

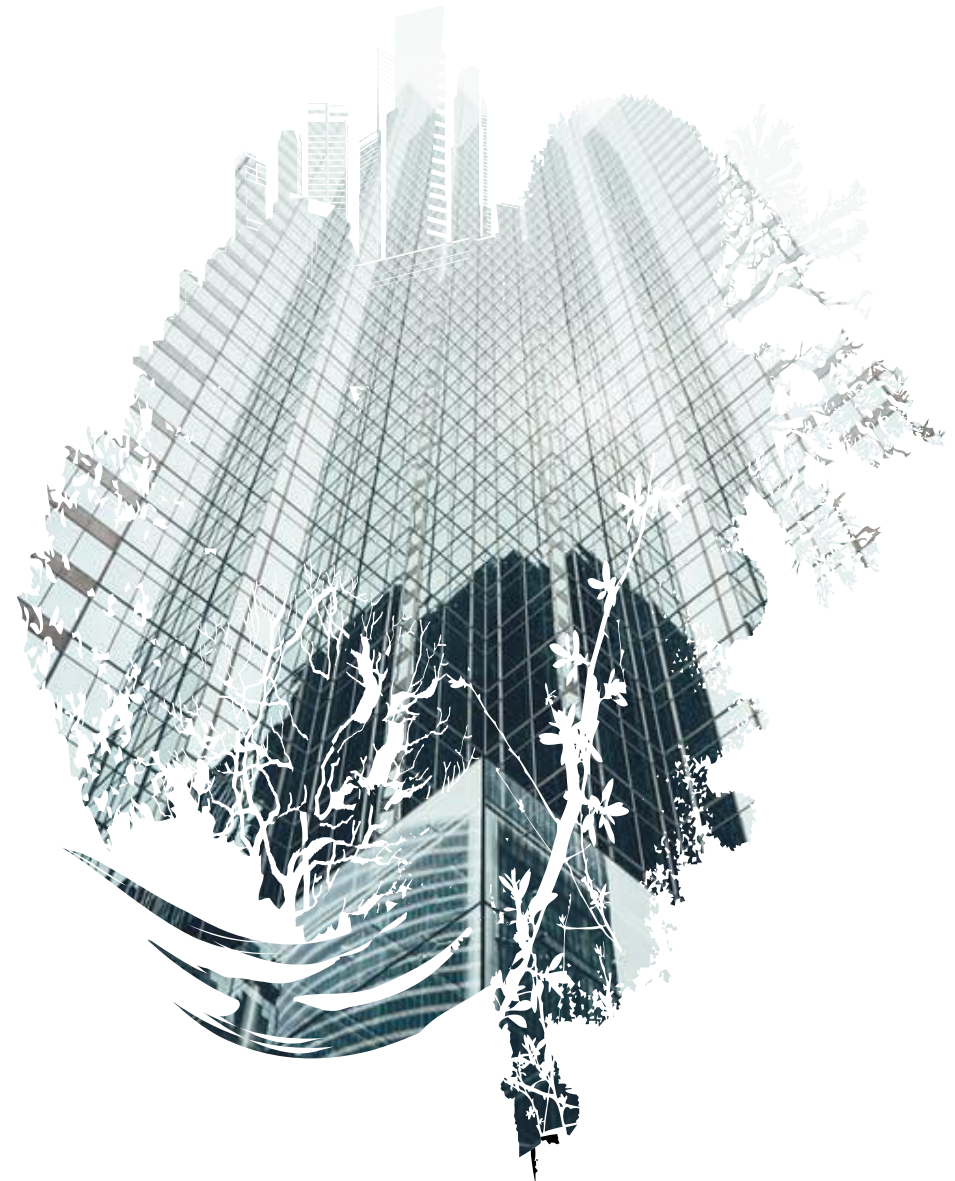


LIBYAN INTERNATIONAL MEDICAL UNIVERSITY

Faculty of Business Administration

ETHICAL ISSUES IN MANAGEMENT (PBL WEEK 4)

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Date: 21/04/2020



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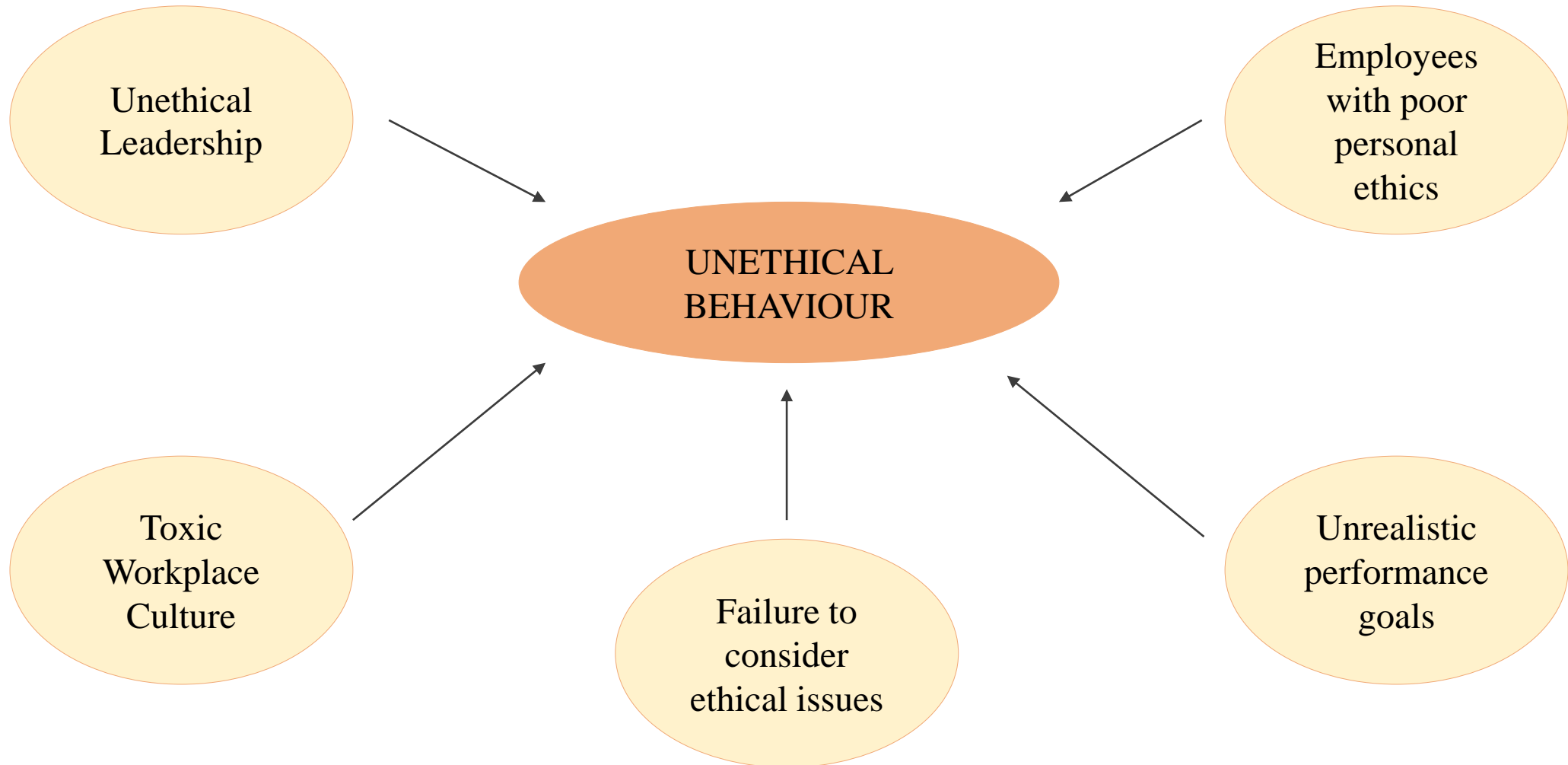
INTRODUCTION

A business manager is the focal person between boards of directors and staff and when these two sides clash, they will often find themselves in ethically sensitive circumstances. Dealing equally or even-handedly with others at a workplace can be a challenge, particularly when others are not making the same effort to be fair.

DEFINING BUSINESS ETHICS

- i. **Business ethics** Implies the application of general ethical values and practices to industry, behavior, and decisions.
- ii. **Ethical principles** in industry are in fact no different from ethical standards.
- iii. **Business actions** are **judged**:
 - By general corporate ethical standards.
 - Not by more acceptable regulations.

COMMON ETHICAL ISSUES IN THE WORKPLACE



ETHICAL LEADERSHIP

- **Managers** must act as a strong role model by:
 - Always being ethical, fair, and honest.
 - Telling the truth and not concealing or distorting certain details.
 - Admitting failure and not trying to cover it up or hide it.
 - Sharing specific ethical principles with employees through signs, stories, and slogans.
 - Rewarding workers who perform ethical acts and discipline those who do not.
 - Shielding staff members who bring unethical behaviors to light or pose ethical questions.

FACTORS THAT AFFECT ETHICAL CHOICES

- **The Manager:**
 - Brings a set of unique values to the game.
 - Based on personal needs, family power, faith and cultural heritage or background.
 - The growth stage:
 - Pre-conventional stage – external punishment and rewards.
 - Conventional stage – external aspirations of friends, family, and colleagues.
 - Post Conventional stage – internal principles, expectations, and values.

CONCLUSION

In the workplace, morality and value-based dilemmas are, at best, difficult to deal with as workers have to compromise between what is right and what is wrong according to their own values. In order for a manager to have a stable ethical environment, he has to set workplace expectations, train his employees, assign someone in charge, and be fair when applying workplace policy. Not to mention honesty and integrity are important policies in the workplace, it gains the trust of your employees and keeps things organized.

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REFERENCES

Thank You

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