

## **Solutions to an Organization that is Unethical on how to Create an Ethical Culture within the Organization- Management Consultant**

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### **Abstract**

When we talk about organizational culture, it is referred to the way individuals act in the working environment, how they do their work and the qualities that they exhibit through their activities and decision-making. To create and manage an ethical organization culture needs consistent communication about the ethical values of the association and guaranteeing that the practices of all leaders and staff individuals are adjusted to those qualities. This requires going past simply the composed principles to going after the most elevated optimistic conduct. It implies living the standards supporting the qualities, notwithstanding when there is no principle or where the composed guideline is vague. An ethical organization culture is the thing that aides decision-making when nobody is looking; it is the thing that staff will depend on when there is no tenet set up to address the problem being confronted; it is the thing that backings open talk of troublesome circumstances and it is the thing that maintains trust when data is misty or certainties are not known.

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<p>Ethical considerations in company largely concern the treatment given to the employees by the top management, the professional conduct of the workers, and to some extent, the company's concern for the environment and the society in general. Corporate ethics has some direct positive relationship with the ultimate financial performance of an organization (Chun et al., 2013). Unethical business practices</p>	<p>will paint a poor image of the company and weaken the relationship with the important stakeholders such as employees.</p> <p>Ethical culture can be achieved when the management adopts policies and leadership styles that will help employees change their behaviors positively (Sims, 2000). The fundamental of creating ethical culture is to adopt core values that uphold some</p>
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moral standards. Unethical behaviors may be influenced by situational factors and those intrinsic to the individual (Stead, Worrell, & Stead, 1990). The remedy is to eliminate the situations that can prompt one to behave unethically.

The management has to adopt values such as fairness, honesty, respect for diversity, health and safety, and be listening and caring to the employees (Nieva&Sorra, 2003). The leadership should then practice the values and avoid malpractices such as unfair dismissal of employees without explanation regarding the termination of contract.

The management should have concern with the health and safety of the workers by ensuring that they work in healthy environments, wear protective clothing for dangerous task, use well maintained and efficient machines and respond quickly to the emergencies (Gardner, 1999; Singer et al., 2003). There should

also be an efficient communication mechanism in the organization so that the employees can quickly air their grievances to the top management. The latter should also be ready to listen to the issues raised by the workers. Besides, the management should not exercise discrimination of any kind in hiring the employees, remunerating them, or terminating their contract. The initial step in achieving these is to establish appropriate core values and live by them.

Ethical culture can also be created through emphasis on the rule of law. The government establishes regulations on labor, concern for the environment, and many other aspects of business operations. For instance, the labor law requires that the employees should be given decent pay that is commensurate with their roles and responsibilities (Sims, 2000). It also

specifies the standard number of working hours a week and provides for extra pay for work done overtime. It will be unethical to subject workers to poor salaries or long working hours without proportional compensation. There are also laws on environmental management. These unethical practices can be avoided by simple adherence to the established laws.

Besides, there are codes of conduct established for any given profession. The behaviors and conducts of the employees can then be guided by the professional culture established in the company (Nieva&Sorra, 2003).

Therefore, the other way of establishing ethical culture is to ensure that all the employees understand the codes of conduct required of them in the profession and discharge their duties according to professional standards.

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