

Ethical Challenges in Work Place

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Abstract: In this article I preview the ethical challenge subject in the work place. What are might causes in the work environment? How to overcome any ethical challenges that might occur along a different circumstances.



Ethical issue can be defined as a predicament that needs an individual or an organization to make a decision between options that will be analyzed as either being right or being wrong. Ethical issues are some of the major challenges that are experienced in a workplace by an employee. It is very common to come across such practices in any organization whether it's a major or a small organization, they all do face the same problem.

Ethical Challenges

One of the ethical challenges that I faced in my workplace was taking credit for work done by me. Employees in most of the organizations do practice teamwork which is the case with our organization. Everyone is expected to carry out their duties and should not take credit on behalf of an assignment which has been executed by another employee. One of the employees picked an assignment which I had prepared as my own and presented it as his. This was against the work and professional ethics.

The other issue was to do with trust. Being an employee of the procuring department, that meant I was linking the organization with the outside world and thus was bound by the code of ethics to be honest in any way, reliable, and open. One of the

Client's sales partners who needed to supply our organization with some items promised to offer me a gift as a bribe irrespective of them offering lower quality services as compared to their competitors. In this case there would have been personal interest on board and would thus be using the organizations resources to achieve other self-interests.

Ethical Challenges Handling

Handling an ethical issue is one of the biggest challenges in any organizations. The reason being is it involves making a decision of what is right and what is wrong. Some of the solutions to the problems of an ethical issue may have a catastrophic outcome thus do require one to weigh all the options available to ensure that justice is served based on the weight of the matter. The issue of teamwork was reported to the supervisor whom introduced a new approach to the assignments being carried out to be system generated so that whenever a report is being submitted it was always have an electronic signature. On the issue of bribery it was reported to the purchasing director who summoned the sales person and banned them from doing business with our organization.

Ethical Principles

There are various principles that I have learned in the process based on the codes of ethics. One of them is the upholding of the

Values and the reputation of the organization. All workers in any organization are expected to act in accordance of the laid out values and principles both of their profession and the work place as well. The issue of trustworthy is of great concern. Any employee or person should be honest, reliable and open in everything that they are doing. This includes when they are dealing with everyone from their work mates to the individuals and persons to whom they are providing services to. This is one of the most critical areas as one may be tempted to deceive their clients on behalf of the client.

One is also expected to uphold their professional boundaries. It is of great importance for one to realize there is a difference between normal relationship with their colleagues and the profession and this should not abuse their status so as to obtain special gains from the rest of the members such as self-interests. One is expected to conduct and carryout a professional decision that will be well balanced and considered. One should maintain an awareness of the consequences of their actions in case they deviate from what is expected of them. There are various channels which can be used in order to launch complain. It is of significance for an employee to maintain a clean record that is accurate and clear. This involves doing away with impartiality and Recording only relevant matters in relation to the work.

Making Ethical Decisions

Ethical decision making process involves the analysis and making of a choice based on the available alternatives in a way that is consistent with the laid out ethical principles. While one is considering making an ethical decision it is important to do away with the options that are unethical and thus

Pick the most suitable alternative. While one is considering making a decision he is expected to consider the following alternatives; commitment. This is the willingness to do what is right. The other is consciousness which is the awareness to always consider the moral sincerity in everything that one is doing.

Whenever one is considering doing what is right they should involve an ethical decision which develops and maintains trust, respect, fairness, responsibility. These elements are used to form a good foundation for what the human being should do. The other aspect is the effective decision. This involves the decisions that assist us in accomplishing what we do want to accomplish and thus help us achieve our goals and purpose. This involves placing into consideration the long term and short term goals and making decisions on how best to achieve them.

As an ethical leader I have learnt that I do need to be trustworthy in anything that I do and I am expected to showcase unmovable integrity and also be action oriented. I am required to be resilient in areas where I come across a setback at the same time I am required to treat other individuals with dignity and respect irrespective of their positions. I am required to be a good example to the so that all that I will be speaking of will be portrayed by my actions, that means I will have to walk the talk. It is important to note that the actions of leaders are mainly replicated by the other employs and over time it usually becomes a culture in the organization. Thus it's of great importance for me to careful on what I am displaying to the rest of the organization members. Ethical leaders are expected to be selfless persons and should work for the greater good of the organization.

The other responsibility is that they always welcome anyone who is willing to have a decision for the better good of the organization. With this comes the spirit of understanding and tolerance. They always create an environment where there is continuous development and growth which means they are not always enclosed to what they do, thus welcoming any reasonable change that is proposed by the rest of the employees bearing in mind that they do need to mould a successor who would take their position the minute they leave the organization.

Plan for the Future

I will be seeking to apply a training framework for a good organization code of ethics. With this all employees from the most senior person will be expected to go through the trainings which will always be carried out once in six months. This will also be rolled out to the new employees who during their orientation will be required to understand and sign an agreement to always uphold the highest standards of working ethics.

I do plan to establish a rewarding scheme for the most outstanding employee. This will not be measured by their work performance but will incorporate all the attributes of ethical considerations. This will motivate the employees to adopt a proper working culture which increases the productivity and thus offering the best environment for the employee to maximize their output.

Conclusion

Code of ethics refers to the ability of an individual to make a decision of what is

Right and what is wrong. Some of the ethical issues that I have faced at work were the issue of trust where a sales person wanted to bribe me while the other one was where a work mate presented my assignments as their own. There are also the various attributes that I learnt from the incidence. There is also the ethical decision process that will be assisting in handling ethical issues of similar descriptions. There are various lessons that I have learnt as an ethical leader.