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Business Ethics

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32.) The Individual in the Organization

In Chapter 8 Velasquez talks moves on from discrimination from the woke places and talks being to talk about how he rational model defines a business organization. Velasquez describes “relational” model of business organization as a view of the organization that ses it as a structure of formal (explicitly defined and openly employed) relationships designed to achieve some technical or economic goal with maximum efficiency. So if an organization is to function this whey they need formal hierarchy of authorities. This is the positions and relationships identified in the organizational chart that represents the various official positions and lines of authority in the organization. What this means is the basic level of responsibility that a employe has and the difficulty of the tasks that the employer has to fulfill for the employer, there is a clear difference between and manager and a clerk at a store. This difference is defined by the law of agency, which is the part of the law the specifies the legal duties of agents toward their principals.

As people are human being there will be conflicts of interest. This occurs when employees have an interest that provides an incentive to do his or her job in a way that serves that interest and not necessarily the interest of the employer he/she is obligated to serve. In my opinion tis ties well with Applied Professional Ethics with the Heinz Dilemma. To further explain the the conflict of interest also entails that the employee may have conflict fulfilling a task for an employer or the employer might fulfil the task in a manner that does please the employer. This conflict can be either an emotional/relationship or financial conflict. This conflicts can be eliminated if there is more organization within the company. To prevent such issues the employees rights should be put first and they have a right to privacy and other basic human rights of course. Keeping the employee in mind and care immensely about them and their need will definitely prove the organization successful. The company will the strategy the caring model of the organization which is a view of the organization in which the dominant moral concepts are those that arise from an ethic of care. All in all there needs to be a balance of care and control between the company and its employees.