



L P U

NAAC
GRADE **A++**

CSE332

INDUSTRY ETHICS AND LEGAL ISSUES



L P U

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GRADE **A++**

- **Creating an ethical work environment**
 - **Ethical decision making**

Creating an Ethical Work Environment

In a unethical working environment

- no corporate code of ethics and no strong examples of senior management practicing ethical behavior.

Employees in highly competitive workplaces often feel pressure from aggressive competitors, cutthroat suppliers, unrealistic budgets, unforgiving quotas, tight deadlines, and bonus incentives.

"My boss wants results, not excuses, so I have to cut corners to meet the goals my boss has set."



"I have seen other successful people take unethical actions and not suffer negative repercussions."

"Because the company has not established any guidelines, I don't think my conduct is really wrong or illegal."



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!!!!!!????

"read it when you have time and sign the attached form that says you read and understand the corporate policy."





Creating an Ethical Work Environment

Employees must have a knowledgeable resource with whom they can discuss perceived unethical practices



Creating an Ethical Work Environment

Manager's checklist for establishing an ethical work environment

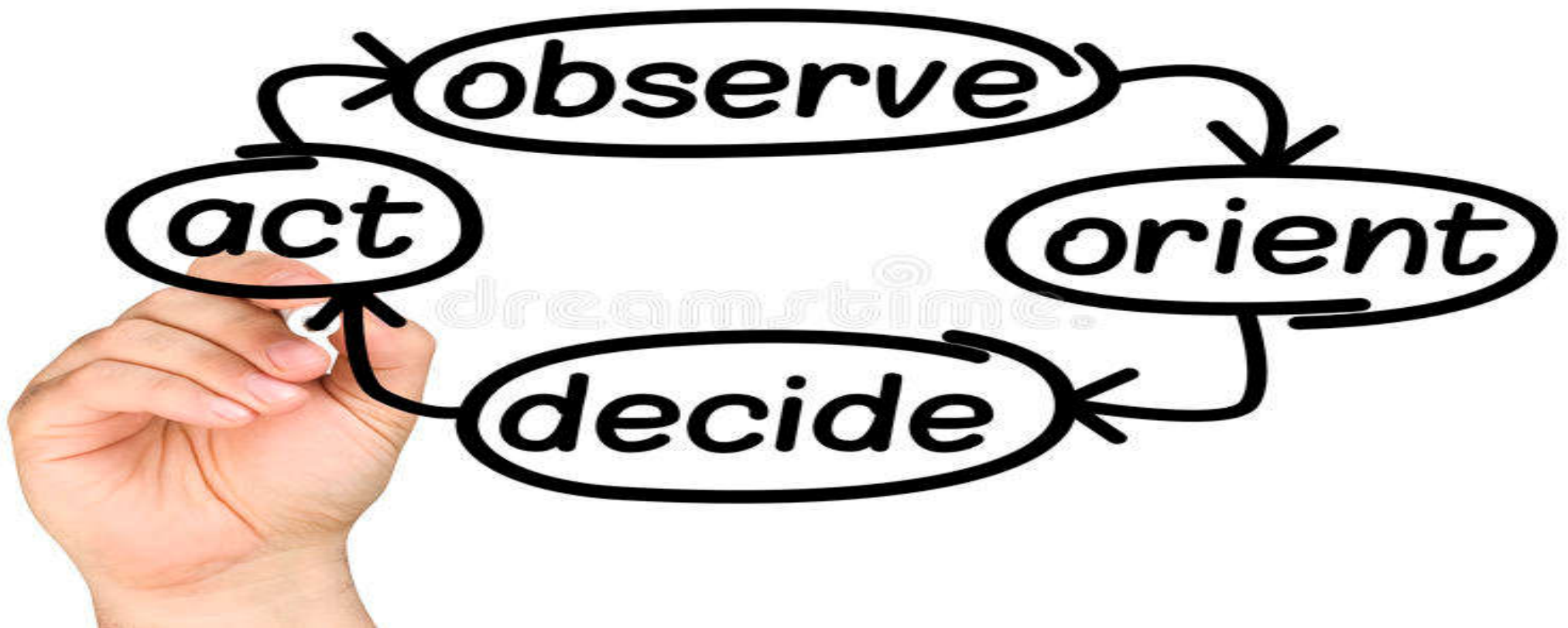
Question	Yes	No
Does your organization have a code of ethics?		
Do employees know how and to whom to report any infractions of the code of ethics?		
Do employees feel that they can report violations of the code of ethics safely and without fear of retaliation?		
Do employees feel that action will be taken against those who violate the code of ethics?		
Do senior managers set an example by communicating the code of ethics and using it in their own decision making?		
Do managers evaluate and provide feedback to employees on how they operate with respect to the values and principles in the code of ethics?		
Are employees aware of sanctions for breaching the code of ethics?		
Do employees use the code of ethics in their decision making?		



DECISION

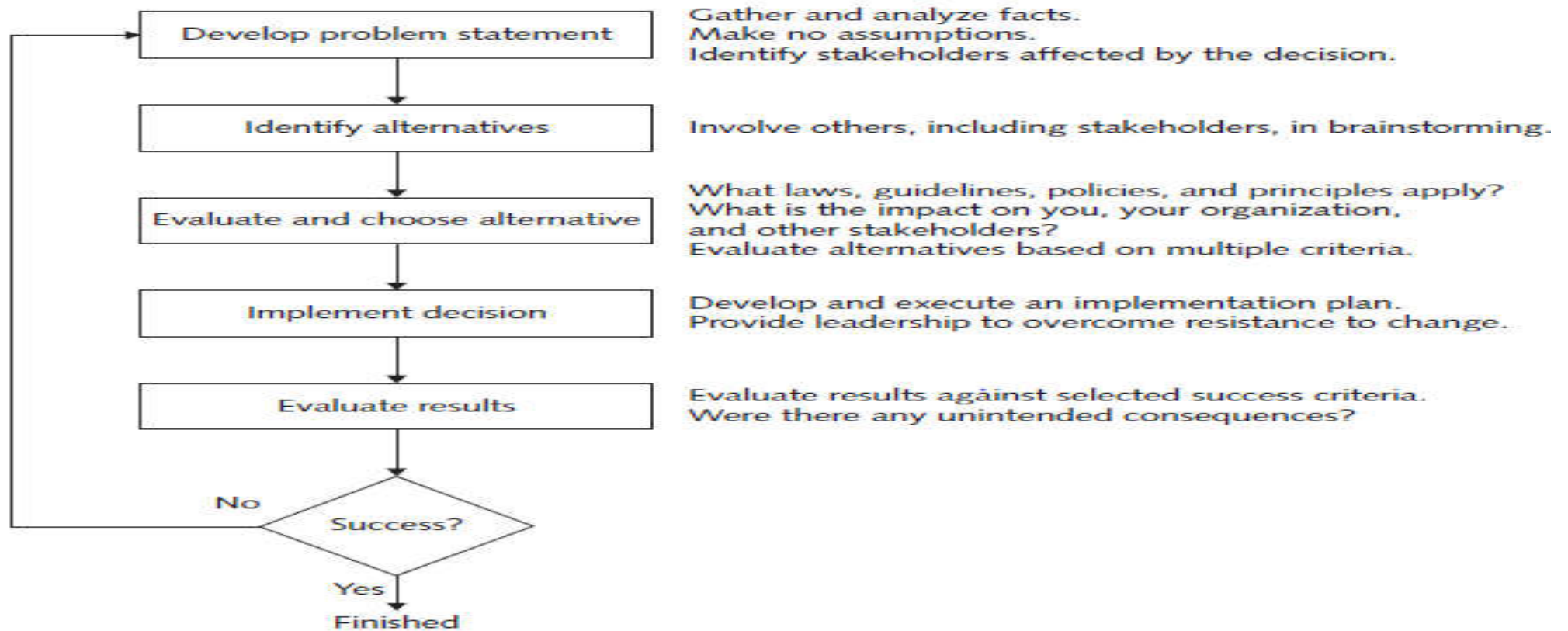


DECISION MAKING





INCLUDING ETHICAL CONSIDERATIONS IN DECISION MAKING





DEVELOP A PROBLEM STATEMENT

A problem statement is a clear, concise description of the issue that needs to be addressed.

It Answers-

- **What do people observe that causes them to think there is a problem?**
- **Who is directly affected by the problem?**
- **Is anyone else affected?**
- **How often does the problem occur?**
- **What is the impact of the problem?**
- **How serious is the problem?**

Poor problem statement



Good problem statement



IDENTIFY ALTERNATIVES

- It is ideal to enlist the help of others, including stakeholders, to identify several alternative solutions to the problem.
- Brainstorming with others will increase your chances of identifying a broad range of alternatives and determining the best solution.
- Avoid criticism during idea generation to ensure open communication, maintain creativity, and encourage diverse contributions from all participants.
- Simply write down the ideas as they are suggested.



EVALUATE AND CHOOSE AN ALTERNATIVE

Approach to dealing with ethical issues	Principle
Virtue ethics approach	The ethical choice best reflects moral virtues in yourself and your community.
Utilitarian approach	The ethical choice produces the greatest excess of benefits over harm.
Fairness approach	The ethical choice treats everyone the same and shows no favoritism or discrimination.
Common good approach	The ethical choice advances the common good.



IMPLEMENT THE DECISION

Once an alternative is selected, it should be implemented in an **efficient, effective, and timely manner.**

1. Why are we doing this?
2. What is wrong with the current way we do things?
3. What are the benefits of the new way for you?



EVALUATE THE RESULTS

Were the success criteria fully met?

Were there any unintended consequences?

Next Topics:

Ethics in Information Technology

Ethical behavior of IT professional

Common ethical issues for IT users

Supporting the ethical practices of IT users