

EMPLOYEE ENGAGEMENT AND BUSINESS ETHICS

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EMPLOYEE ENGAGEMENT AND BUSINESS ETHICS

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Executive Summary

Generally, Oman Gas Company in the human resource department, in order for it to survive and gain competitive advantage in fast growing environment, there has been application of different job ethics which have led to its considerate strategizing thus making the company and the entire department prospers in its working environment and conditions. Management has contributed a lot in the well being of the employee and their peace at work. The department has also identified good practices that link employee engagement and ethical business conduct and improvised ways of applying the entire ethics and incorporation of different ethic theories in employee engagement and this has really changed the entire organization in many ways such as making its management criteria easy and also improving the image of the firm since it has gained extra and dependable customers globally who have really spread its fame and brought its branding at high level since its services are done efficiently without delay hence convenient. Other organization if could follow the roots and ways of Oman gas company will see their productivity increased hence maximization of the profit. Finally, providing favorable working climate motivate the employee and by this they work with a lot of energy since all their needs are well catered. Once company sets favorable rules and regulations following its ethics and code of conduct every task performed in the company is achieved.

Introduction

Employee Engagement is a basic and strong concept that is categorized in considerations of the criteria of the effort to understand and describe, both qualitatively and quantitatively, the nature of working between an organization and its employees. However, this leads and gives business more room for its expansion and also helping it to survive and gain competitive advantage in this fast growing. Moreover, in order for the business to achieve its goals, it has to put and concentrate more on its work force. As a result of this situation, Employee feel motivated and more engaged though this depends on many factors such climate that is work environment and work engagement. In addition, Employee engagement is a phenomenon that gathers the attention of and its use hence application into business firms. Consequently, it has been identified and associated with reducing turnover, increasing shareholder value and as the catalyst for coping with competition challenges.

Maintaining Office Relationships

Oman gas company is a transportation company started in 2000 based in Oman which is for delivering natural gas to main economic areas in Oman. It values and backs creativity, innovation as well as professional development. Suddenly, due to its nature of work and value for the employees its management board is composed of different departments in which each department has its working procedures and conditions which comprises of different ethics in employee engagement and other working terminologies. Specifically, there is the human resource department which is one of the keys and core department compared to others because it performs critical roles and functions in ensuring existence, growth and continued branding of the company. Basically, human resources department handles a range of different functions within an organization and responsible for recruiting and firing employees, training workers, handling and maintaining office relationships as well as interpreting employment law. Normally, as in any other department, Human resource department has to employee engagement approaches an approach to ensure that employees are the line to their organization's goals, objectives and values, encouraged to contribute to organizational success, and are able at the same time to enhance their motivation to assure them comfort ability. Therefore, in Oman gas company human resource department, ethics are applied whereby there is consideration of three basic components which contribute to strengthening these ethics and code of conduct.

However, components are attitudes, behaviors and outcomes. Conditionally, because there is a basic ground in which these key elements of engagement are met, they automatically reinforce one another. For this to comfortably handle this it has developed strong authentic values comprising of clear evidence which justifies equally based on understanding on both sides that is the employers and the staff suggestions, promises and commitments for them to be set, understood and achieved.

Supportive Measures

Considerably, there are also other supportive measures on employee engagement which the human resource department relies on for it to keep its ethics and those measures are facts that it is measurable, it can be correlated with performance and also it varies from poor to great. Most importantly, the management has great impact on employees' level of engagement through creating opportunities and arranging ways either by appreciation, healthy interactions, brainstorming, group discussions and things like common games thus by doing this employee will feel much motivated because this is a essential tool for business success. This department has always been voted the best in Oman Gas Company since this has provided favorable working climate within its work areas because each of the employees work friendly without any hostility or fear of the unknown.

Employer- Employee Interaction

In addition, in Oman Gas Company the human resource officer is set to follow a set of regulations so as to ensure that ethics are maintained and also to justify the role of human resource officer and in order for this to be achieved the following rules are followed in order to engage the employees in an organization. An employee is judged by its ability and performance not by what other people say about them. Additionally, the department management has to set the purpose of the department or the company so as to discover new objectives or targets that can be set to be achieved in future also the issue where there is need of an update its always disable for management to be specific thus no need of explaining unnecessary details. Similarly, it is set that there is need to analyses one's potential and work accordingly instead of overstrain or overworking. Finally, it is advisable for the human resource department to engage employee by either consulting them in case they want to improvise a new technology as well as taking their views in what they can do better to improve the working standards that is more valuable because when employees sit down and share ideas with their boss It brings much positive impact to the

business since there is contribution of each persons ideas. Without this it becomes hard and detrimental for the company to run regardless of the number of rules made and put across.

Identifying Good Practices in Employee Engagement

Oman gas company, human resource department has a unique way in identifying good practices in employee engagement and ethical business conduct by use of survey from that is researching from companies which have already gone an extra mile and achieved this practice so that it can compare and apply the same in its operations so as to recognize and boost its employees , also it has adapted method of Determining biggest issues which dynamically affect it so that it can compare them with the proceeding of the employees and help fix them according to the departments ethics. In doing this, it has enabled the company to modify and control its operations efficiently. Thirdly, there is another way if identifying this and this is by experimenting with solutions, meaning that a case is studied and the problem offered solutions whereby the consequences and result are checked whether they have positive or negative altitude. Similarly, there is also another method of telling people of how u learned so that as u introduced your measures employee can be aware of embedding consequences and afterwards

Generally, in Oman Gas Company, department of human resource department, ethics have been applied and incorporated in employee engagement by making sure that they are followed to the latter and also inducing some methods like

Inspiring the Employees

Getting the employee inspired which has indeed increased working morale of the employee in an organization because once each is motivated it results to working an extra mile thus increasing productivity. Once there is increase in productivity, this contributes to profit maximization hence stability and desired growth of the company.

Supporting Flexibility

However, the human resource manager has decided to let flexibility within the company thus meaning employed won't work under pressure because there is no strict supervision. Giving employee permission to work on a free environment increase their work performance since this result to confidence of work, good attitude towards the company and also advocates for free employer-employee interaction. Promoting diversity is also another key element in providing favorable climate in work areas since it encourages each one to interact with different people and also to do things in their independent minds. Employers should not be strict on their employees.

Finally, there should also be provision of mentorship programs which will mentor the employee in their different perspectives and career development. Mentorship helps employee to learn more new things thus keeping updated. Oman Gas Company has also been providing unique benefits which are also another strategy of increasing employees morale and working efforts. Oman Gas Company has really benefitted from this since all ethics theory have been applied and shown positive impact on their working principle.

Mechanisms to Resolve Employee Related Issues in A Business

In business there is an ultimate way to resolve employee related issues this is because these issues not only bring down the morale of other employee in a company but could also damage the company image if witnessed by customers. Many managers would take the first step a to punish the offending employees though this is not recommended since handling situation with anger can even make the situation worse by igniting the conflict. Constituently, this situation should be resolved professionally since this is helpful financially for the company since fewer hours are wasted in conflict which could be used in production. Generally, in Oman Gas Company, the best mechanisms used are to remove the employee from the situation by either sending each of them to different private area so as to diffuse the argument. Secondly, giving each party a chance to explain the problem so as to relieve the tension and neither interrupt the concerns raised nor be sympathetic, after each handle each employee separately then combine both arguments and then judge the situation.

In addition, use I statements to help employee feel understood then stay positive and avoid raising voice to the employees then after decide on how the situation can be analyses and resolved as a team and ensure that all parties involved are satisfied , in case the employees don't feel comfortable working together you can consider transferring them to different areas or work assignments, finally, as a manager or head of department make sure you find the root or basic foundation of the conflict, do enquiries on the employee feeling towards their jobs and anything they don't feel contended with because the reason might be lack of appreciation by the management or anything to deal with salaries. Otherwise, make all possible thing that u think or suspect might have caused all the conflict and solve each by each fairly giving each equal opportunity.

Conclusion

During my research, I have noticed that not only in Oman gas company, department of human resource but also in many companies there is all over issues because of not following business ethics which has led to closure of many business which were highly depended by people, so it is good for the managers and heads to have positive attitude towards the employees in order to ensure existence of the organization and its permanence. Let us not forget that in order for the business to survive and gain competitive advantage it has to provide favorable working environment since this is the back bone of the high production and better branding of the company. Finally, as the management sets laws, they must follow strictly codes and ethics of the business.

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