CONDUCTING PROFESSIONALI
@ WORKPLACE

MODULE 2

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- List out some examples for une behavior…

- What leads to unethical behavior??

- How do we control it?

Unethical behavior

An act that contravenes rules designe
maintain fairness and morality of a situat

Share ... Some instances???

Why do people act unethicall

- Greed –personal gain: financial/other..

- Environment – if the act is permitted/ overl

- Career advancement- stealing projec impressing superiors

- Ignorance/ lack of knwldge- unknown abo act being unethical-not knowing what is the thing to do.

- Pressure- to meet deadlines, or from third p

- Misguided loyalty: hiding the facts for the s orgtn (salesmen, spokesperson etc)

Different unethical behavior

Unethical conduct of e/es

- Bribery
- Frauds/cheating
- Black money
- Coercion / threatening – blackmailing
- Theft-embezzlement/ property -criminal conversion
- Being dishonest- data, helping competitors, inappropriate gifts, misleading info in ads
- Conflicts of interest (personal vs orgtn)
- Insider trading
- Corruption

Unethical conduct of e

- Exploiting workers
- Threat of termination
- Biased hiring- vita I
- Favoritism
- Inhuman behavior
- Nepotism- outright h people for jobs th incapable of doing/ cr specification tailored f
- Pollution
- Tax evasion

Control measures..

- Creation of a code of conduct: clear cut do
  don't's
- Lead by example
- Consequences of wrongdoing to be reinfor
- Appreciate e/e for a job well done
- Organise programs on ethics-lectures/ worl
  -talks/videos/brochures
- Create checks and balances: share powe
  ensure quality checks
- Hire people based on qualification and valu
  Beauty contest questions.

Rewarding ethical behavior

- Ethical behavior is driven by hw it is encou and rewarded.

- Ex.Most honest bus conductor award

- These behaviors are observable

- Can be held accountable for achievements a as failures-both should be treated according

- Financial or non-financial incentive for taken seriously

- When an e/e is rewarded for positive behav does so happen that e/e continues to be s inspires others too.

Essentials

- Top mgt involvement

- Emphasis on code, values and stds

- HR policies: goal setting and incentive scheme

- Recognition and tangible awards

- Focus on high risk jobs and areas where chances of violations could exist

- Well defined procedures including sanction

- Apt arrangements for work-home balance o

- Conducive work orgtnl culture.

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