

# Ethical dilemmas when developing aap essay



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This paper explores the impact of women and minorities in the labor market underutilized and misled in the rights of equal employment opportunity which has move us forward in the Affirmative Action Plan (AAP). An article listed in Forbes magazine describes how the 2012 election of between Obama and Romney created the feeling how as America is undereducated in the understanding of minorities as well as Romney not extending concerns towards Hispanic and African American community.

A further look into Heneman, Judge, and Kammeyer-Mueller (2012) Staffing Organizations, speaks about the AAP's framework in decision-making of candidates internal or externally employed. Along with my personal experience watching as individuals work through the process in hopes of gainfully employed with corporate America. Identify examples of ethical dilemmas an organization might confront when developing affirmative action plan (AAP) Firm commitment for all kinds of recruiting, for instance, could be noticed through the in-house employees as an alarm that the particular individuals selected through the latest hiring are unqualified.

A company should be positive that their attempt towards diversity are recruiting knowledgeable individuals or else, any other way will create practical carelessness and unfavorable reaction concerning minority groups in the future. The AAP is a process created to make sure of a follow through on equal employment opportunity. The key basis is that discrimination would dissipate and the labor pool will replicate the gender, racial and ethnic profile of diversity.

From the Forbes Magazine (November 2012) summarizes the election of President Obama proved the effect on Hispanics were misled by the fact that Latinos felt they existed. It was obvious that the opponent did not relate to the minorities. In the article it stated “ The election awakened us all to the fact that our government leaders and elected officials are just as uneducated” which correlates to our corporate leaders not linking with the minorities. The lack of understanding the vast differences in our cultures is impacting our economy.

In Heneman, Judge, Kammeyer-Mueller (2012) Staffing Organizations, explains that since the introduction of the AAP's, there has been dispute to the integrity of their ethics. Inquiries regarding the interpretation of the AAP's framework, such as a large portion of new employees and the significance of minority selected in the decision-making of the candidates employed. Organizations need to find a solution from previous discrimination against women and minorities in order to bring on qualified individuals at all levels from entry to management.

In my experiences through several career paths, repeatedly women and minorities are misused or deferred from reaching certain executive levels in the corporate world. A minority will bring in less money than a white counterpart with the same type of business credentials. Business leaders are becoming more aware of the significance of the diversity in the labor pool at the decision-making levels and surpass what has been accomplished so far.

Organizations with a strong documentation for utilizing and establishing women and minorities will find it effortless to hire applicants with similar

cultures as well as retaining the employed individuals. Therefore, will not incur additional financial obligation to train or employ new people. Ideally, winning companies will be those that endorse the advantage presented by the expand diversity, to transform the present condition in which going forward is not bullied into hiring minorities and women in the workforce.