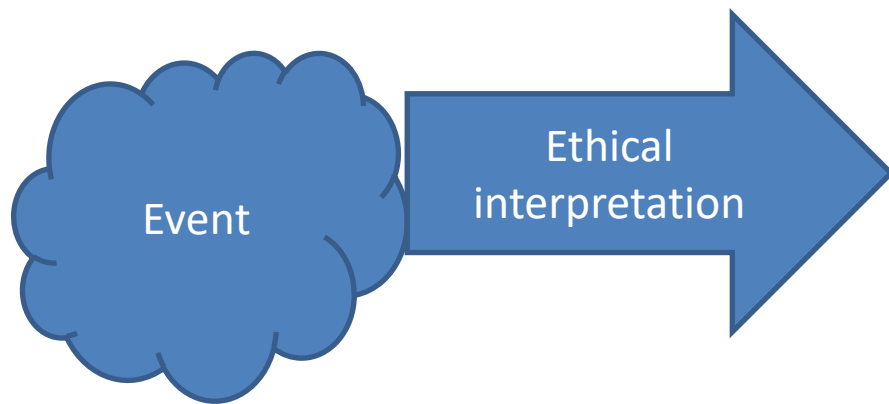


Ethics And Values

Module 2

Dr. Avirup Das

Module 1 recap



Ethical definition changes
It has a very wide range of interpretation



Business Ethics

- Business Ethics means conducting all aspects of business and dealing with all stakeholders in an ethical manner.



Business Ethics in Contemporary Businesses

Factors involved in ethical conducts of any organisation

**ORGANISATIONAL
FACTORS**

For your organisation

**LEGAL
INTERPRETATIONS**

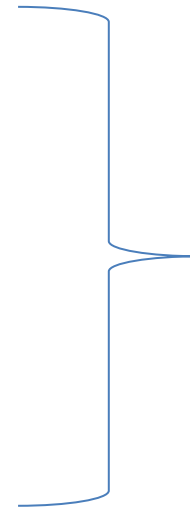
For all stake holder

**INDIVIDUAL
FACTORS**

For you

Legal Interpretations

- Based on contemporary and transient values and standards
- Legal interpretations are influenced with the religion and society as well
 - No. of festivals-holidays
 - Leave Policy
 - Gender Discrimination
 - Casteism



Same for all the sister organisation

Organizational Factors

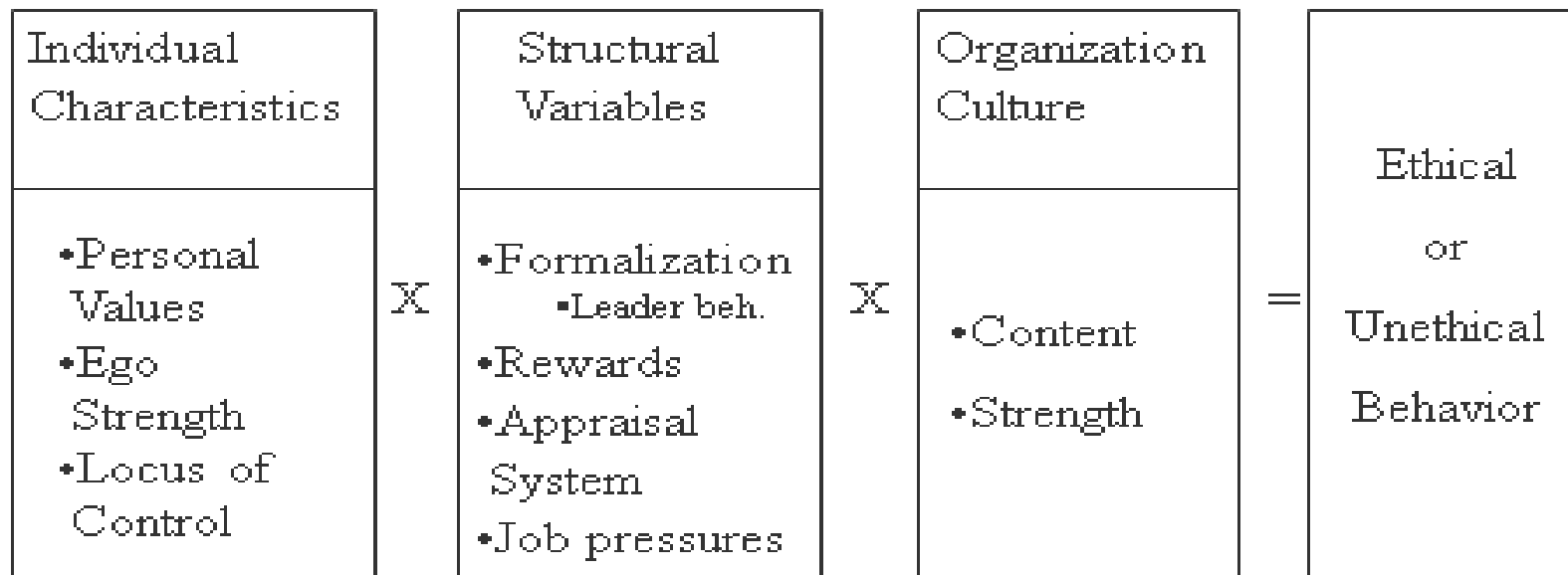
- Can affect influence participants behaviour
- **Degree of commitment** of the organization's leader to ethical conduct
- Commitment can be communicated through a **code of ethics, policy statements, speeches, publications** etc.

Can vary between sister organisation

Individual Factors

- **Stages of moral development**
- **Personal values and morals**
- **Family influences**
- **Peer Influences**
- **Life experiences**

Factors Affecting Ethical Behavior



Organizational Citizenship Behaviour (OCB) at the Workplace

- Behaviour that goes beyond the basic requirements of the job, to a large extent discretionary and is of benefit to the organisation

It can be seen in terms of in-role and extra-role behaviour

High OCB means

- **Willingness in extra-role behaviour**
- **To go extra mile**
- **Is product of high level of motivation and commitment**

Basic Requirement of OCB

- ✓ **Less need of hierarchical control**
- ✓ **Individual should become self driven**
- ✓ **Reflective willingness to be resourceful beyond immediate role requirement**
- ✓ **Concern and willingness of related persons**
- ✓ **Discretionary behaviour**
- ✓ **Should not a part of an employees formal job requirements**
- ✓ **Promotes the effective functioning of the organization**

Examples of Organizational Citizenship Behaviour

- Help others as ones work team
- Volunteering for extra job activities
- Avoid unnecessary conflicts
- Reward ,appraisal and appreciation for one who does good

Variables under OCB

- **Individual Variables:-** Age, gender, personality, values, attitude, ability, perception, individual decision making, learning and motivation
- **Legal Variables:-** Norms, communication, leadership, power, politics
- **Organizational system variables:-** Organizational culture, HR practices.

Quiz 1

1. Write down five (5) "Potential Negative Effects of OCB".
2. Describe what group practices and mechanisms allow diverse intelligence types to maximise their performance would facilitate OCBs and employee satisfaction.

The Difference Between Workplace Ethics and the Law-Ethical Decision Making



- “Legal” and “ethical” are often used in the same sentence.
- Though there is a relationship between the two, the concepts are not interchangeable.
- Both “legal” and “ethical” are often used in the same context in terms of issues and social situations
- Both words can be applied in almost any situation, private or public, even in the realm of professions.

- **Legal:-**It is associated with all equipment, **processes, procedures, practices**, languages, cultures, and other concepts pertaining to the system of the law
- **Ethics:-** in turn, is rooted in **morals and the perception of the rightness or wrongness** of an act or conduct
- **Difference :-**Any legal act is **applicable to all people in a society** that implements a particular set of laws. On the other hand, any **ethical part is considered as a voluntary** and personal act of an individual based on that individual's perceptions or stand on right and wrong.

- If the **boss or co-workers leave work early**, one may be tempted to do so as well.
- If one sees **co-workers making personal long-distance phone calls at work** and charging them to the company, then one may be more likely to do so also.

In addition, having sound personal values contributes to an ethical workplace.