Corporate_social_responsibility_1.edited.docx

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CSR Discussion

Social and environmental issues are integrated into business operations as well as interactions with stakeholders as part of corporate social responsibility (CSR). To help the world's economy flourish, General Motors has adopted a global social impact approach. With this plan, GM aims to expand STEM education, make vehicles safer on the road, and create more sustainable communities worldwide, with a particular focus on its business units and employees. On the other hand, GM's corporate social responsibility approach helps the company grow its business in the global automobile sector. A good illustration of this is the need for the firm to meet community interests in sustainability and environmental effect minimization.

GM displayed its social responsibility during the Corona virus pandemic by manufacturing masks and coordinating neighborhood clean-ups. TeamGM Cares, its global volunteer force, volunteered its time and resources to help others in 2020. In total, over 15,000 employees donated over 115,000 hours of their free time to over 300 charity organizations in over 100 countries (Casey 2020). Thus, I would be happy to help GM's employees distribute masks and clean up the neighborhoods if the opportunity arises again in the future.

References

Casey T. (MAR 30, 2020). GM’s New Model for Corporate Responsibility in the Age of COVID-19

Ethics in Business

The most recent instance of unethical behavior that I saw was someone wasting business resources. I was in charge of covering for a coworker running late and making changes to a

timesheet. When I looked back at the list, I saw that wasting company time was at the top. I was aware that one of my coworkers was using corporate time for personal matters. Thus, it is my fault for not distinguishing between cold calling to grow my freelance business and contacting my spouse to check on the health of my ill child.

Our department's productivity and profitability suffered as a result of our involvement in time theft. Time theft harmed my perception of the company. As a result of spending most of our time on activities unrelated to our jobs and others being frequently late, we saw deterioration in our morale.

In turn, our department's leader began berating employees. Employees were getting paid for jobs they did not do, so the manager equated time theft with money theft. Typically, even if a small number of employees are stealing time, the effects on the company's bottom line may go unnoticed. However, if the practice of time stealing is widespread, it may have disastrous consequences for the financial health of an organization (Mankins & Garton, 2017).

References

Mankins, M. C., & Garton, E. (2017). Time, Talent, Energy: Overcome Organizational Drag and Unleash Your Team s Productive Power. Harvard Business Review Press.

General Motors Company and Employees

General Motors Company forms the primary concern of the discussion where the employees are the most important GM stakeholders. General Motors thinks that its employees are the most important part of the business. Thus, the company's CSR strategy places the interests of this stakeholder group at the top of its priority list.

The company culture at General Motors, for example, encourages human resource flexibility. In the face of internal challenges and increasing rivalry with Toyota and Ford, such agility is intended to boost the company's measures to promote overall business performance. GM's capacity to quickly innovate for greater competitive advantage has increased thanks to a flexible workforce. As a result, GM's corporate culture is a critical factor in improving its operations. General Motors must foster an organizational culture that encourages and facilitates company expansion and improvement (Goodpaster, 2016). The company's workers and cultural aspects are significant contributors to the success of reforms aiming to improve GM's industry position.

References

Goodpaster, K. E. (2016). Business ethics and stakeholder analysis. In *The Corporation and Its Stakeholders* (pp. 103-124). University of Toronto Press. https://doi.org/10.3138/9781442673496-008

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