include stockholders who want a good return on investment, employees seeking job satisfaction, satisfied customers and suppliers, governments seeking law-abiding companies, competitors seeking strong competition, responsible citizens and the public seeking a good quality of life (Pearce & Robinson, 2009).

Outside of being accountable to owners and the business, managers also have to select the ethical approach that will ensure the consumer is getting the best service at a reasonable cost, jobs are being offered to those who need them, consumers do not have to fear product risk, and that they are taking care of their financial responsibilities to the government. Regardless of the approach selected, consistency is important as not to send a signal of injustice and consistency allows companies and individuals to reach their end-state goals without having to waste time and money.

Ethical Perspectives At the start of the MBA program, ethics and ethical behavior are an important part of conducting business and how others are treated and perceived. This program reemphasized the importance of the role of ethics and how people in society should work hard to create a personal and corporate culture that encourages accountability and ensures

everyone conducts business in an ethical manner. Being a part of a team during each class was a very good test of ethics, beliefs, and the ability to display patience and understanding towards other people.

Some team members had little respect and showed disregard for others or their feelings. Although assignment completion was the most important aspect, some members were written off because of a lack of effective writing abilities, communication, or personal skills. Although many of those decisions were based on personal preference, one still has to question if the decisions were right or wrong. A major source of failure in most team assignments as well as collaborative projects within an organization is usually caused by a lack of consideration for individual opinions.

Respect for individual judgment was evident in the Assessment of Ethical Choices in the Workplace (2009). When teammates acknowledge the judgment of others, they encourage open communication, build trust, and promote cohesiveness that could potentially prevent unethical behavior from occurring. Having an ethical profile closely aligned with character is an asset when trying to judge others (University of Phoenix, 2009). Conclusion For businesses and individuals to remain successful there must be intent to remain ethical and socially responsible.

The ethical and social decisions made have to support the better good of the organization or society and every effort should be made to call attention to and reject improper behavior. Although one might perceive their ethical concepts to be intact, improvement is always encouraged. References Pearce, J. A. , & Robinson, R. B. (2009). Strategic management: Formulation,

implementation, and control (11th ed.). New York: McGraw-Hill/Irwin.

University of Phoenix (2009). Williams Institute: Ethical choices in the

workplace. Retrieved March 17, 2010, from University of Phoenix, Week One,

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