

Phl323



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In the circumstances surrounding Chalace Epley Lowry's complaint, she was operating under and by a duty-based ethical system. The ethical system, which based on Lowry's statements appeared contrived, was one the organization had instilled in the employee at the time of her hiring through training and orientation.

Lowry acted because she believed she had an obligation to report what she perceived as possible unethical behavior leaving upper echelon management at Walmart the outside authority who would determine right and wrong.

According to Walmart's website, the company also employs a goal-based ethical system that focuses on three major areas; Respect for the individual, Service to the Customer and Striving for Excellence (Walmart, 2011). From the situation that developed with Lowry, it appeared Walmart's expectation of all employees, including managers and executives, is that they will abide by a duty-based ethical system along with the goal-based system to which the company adheres. Organizational leadership came into play throughout the scenario with Lowry beginning with the perceived unethical behavior she witnessed. Walmart delegates managers with investigating the possible unethical behavior and organizational leadership also played a key role in placing both her and other employees in a precarious position by releasing Lowry's identity. The ethical behavior and responsibility differed between Lowry and Walmart management because it was her responsibility to report the behavior and Walmart management's to determine if the act were right or wrong. Lowry did her part in reporting according to the organization's expectations but

Walmart management failed to act appropriately when they eluded she had no choice but to release her name along with her complaint.

The responsibility also differs between management and subordinates as Walmart employees must report perceived unethical behavior, but it is higher level management who Walmart entrusts to act upon the reports accordingly.