

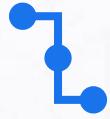
Kant's Categorical Imperative and Workplace Ethics

CASE STUDY: FALSIFYING INFORMATION
AT WORK

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Overview of Deontology



“Deontology judges actions by duty, not by consequences”
(Matthews & Hendricks, 2019, p. 103).

Kant:
morality =
rational
autonomy +
universal law.

Duty =
respect for
moral law.

Duty → Consequences



Scenario Defined

- Employee hides safety flaw to meet deadline
- Examples: altering reports, hiding errors, misreporting compliance.
- Violates trust, integrity, rational cooperation.



Trust **Integrity** Cooperation



Formula of Universal Law

Principle: “Act only on maxim universalizable” (Matthews & Hendricks, 2019, p. 106).

Application:
Falsification → trust collapses

Contradiction:
dishonesty destroys
the system it
depends on.



Formula of Humanity

Principle: “Treat humanity always as an end” (Matthews & Hendricks, 2019, p. 108).

Application: Falsification manipulates colleagues, clients, employers.

Violation: Disrespects dignity + autonomy.

Respect

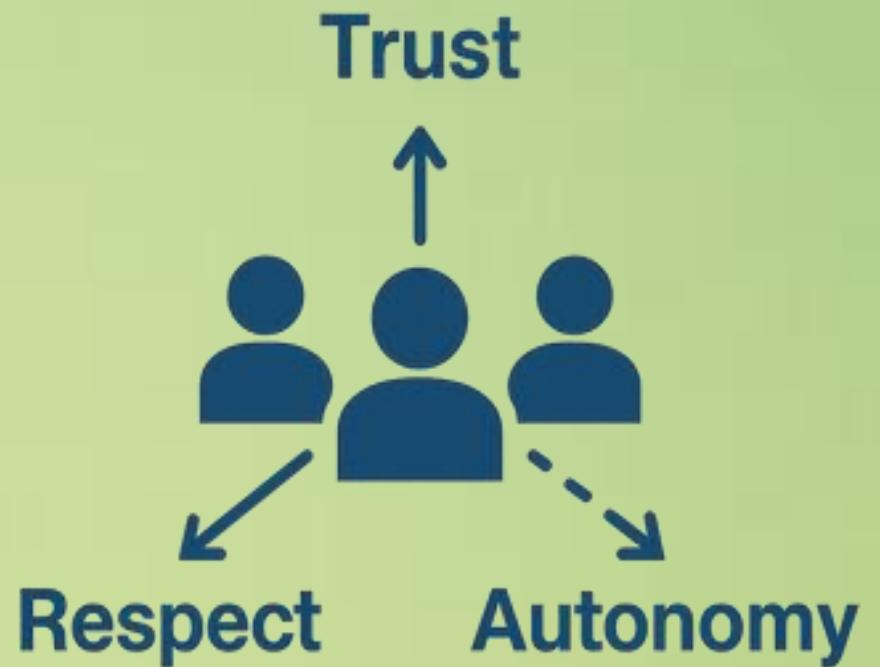
Autonomy



Dignity

Formula of the Kingdom of Ends

- Principle: “Act as if law-making in a kingdom of ends” (Matthews & Hendricks, 2019, p. 110).
- Rational community requires honesty + cooperation.
- Falsification undermines shared moral law + trust.





Conflicting Duties

Perfect duty:
truth-telling

Imperfect duty:
benevolence
(helping
colleague)

Kant: perfect
duties take
precedence

Ethical Implications

- Morally impermissible under all three formulations.
- Duty of honesty + integrity in professional life.
- Rational autonomy demands truthfulness.





Golden Rule Connection



GOLDEN RULE:
“DO UNTO
OTHERS....”
(MÁHRIK, 2018,
P. 6)



SIMILARITY:
RECIPROCITY +
UNIVERSALITY.



DIFFERENCE:
KANT =
RATIONAL
AUTONOMY,
NOT EMPATHY.

🏁 Conclusion



FALSIFICATION FAILS
KANT'S TESTS:
UNIVERSALITY,
RESPECT, COMMUNITY.



ETHICAL WORKPLACES
REQUIRE HONESTY +
INTEGRITY.



KANTIAN ETHICS =
RATIONAL GUIDANCE
FOR CONDUCT.



Reference(s):

Matthews, G., & Hendricks, C. (2019). *Introduction to philosophy: Ethics*. Rebus Community. <https://open.umn.edu/opentextbooks/textbooks/introduction-to-philosophy-ethics> Licensed under CC 4.0

Máhrik, T. (2018). The golden rule of morality—an ethical paradox. *Ethics and Bioethics (in Central Europe)*, 8(1-2), 5-13. <https://reference-global.com/2/v2/download/pdf/10.2478/ebce-2018-0004>