Ethical Dilemma Response

A frequently encountered ethical dilemma in IT leadership arises when supervisors are pressured to manipulate employee performance data to meet management's inflated expectations. For example, a director may insist that monthly performance dashboards reflect higher productivity than actual, in order to impress stakeholders. Such requests compromise the ethical principle of integrity, leading to misinformation that could affect budget allocations, project approvals, and employee morale.

In response to such a scenario, I would uphold the ethical value of **honesty and integrity**, and respectfully decline the request. Instead, I would provide unaltered data accompanied by a realistic performance improvement strategy. This decision aligns with the *ACM Code of Ethics*, which mandates that computing professionals "be honest and trustworthy" and ensure that their actions benefit the public and organization without deception (Association for Computing Machinery [ACM], 2018). Ethical leadership not only preserves trust but sets a precedent for transparent practices within the team.

Reference:

Association for Computing Machinery. (2018). *ACM code of ethics and professional conduct*. https://www.acm.org/code-of-ethics