

Technology

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The accounting position was like a dream come true for him and that is because of Jan. Jan, who works in the Human Resources Department at Cincinnati and she's the one who helped Steve to get that position.

She's aware about the leader of JOLT Cincinnati who decided to transfer the local accounting operation to JOLT Wichita, corporate headquarters for a cost-saving move. For the accountant position, they might only accept those seniors because they are the priorities and a major factor in downsizing activities at JOLT while Steve is the newest employee who joined the group. This is going to be the ethical dilemma of Jan. What does she have to do? Does she need to let the leader to choose those seniors or she can suggest about picking the employee? What are the role or responsibilities of employees?

Do they have to know the ethical principles and practices? How will they solve that problem? Do they have to make decisions? Jan hired Steve in accounting position in JOLT Cincinnati but in the first place she's aware that the leader of JOLT Cincinnati will transfer the local accounting operation to JOLT Wichita for a cost-saving move and they might only accept seniors because they are the major factor in downsizing activities and that is the ethical dilemma of Jan faced with now. She hired Steve and Steve might not be accepted at Wichita. Therefore, she has to tell the truth to Steve.

So Steve can prepare on what's going to happen in the next few days.

Employees make decisions at all levels of a company, whether at the top, on the front line or anywhere in between. The decision to behave ethically is a moral one; employees must decide what they think is the right course of

action. Every employee in an organization is exposed to the risk of facing an ethical dilemma at some point, and some ethical decisions can be more challenging to fully understand than others. Knowing how to resolve ethical dilemmas can follow some steps that an employee can take to try to make the most appropriate decision.

According to Ingram, D. (n. D.). Step 1. Consult your company's code of ethics for formal guidance. This simple act may be able to resolve your dilemma immediately, depending on how comprehensive and specific your company's ethics statement is. Step 2. Share your dilemma with your supervisor to take advantage of her experience. Taking ethical questions to supervisors can keep employees out of trouble in Dalton to resolving conflicts. Step 3. Discuss your dilemma with other executives if you are at the top of your organization.

Executives and company owners make some of the farthest-reaching decisions in any organization, adding weight and additional challenges to ethical dilemmas. Step 4. Speak with peers and colleagues from other companies if you can do so without divulging company secrets. Consider speaking with friends. 1 OFF Read past news articles about other companies faced with your specific dilemma. Determine how others have dealt with your challenge before and take note of the outcome of their decisions. Reading what happened to others after making their decisions can give you a glimpse into what to expect if you make a similar decision.

According to Dry. Jill Young, an instructor in South University's College of Business, integrity is the most important ethical concept because it covers

such a broad area. Along with good corporate governance, ethical behavior is an integral part of everything. One organization needs to be consistently ethical. Using recent scientific breakthroughs, it is now possible to efficiently enhance the ethics of almost any organization. A simple process of setting a goal and then motivating, sustaining, and scaling ethical behaviors has produced numerous success stories. According to Sideman, W., & McCauley, M (2010, July 15). Here are the steps that organization takes to try to ensure that all parts of the organization operate ethically. Step 1 . Set the Bar. Use your organization's " positive deviants" to establish a clear, specific standard of ethical values, attitudes and behaviors. Step 2. Motivate Ethics. Guide all personnel to firmly embrace the goal of ethically achieving the positive deviant's social good. When a positive deviant's social good, or the inspiration behind their work, is presented to others in an empowering manner, it can be contagious for an organization. Step 3. Sustain Ethics. Ensure that the commitment to ethics is sustainable, even in the face of contrary pressures. True ethical behavior is profound and long term. It is a way of doing business that is so ingrained in the organization that people cannot imagine functioning any other way. Step 4. Scale Ethics. Engage a critical mass of the organization quickly to ensure that ethics pervades all aspects of the organization and becomes a true reflection of the organization as a whole. At the same time, individuals must display ethical behaviors in ways that are unique to their function and personality Therefore, They have to apply ethical principles and practices.

A company's ethical business practices give the organization a positive professional reputation among vendors, clients and potential business

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partners. Good business ethics can help create strong business relationships that result in lower product costs, repeat business from customers and sources of financing for company growth. Maintaining good ethics sustains these strong business relationships for the benefit of the company and its business contacts. Those who investigate and attempt to resolve ethical dilemmas within the business world must be very clear about their own values and motivations.

The resolution of ethical business dilemmas needs to be guided by a strong set of mutually agreed upon values.