

CH-2 ETHICAL ISSUES IN MANAGEMENT

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ETHICAL ISSUES IN MANAGEMENT

1. In various departments
2. In international business
3. In general



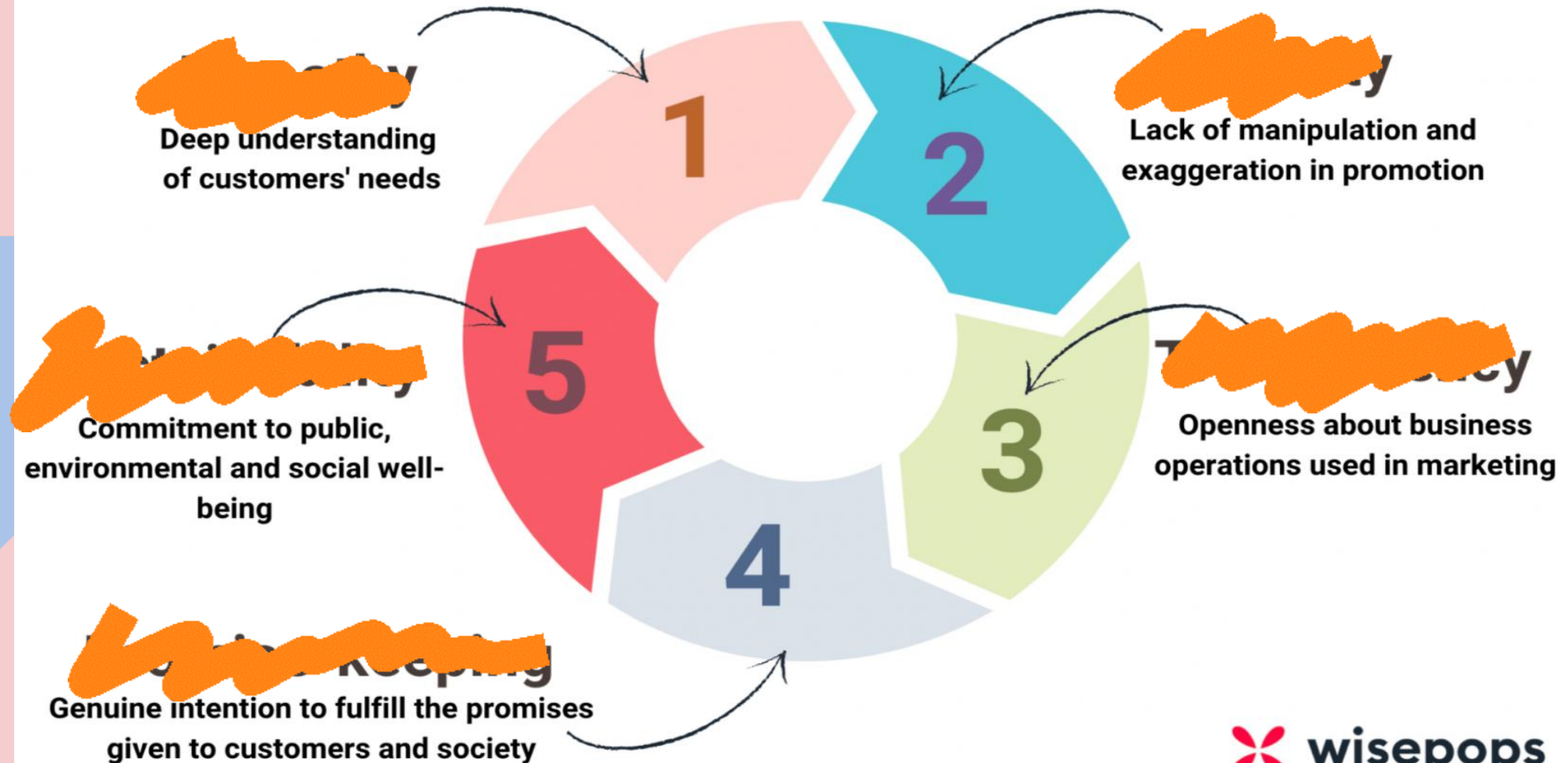
1. IN VARIOUS DEPARTMENTS

Ethics issues in Production

- [redacted], dangerous products, or some other harmful input materials
- Ethical relations between the [redacted] company and its environment, For instance discharge of polluting agents in air and water, Lack of safety standards
- Ethical problems arising out of new technologies
Ex. genetically modified food, mobile phone radiation etc
- [redacted] and economically [redacted] are subjected to tests without having any detailed understanding about the implications
- Use of [redacted] and restricting their earnings and economic benefits

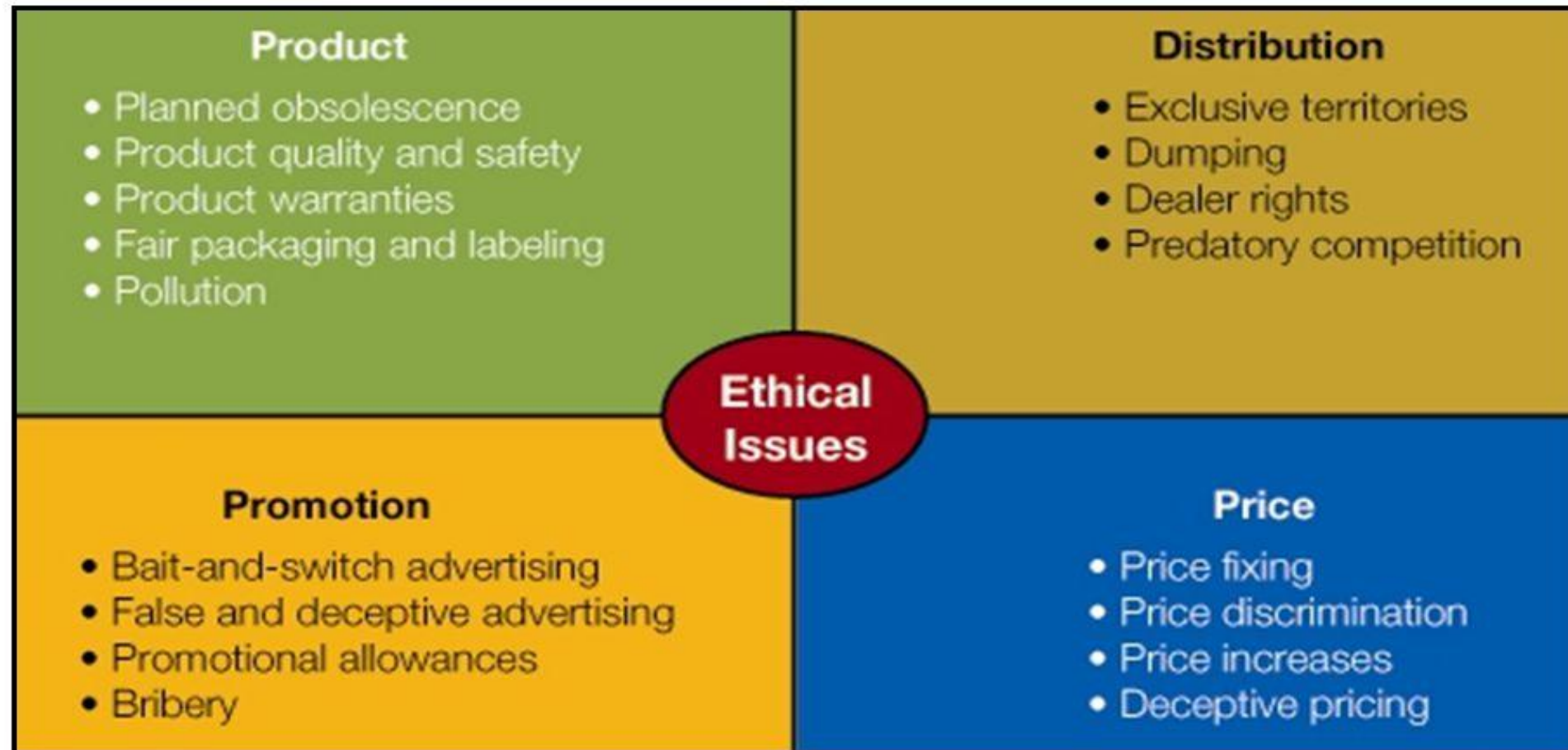
MARKETING & SALES DEPT.

Ethical Marketing



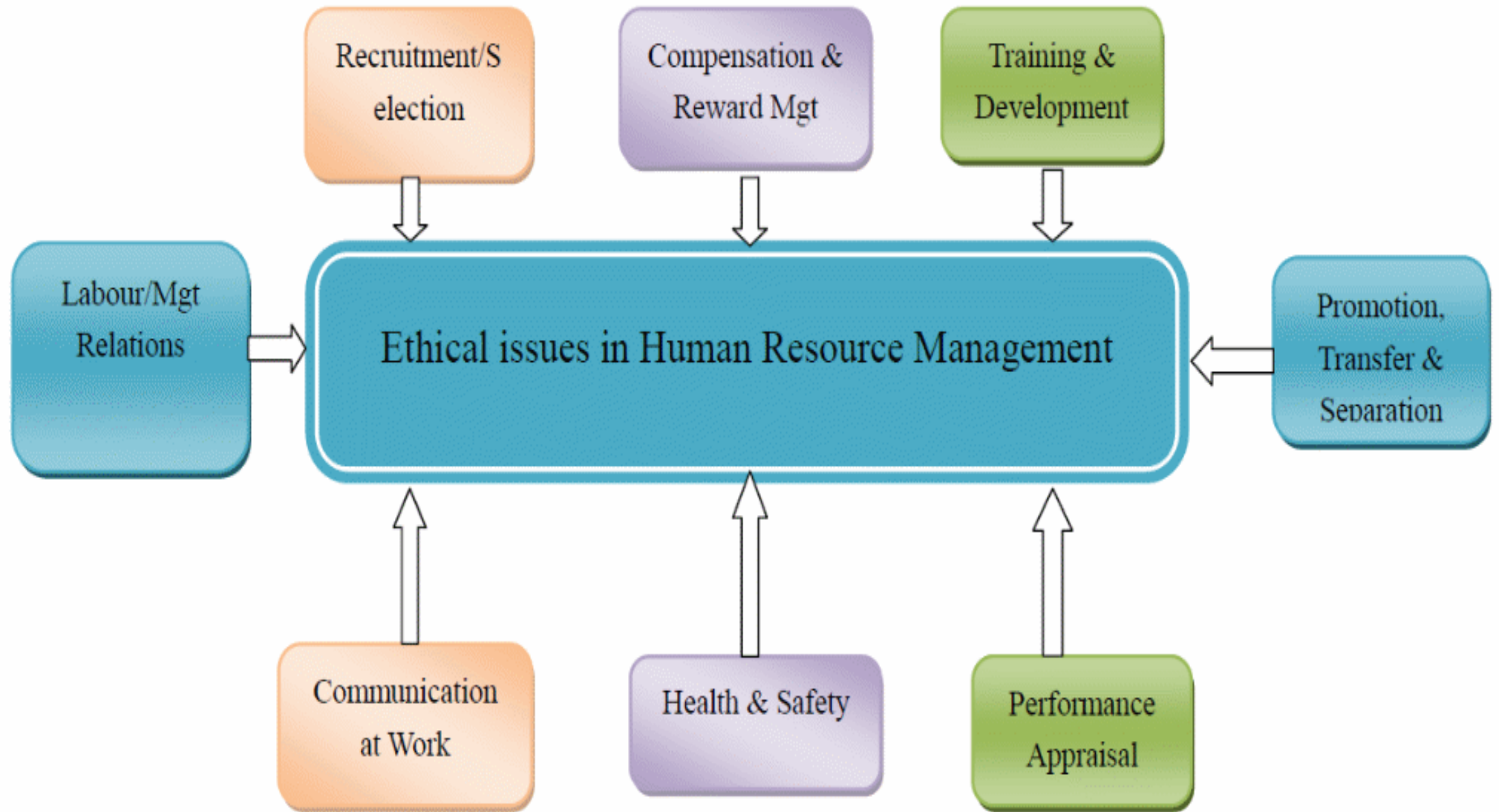
Ethical Issues in Marketing

- **Marketing ethics:** Marketer's standards of conduct and moral values



A. Ethical issues in Finance

1. **[REDACTED]** – window dressing, misleading financial analysis.
2. **[REDACTED]**, securities fraud leading to manipulation of the financial markets.
3. Executive **[REDACTED]**
4. **[REDACTED]**, facilitation payments.
5. **[REDACTED]**.
6. **[REDACTED]** - the use of company assets for any other purpose than company interests in the practice of the profession.



ETHICAL ISSUES IN HR

Enter your sub headline here



Key Ethical Issues in Research

10





Technology is
evolving **fast**.

*Can our Ethics
keep up?*

Ethics and Technology

- Technology is a collection of methods and artifacts created by human beings to increase their control over the environment in which they operate.
- When the automobile was first introduced, a hundred years ago, it was hailed as a solution to the transportation problem and as a defense against growing pollution of horse dung.
- With horses, used for transportation, came horse dung, and it was everywhere (hundred years ago).
- Yet today, we view the automobile as a chief (air) pollution source.
- Again and again we see in the industrialized world the adoption of a technology that results in future problems.



2. IN INTERNATIONAL BUSINESS

Ethical Issues in International Business

- Arise when a manager makes decisions consistent with differing national environments
 - Political Systems
 - Legal Systems
 - Economic Development Levels
 - Culture
- What is ethical and "normal" in one environment may not be so in another
 - Who's guidelines do you follow?
 - Home Country
 - Host Country

RECOMMENDATIONS FOR A COMPANY IN GLOBAL CONTEXT

- Develop a code of ethics in the light of prevailing environment in the host country.
- MNC should not indulge in malpractices. (corruption, bribery, misrepresentation, tax evasion etc.)
- Recruitment of staff very carefully keeping in mind their past performance.
- Familiarity with local rules and regulations.
- MNC's must respect tradition and culture of host country.

CONTD..

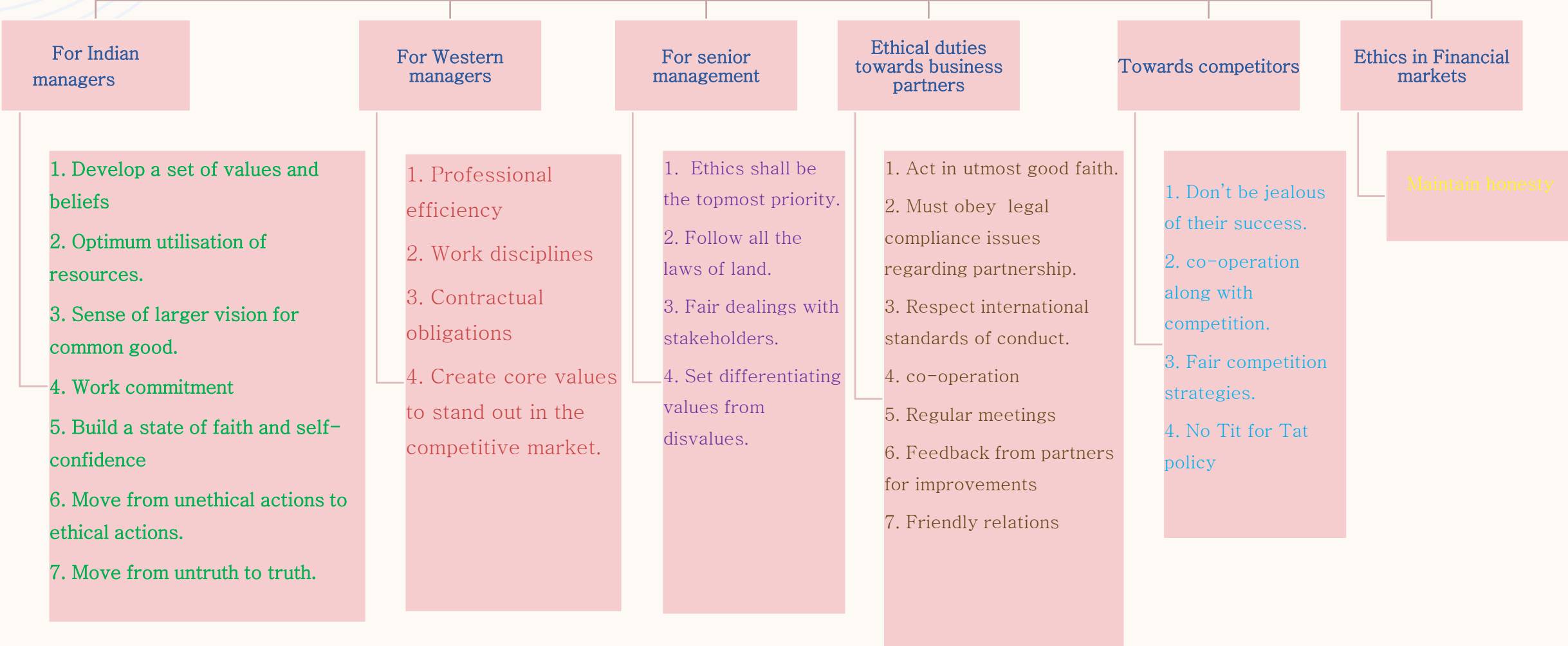
- Transnational HRM practices across the world.
- Communication with all stakeholders.
- Must follow the guidelines of various international agreements (UN, ILO, OECD etc.).
- Protect the environment of host country.
- Managers must have the ability, motivation and organizational support to learn and implement the code of ethics internationally and code of conduct.



3. IN GENERAL

- Compensation and skills
- Employee behaviour
- Employee working conditions
- Supplier/customer relations
- Small business ethics

Relevance of Ethical values over success in Business



THANK YOU

