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Course

Date

Professor

Ethical Responsibilities of Organization Research Proposal

Name

a. Overview

Amazon has gained tremendous revenues during the coronavirus pandemic in 2020; however, it does not cater to workers' safety and concerns. Workers fear job termination when they speak about job concerns.

b. Rationale and Background

The year 2020 was accompanied by significant challenges to both the employed and business owners. The coronavirus pandemic led to the collapse of businesses and the immense development of companies such as Amazon. Amazon experienced increased orders as people shifted to online business because people were to stay indoors and work at home if possible. However, the company has experienced significant revenues through customer increase; they have not settled their warehouses' work concerns. The number of employees diagnosed with the virus is escalating despite increased online delivery of essential products such as medicine and food. Furthermore, more injuries have been recorded and increased work with no pay.

Amazon has faced enormous growth in 2020 and has processed forty percent more packages than regular days. Although the revenues are increasing, the companies have not improved the working conditions of their workers. Workers must work for more hours to meet deadlines, but no efficiency of the working environment is demanding. For example, most of them have encountered injuries during work, and others are working together regardless of if one is infected with the novel virus before they show symptoms. According to Stahl (2020), employees need to have salary raises and paid time off, especially those on quarantine, sick, and better health protections such as closing the warehouse that workers tested positive for fumigation. There are also concerns of

employees fired when they raise concerns about their rights. Therefore, Jeff Bezos and his team have become customer-obsessed and forget about their workers' safety.

c. Relevant ethical theories that apply to this issue

Ethical egoism: the ethical theory argues that an action is right when it generates outcomes that impact an individual's self-interest. Therefore, the approach has focused on enhancing an individual's moral good at others' expense (Arnold et al., 2019). This individual always focuses on their achievements and forgets about the wellness of other people around them. Amazon company makes decisions by satisfying their customers to make more revenues without focusing on their employees' safety. Despite the increased work due to more orders available, the company forces their workers by limiting their breaks to ensure they make all deliveries.

Employee relation and standard ethic: laws and the labor industry manage the current society. The labor laws came in to ensure employees are protected and safeguarded in their workplace (Arnold et al., 2019). The corporate industry is full of discrimination and harassment at work, making it challenging for workers to air their views to the management. Amazon has failed to cater to their employee's labor laws and has instilled fear in employees to whoever championing for others' welfare will be fired.

d. Class concepts

Corporate governance: every organization has a way in which they operate and administer their work. Therefore, corporate governance is how organizations are controlled and managed from the board of directors to the shareholders. Every part needs to be conducted well to ensure the work is done efficiently. Amazon's corporate governance has failed in providing essential elements to the employees to ensure they are

productive enough. More concerns are raised to supervisors and directors, but they are never implemented.

e. References

Arnold, D. G., Beauchamp, T. L., & Bowie, N. E. (2019). *Ethical theory and business*. Cambridge University Press.

Stahl, L. (2020). Examining Amazon's treatment of its workers. *CBS News*.

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