

CONDUCTING PROFESSIONAL @ WORKPLACE

MODULE 2

- List out some examples for unethical behavior...
- What leads to unethical behavior??
- How do we control it?

Unethical behavior

An act that contravenes rules designed to maintain fairness and morality of a situation

Share ... Some instances???

Why do people act unethically

- Greed –personal gain: financial/other..
- Environment – if the act is permitted/ overlooked
- Career advancement- stealing projects to impress superiors
- Ignorance/ lack of knowledge- unknown about the act being unethical-not knowing what is the right thing to do.
- Pressure- to meet deadlines, or from third parties
- Misguided loyalty: hiding the facts for the sake of the 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 l
- Favoritism
- Inhuman behavior
- Nepotism- outright h people for jobs th incapable of doing/ cr specification tailored t
- Pollution
- Tax evasion

Control measures..

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

Rewarding ethical behavior

- Ethical behavior is driven by how it is encouraged and rewarded.
- Ex. Most honest bus conductor award
- These behaviors are observable
- Can be held accountable for achievements as well as failures-both should be treated accordingly
- Financial or non-financial incentive for good behavior taken seriously
- When an employee is rewarded for positive behavior, it does so happen that the employee continues to be successful and inspires others too.

Essentials

- Top mgt involvement
- Emphasis on code, values and stds
- HR policies: goal setting and incentive schemes
- Recognition and tangible awards
- Focus on high risk jobs and areas where chances of violations could exist
- Well defined procedures including sanctions
- Apt arrangements for work-home balance
- Conducive work orgtnl culture.