

Assignment

Business



Ethics Assignment 3 Personal Ethical Issue: Advising Employees Affected by Layoffs

Layoffs can be disheartening and stressful for both the employer and the employee. The main challenge, however, arises when employees learn about the upcoming layoff through rumors while they are working on an important project for the employer. The employer in this case is torn between telling the employees the truth, especially when the employees in question is among those to be laid off, or lying to the employees so that the employer continues to benefit from them until the time they are laid off. The best thing that employers can do in case of an upcoming layoff is to engage in good and effective communication. As much as layoffs are not a desirable state of the organization, it is always important for the employer to communicate to the employees about it openly instead of letting them get to learn about it through rumors and other means (Business & Legal Reports, Inc., 2009). In the case of the employee who comes for advice amidst such layoff rumors, I would advise them by doing the following:

Provide honest and accurate information regarding the layoff to the affected employee. First, it is important to clarify whether the rumor regarding the impending layoff is true or false. Second, I would clarify the reasons and benefits of the payoff to both the employee and the organization. Third, I would help the employee to gain an understanding of the picture of the company following a layoff. Fourth, I would let the employee know how the layoff will take place; whether it is temporary, permanent or in phases. Lastly, I would let the employee know whether there would be any financial resources and support provided in case of the layoff. The Provision of accurate information will enable the employees feel that they are valued, are kept in the loop and that they participate in the decision that affect their

lives.

Once the employee has attained a clear picture of the situation, I would seek to gather information on how he or she perceives the upcoming layoff. This information is critical because it will enable me to understand how the employee is affected by the layoff rumor, whether this is likely to affect the performance of the ongoing project, issues affecting the employee during the planned layoff and whether the employee has already had job offers elsewhere.

After getting the perspective of the employee, I would try to manage his attitudes and behavior about the layoff. I would let the employee know that he or she is very important to the organization although the layoff is inevitable. I would advise the employee to finish the project at hand until the planned layoff. It would be important for the employee to leave a good reputation because he or she would be contacted again in future when the conditions have improved. I would encourage the employee to take advantage of the new opportunity but ask for a waiting period until the current employer clears her. This would keep the employee's integrity and respect intact.

Finally, I would let the employee know that the organization would offer them support during the layoff period. Support will mainly be in terms of relevant programs and forums for change management, referral for new job openings and other programs such as freelance assignments that would keep the employee engaged until the end of the planned layoff.

World Major Ethical Issues

Relation with stakeholders

Ethical issues arise when organizations engage in misrepresentation or

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provide stakeholders with information that is not credible. A good example relates to how the APPLE Company handled its communication regarding the health of the CEO, Steve Jobs, to the media, customers and shareholders. The company withheld the health status of the CEO and only came out to talk about it after rumors and leaked information had caused havoc in the media, among the shareholders and the customers (Krazit, 2009). The health information regarding employees of the organization is a personal issue that needs to be handled with privacy. However, the way the APPLE Company handled the health conditions of Steve Jobs was not appropriate as this placed the corporate image of the company at risk. In addition to this, it allowed rumor regarding the ability of the then CEO, Jobs, to continue running the company for which he had single handedly brought back into profits following serious financial problems. Apart from this, the possible incapacitation of Jobs had a serious impact on the customers of the company, the shareholders and Wall Street who were worried of the possible implications of his health on their investments.

Relations with customers

Relations between a company and consumers may usually raise ethical issues. This is especially the case when companies fail to provide accurate information to the consumers about the nature of the products offered and a justification for the level of pricing for such products in order to ensure safety and health of the consumers. A good example is the way McDonalds handled the ethical issues surrounding the nutrition and health implications of their products to their target customers. Critics argue that the products offered by McDonalds have been on the forefront in promoting obesity among its consumers. Some of the accusations leveled against the company include <https://assignbuster.com/assignment-essay-samples-12/>

failure to provide accurate nutritional advice to customers and promotion of unhealthy eating habits. In the year 2002, a legal proceeding was brought against the company on behalf of two young children in New York; McDonald was accused for providing misleading information to young consumers regarding the nutrition of its products. The litigation was, however, dismissed for lack of credible information. In the year 2005, McDonald appealed and it was allowed to implement some strategies perceived to be promoting deceptive advertising. The way the issue was handled raises some concerns about the company. Although they won the suit, the impacts of the legal proceedings will daunt their corporate image forever and may likely affect the credibility of the company in future (Gangone, 2010).

References

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