**BLAW 201**

**ETHICS ASSIGNMENT**

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Business ethics involve the study of fairness and moral standard amidst the pressure of everyday business. Ethics is the “rules of behavior based on ideas about what is morally good or bad”( Merriam Webster). Individuals in the group have personal ethical standards, but too often, employees find that the ethical standards imposed by managers at the top of a company results in possible harm to others throughout the company. The case in question is a perfect example of how business ethics play a role in everyday business and the consequences of acting ethically or unethically. There are many ethical issues tied to this problem and can be categorized in many ways. The categories related are; saying things you know are not true, giving or allowing false impressions, buying influence, or engaging in conflict of interest, taking unfair advantage, violating rules, and condoning unethical actions.

The lawyer has come up striking a deal asking the store manager to testify and lie, saying that there was no sign in place to warn that the floor was wet. By this action to get the store manager to lie in the testimony is categorized as the ethical issues of saying things that you know are not true. You can also say that this situation is violating the rules, and here violating the rules of testifying which is where the person testifying is sworn to say the truth in any legal case. The lawyer is unethically asking the store manager to lie when he goes to testify which is also condoning unethical actions.

Analyzing it from the store manager’s perspective, the deal offered by the lawyer is not a good one. If you know that your employee placed the sign, and you know that the statue law protects the store from liability if the sign is properly placed, then it would be in the best interest of the store manager not to take the deal and do the ethical thing in this situation. If the store manager does not take the deal, the consequences are that he might still have to go to court and deal with lawyer fees and run the risk of losing the law suit. The consequence of doing the unethical action, which would be to lie in his testimony and avoid lawyer fees. Since there is a very minimal chance of him losing the case, the right thing to do is not take the deal and act ethically. If he does take the deal, he risks losing his management position and going to jail for lying and ruining the stores reputation. Even if the manager knew that there was a law in most states that would provide award because their laws hold that warning signs are insufficient and a complete physical barrier must be in place. Although this is true, the fact still stands that there are too many ethical issues here to lie during the testimony.

In the customer’s perspective, in the first scenario, even if the customer has a minimal chance of winning the case, it is in her best interest to sue to make the hospital payments. The only questionable ethics here is the part of the lawyer, by asking the store manager to lie in the testimony. If the law stated that it would provide an award because there must be a complete physical barrier in place, that changes the scenario slightly for the customer by increasing the chance of winning. If the lawyer’s first statement about state law was not valid in the current state, the lawyer is acting unethically by allowing false impressions and trying to get the manager to lie and condom unethical behavior.

The ethical dilemmas have been covered, but the resolution to these ethical dilemmas is often difficult, even with codes of ethics and cultures committed to compliance with ethical models for decision making. Managers need guidelines for making ethical choices. To tackle this scenario, the “Laura Nash and Perspective” must be used, which is a series of questions developed by business ethicist, Laura Nash, that a manager might ask themselves to evaluate their ethical dilemmas. The questions are:

* “How would I view the issues if I stood on the other side of the fence?”
* “Am I able to discuss my decision with my family, friends, and those closes to me?”
* “What am I trying to accomplish with my decision?”
* “Will I feel as comfortable about my decision over time as I do today”.

The Nash model forces managers to seek additional perspective as decisions are evaluated, which is perfect for the case at hand. By answering the series of questions, a solution will be clear for the store manager.

So, since the customer cannot pay the bills I as the manager looking in the customer view point would also sue. As the manager, I would be able to talk about my decision with others if I were to make the ethical move by not lying in the testimony, lying in the testimony is unethical and can end in jail time. As manager, I am trying to keep the integrity of the store first as it is my job, and to protect the employees that work for me and the store. My decision should be aimed toward that ideal. Even though the customer cannot make the payments that is not the problem of the store manager, it is unethical to lie or be pushed in to it by the lawyer in time this will be the ethical decision.

In conclusion, there are many ways to analyze unethical and ethical approaches to this issue. Some might argue to take the deal, even though it might be unethical in the short run especially if the insurance will not change its position do to the claim. While some would argue the total opposite of that argument. But, by using a model to resolve these ethical dilemmas a proper solution can be derived.