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by B N

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Ethics and Moral Development

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Ethics and Moral Development

In the organization I had worked for, harassment was the major issue that I faced from my seniors and it resulted in me being put through an ethical dilemma while at work. Upon familiarizing myself with Kohlberg's stages of moral development, I classify the dilemma I faced to be under stage 5 which include social contract and individual rights. Notably, at stage five, people view rules and regulations as key while upholding the morality of society. Still, they account for the difference in the values, opinions and beliefs of other people as they advocate for individual rights while leaving up to these moral standards set by society (Kohlberg, 2016). Therefore, I agreed that it is my duty and responsibility to do the right thing. Still, at the same time, I had the right to be treated fairly and justly in the organization and when I could no longer stomach the harassment further, I quit working for the organization.

I think theory of moral development by Piaget also best describes my situation. Autonomous morality of this theory describes that even though people at this stage are well cognizant about consequences that come along with breaking the rules, which is punishment, people tend to express this with caution regarding personal and interpersonal views of the society (Peters, 2015). So, for example, I was aware that challenging the status quo would mean losing my job, but I had to take the step to stop the harassment.

My decision to leave the organization had an outcome in that it spoke tonnes of messages about how intolerant the leaders of that organization had become. In leadership, the seniors should be tolerant and educative as well as be lenient with their juniors. This brings harmony in a working environment for the best results that improve the organization's profits and name. However, when workers are harassed, little is achieved as there will be lack of teamwork.

References

Kohlberg, L. (2016). *1. Stages of moral development as a basis for moral education* (pp. 23-92).

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