

Peter green's first day

Business



Peter Greens First Day Problem ment Peter Green is in an ethical dilemma. One side, he does not want to lie by declaring merchandise as defective to favor Bob as it is against his business ethics and on the other hand, he does not want to lose Peabodys account. The conflict is real as he needs to find a plausible solution.

Alternatives and Its Evaluation

Peter Green is a young chap out to make his career in sales of carpet business. John Murphy his boss is a seasoned district manager and knows about the nitty-gritty of the business well. Murphy's prime motive is to increase the sales by any means. He has not much concerned about any ethical dealing in the business if the matter comes to win the business and retain the account and that is why he believes more on-the-job training for his sales people rather than any learning in the class room. Peter Green's early bringing up and his formal education has taught him not to forego ethical business dealings if one has to rise in life as he says, " One should support ones beliefs at whatever personal cost". If he remains in Scott Carpet then he would be largely compromising with his way of ethical thinking. He has now option of quitting Scott Carpet and stick to his basic learning, which he thinks is critical for his career. Quitting the job means all along searching for a fresh job, which could be arduous to him and one is not sure whether a new company would again be of the same kind where business ethics are not given due importance.

If he decides to follow his conscience and does not cooperate with Murphy to oblige his customer, he would be running a risk of losing one major account. It is true that Murphy has not ordered him to follow his advice; nevertheless, not following his bosss advice has several implications. Losing a prestigious

account simply means he would be out of grace of his boss permanently. In the near future, he may be simply fired on the plea of nonperformance. Clearly, his career cannot prosper in the circumstances so far and so long he has to work under Murphy.

He has one more alternative to fight his cause by remaining in the company. Does his moral teaching not ask him to fight within rather than run away (quitting the company) from the scene? If he chooses to do so means he has to expose Murphy before the company management but then why the company management would believe his words. After all, Murphy is a well established district manager in this company with a long service record. Why would any company believe in the words of a new comer who has no past credentials and no proven service records? This is a million dollar question and all chances to backfire even.

Peter feels like if he refuses to budge from his ethical thinking, perhaps he would be taking a much bigger risk of his career. Murphy would simple ask him to meet his sales target and perform. If he fails to do that Murphy would have all reasons to fire him. Getting fired in the very first job simply means he would have a much more difficulty in getting the next job as he would have nothing to prove for his abilities.

Recommendation and Justification

Thinking about fighting within means making a strategy wherein he can expose the unethical dealings of his boss before the top management of the company in such a fashion that they have no option but to believe him but for that he will need some time. To buy his time, he would need to follow the advice of Murphy at least for some transactions so that he gets established as a successful salesperson in the company. In that event, he would be able

to put through his views with top management more effectively and that is how he will be able to establish his ethical way of business dealing in the company.

Reference

Nash, L. (1980). Peter Greens First Day. Harvard Business School. Harvard Business School Publishing, Boston, MA.