

ethical behavior

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Ethical Behavior

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² Discuss some of the ways in which managers can encourage ethical behavior and create a comprehensive ethics program

Ethical behavior in the workplace has become a topic of concern over the past few decades. The need to have ethical behavior have arisen from the benefits a workplace accrues from the same. Ethical behavior is usually well stipulated in the code of ethics. Code of ethics plays a crucial role in helping workers to wisely handle ethical dilemmas and thus acts as a moral compass. In order to have a clear understanding of what is ethical behavior, literature will thoroughly discuss ways in which managers can encourage ethical behaviors and also come up with a comprehensive ethics program.

The first way for a manager to encourage ethical behavior is by ethics training (Trevino & Nelson, 2016). Workers need to be shown how to handle various situations involving ethics. Workers need to be enrolled in ethics training programs so that they can familiarize with different activities that strengthen workplace ethics and encourage ethical behavior. At the end of the day, the workers are able to know how to respond to different ethical situations which they are likely to face in the workplace.

Hiring and selecting ethical employees is another way that a manager can use to encourage ethical behavior. According to Menzel (2014), although it is essential to first come up with an effective code of ethics in workplace, it is also important to hire ethical employees for the stability of the workplace. Mostly it is advisable to get an ethical employee rather than rely on code of ethics. One way to hire ethical employees is by use of situation-specific

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questionnaires or personality tests. The aforementioned method helps to identify the outlook, mood and temperament of the employee whenever faced with an ethical situation.

Whistleblower protection also comes in as a way which a manager can use to encourage ethical behavior. It is mostly a hotline which the stakeholders or employees can use to report any acts of misconduct, fraud, violation of regulations, laws and policies, abuse and waste. Such reports are mostly anonymous and confidential. What makes it easy for colleagues to immediately report is due to how they are well positioned. Although many people fear that they could be penalized due to reporting workplace wrongdoing, there is usually in place the Sarbanes-Oxley Act and hence has the right to involve the Occupational Safety and Health Administration in the matter (Trevino & Nelson, 2016). Secondly, the Security and Exchange Commission offers rewards and protection to the whistleblower.

The other way in which the manager can encourage ethical behavior is through fostering ethical decisions. According to Menzel (2014), ethical decisions can be fostered through proper planning, implementing and communicating the components of ethics programs. However, it is essential for management to evaluate and monitor the implemented program and also make changes where necessary in order to achieve the recommended effectiveness.

On the other hand, there are various ways to come up with a comprehensive ethics program. As a manager, one has the right to communicate procedures and standards. This comes as an effective way to make the employees understand the procedures and standards that they should be following to the letter (Trevino & Nelson, 2016). Employees in workplace need to be living and breathing the existing code of conduct and therefore it is the responsibility of the

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manager to organize meetings to communicate effectively.

According to Menzel (2014), creating a comprehensive ethics program can also be achieved by the manager through educating and training the employees. This becomes one of the main ways to ensure that the ethics program is comprehensive and successful. If workers are not trained accordingly, there will be often cases of doing things that are not allowed and hence the organization is likely to find itself in hot water. In order to ensure the ethics program is comprehensive, the stakeholders need to prove this through verification. Signatures can be corrected as a way to verify the same.

A manager can also create a comprehensive ethics program by conducting auditing and monitoring to verify whether the internal system is working (Trevino & Nelson, 2016). The managers' mind should always be occupied with compliance of the ethics program. This way will help to reduce cases of abuse, bribes and frauds in between the accounting entities, financial entities and third-party vendors.

Reporting on a regular basis on various issues concerning ethics program should be the order of the day. For that reason, the manager should place a lot of emphasis on reporting in order to create a comprehensive ethics program. According to Menzel (2014), every employee has the right to anonymously and safely report any wrongdoing having no fear of retaliation. In this case, involving a third party system is essential to ensure any complaints are attended to and wrongdoings are raised on time.

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Addressing each allegation also counts towards the efforts of the manager to create a comprehensive ethics program. No single allegation should be ignored. When allegations are attended to it gives the whistleblowers the reason and courage to continue with their responsibility to be coming forward and report the wrongdoings (Trevino & Nelson, 2016). At the end of the day, if such efforts are attended to, it becomes easier to not only create a comprehensive ethics program but also help maintain the same in the workplace.

In a nutshell, having discussed ways in which managers can encourage ethical behaviors and also come up with a comprehensive ethics program, it is clear that ethics is an important component in day to day operations in the workplace. Therefore, it is the role of the manager to choose wisely ways to use in encouraging ethical behavior at the same time creating a comprehensive ethics program. It is undeniable to say that having a comprehensive ethics program protects the workplace from facing major fines as a result of standards violations and procedures.

3 References

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