

Ethical Dilemmas

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Organizational Behavior and Theory

Lying In Business

Chapter 1, page 33

1. In a business context, is it okay to lie? If yes, what are those situations? Why is it okay to lie in those situations?

In a business context it is still unethical and unlawful to lie, whether it is to customers, employees or employers (current and future). A business owner shouldn't take chances with this legality because it can simply turn into a lawsuit and being that it's against the law means it isn't worth it. No one who lives to make a profit will lie to get a dollar and put up the chances of giving away two.

2. A recent survey revealed that 24% of managers said they have fired someone for lying. Do you think it's fair to fire an employee who lies, no matter what the nature of the lie, explain?

As an employee a person is hired on the bases of making the manager or whomever is over him/her look good and is responsible for his/her work. Lying is never okay but it is apparent that its human nature. No one can say they have never lied because that would probably be a lie. Therefore if that particular lie was enough to fire an employee then maybe they had it coming.

3. In business, is withholding information for your own advantage the same as lying? Why or Why not?

If the information may get someone fired, put in jail or any other negative outcome of course it's on the same lines of lying. Though, the two things do not mean the same thing because a person can withhold information about anything positive or negative and it can be said at any time. If a person lies then if they wanted to come clean they might be on the grounds of being fired.

4. In a business context, if someone has something to gain by lying, what percentage of people, do you think, would lie?

Large amount of people would lie hoping that wont get caught because most people either work to live, or want to climb to top management therefore they are liable to do anything if the opportunity is there.

Which says that everyone will lie at some point whether it is to gain the upper hand in a situation, out of fear, to seem better than the next person, or it's something habitual .

Are U.S. Workers Overworked?

Chapter 3, page 92

1. Why do you think quality of life is lower in the United States than in many European nations? Do you think U.S. quality of life would improve if the government required a minimum number of vacation days or limited workweek hours?

The U.S. has such a diverse group people not only race or religion but status and wealth. The people of the United States have a workaholic attitude whether they live to work or work to live. As an American child one would see their parents go to work and they attend school in most cases. The children are taught that if you retain this nothing they will receive a good job or a possible career. People want to work because that's what they know therefore cutting their workweek may seem too much for them.

2. Do you think the French parliament was right to eliminate the 35- hour workweek limit? Do you think the quality of French life will suffer? Why or Why not?

The quality of French life will suffer because that limit was what they knew therefore taking it away they still will want to work around the same number of hours. Employers will use it as an advantage due less restriction on hours, which means this is an opportunity for more productivity. This means more people at work, and less people shopping or attending leisure events/outings.

3. Do you think employers have an obligation to consider the quality of life of their employees? Could such an obligation mean protecting employees from being overworked?

This could possibly cause employees to be overworked because it's not something that people are use to therefore it may seem like to much for them. Most nations want an impeccable quality of life because it means that what a person days day to day is how they value their lives. Though, the previous statement may be untrue in some cases one being many in the United States because it's such a large ratio of people working to be able to feel like they're getting the most out of life.

Therefore, employers should take it into consideration and be mindful of their employees, meaning that if the workweek is going to increase from 35 to 40 makes it gradual.

4. Do you think it makes a difference in the research results that the unemployment rate in Europe is roughly double that of the United States and that Europe's gross domestic product (GDP) is about half that of the United States?

It makes a large difference because that means that there are more people working for more hours in U.S. with limited benefits for many workers. While in Europe there are less workers on the clock for less amount of hours with more benefits and they can get more benefits because it isn't many people working.

Is There an emotional Double-Standard for Men and Women at Work

Chapter 4, page 124

1. Nancy Albertini, Chairwoman of an executive search firm, said flatly: “Tears don’t work in the workplace.” On the other hand, Tory Johnson, CEO of a New York recruitment services firm, thinks crying at work is natural and people should be themselves. She says: “You have to let people know you can react naturally to a situation.” Whose advice do you think is right?

All emotions should be left outside the door when going to work in majority of workplaces and many corporate offices look at emotion as a weakness and an unnecessary reaction and is often related to women. Therefore Nancy Albertini is correct in saying that “Tears don’t work in the workplace.” As a child a person cries when they get hurt, or something is wrong, as an adult one cannot take situations to heart but it could easily reflect in their attitude and performance.

2. If one of your co-workers cried at work, would it influence your opinion of him or her? What factors might be relevant to your appraisal?

As co-worker one would comfort them and in my opinion it wouldn’t change a lot of what I think about them but it only suggests that they may need to grow another layer of skin to be able to handle their emotions. Everyone has emotions but it is up the individual how to handle them and it should be at home or behind closed doors because people are always sizing you up.

3. If you were concerned about a possible no-win situation for women displaying emotions at work, what specific things might you do to change the culture if you were in charge?

The only emotions that should be shown at work are passion (for their job), determination, drive and things that will keep them motivated. There’s a line between being aggressive and being rude while being aggressive shows passion and drive which is an emotion men and women should be able to use. Either way crying and hostility are prohibited in the workplace.

Is Goal-Setting Manipulation?

Chapter 7, page 232

1. Aren't these definitions compatible with the notion of managers skillfully seeking to influence employee productivity for the benefit of the manager and the organization?

The definitions are very similar to what employers do to get their employees to increase productivity though, if that employer is motivating workers through this influence and the employees want to increase productivity because that particular influence that it's a win-win situation. Manipulation is often used as a negative term but in some cases it could just be influencing workers to improve and work harder towards a goal. Leaders are looked at as positive images even though some leaders are very unethical they influence others to follow them isn't that manipulating them. If the followers are willing to follow voluntarily then there shouldn't be an issue.

2. Do managers have the right to seek control over their employees?

Managers should have some type of control over employees but not in a sense to take advantage of them but to be prepared and conscience of all activity.

3. Does anyone, for that matter, have the right to control others?

When in an authoritative position there is some control over staff members but outside of work it seems very unreasonable and can be considered bullying.

4. Does control imply manipulation? And if so, is there anything wrong with managers manipulating employees through goal setting or other motivational techniques?

Control doesn't always imply manipulation because being in control means that everything is handled and prepared for any situation. Managers can influence others which is almost on the same lines as manipulating them for a goal so there shouldn't be anything wrong with as long as it is positive and without self-gain.

Dealing with Shirkers

Chapter 9, page 306

1. If group members end up “working around” shirkers, do you think this information should be communicated to the instructor so that each individual’s contribution to the project is judged more fairly? If so, does the group have an ethical responsibility to communicate this to the shirking group member? If not, isn’t the shirking group member unfairly reaping the rewards of a free ride?

It can be looked at in these two ways because no group member that has worked hard to pull their part together and pick up the slack of the other would be willing to let the “shirker” have a free ride. Though on occasion instructors may want the group to settle the conflict themselves because conflict can be a good thing in groups as long as its resolved.

2. Do you think confronting the shirking group member is justified? Does this depend on the skills of the shirker (whether he or she is capable of doing good-quality work)?

The group should confront the shirker on why he/she hasn’t met the set deadlines or completed the task given because there are a multitude of reasons why the person didn’t whether they lacked the ability or they didn’t want to be a part of the group whatever the case may be.

3. Social loafing has been found to be higher in Western, more individualists, nations than in other countries. Do you think this means we should tolerate shirking on the part of U.S. workers to a greater degree than if it occurred with someone from Asia?

Shirking should not be tolerated at all especially if it involves money because an employer will not pay a worker for loafing. Zero tolerance when it comes to money and even if it didn’t the group was made for a reason and there is a task to be accomplished, team work is vital to groups because it is suppose to make the amount of time shrink but if one person doesn’t pull his/her weight then increases the work load.

Pressure to be a Team Player

Chapter 9, page 333

1. Is it unethical for Zach's employer to force him to be a team leader?

If Zach felt as he wouldn't be a good leader a person shouldn't force that because it could directly affect the company whether the project comes back good or horrible. Also no one wants to hear "I told you so" It's a different situation if the employer wants to encourage Zach to be a team leader but forcing him may discourage him and reflect within his performance.

2. Is his firm breaking an implied contract that it made with him at the time he was hired?

Not necessarily because eventually he was going to do something he didn't want to do as far as socializing and if he wants to move up he may need to speak a little more. Though it may be unethical to force him in the leadership position, motivating and encouraging him would possible take on the task and make it the best team.

3. Does this employer have any responsibility to provide Zach with an alternative that would allow him to continue to work independently?

The employer signs the pay checks and if Zach wants get paid he may need to stick out for how ever long the project may take. If he is motivated he can caught possibly motivate his team to do exceptionally well because there are endless possibilities. If he continues to complain then his behavior and mood will continue to decrease. If he holds strong and does well then he would prove that he was versatile.

4. If you were Zach, how would you respond?

I would take one for the team and try to motivate my group to exceed all expectations because everyone would expect us to fail. Therefore, that would increase my leadership skills and boost their morale at the same time. There is always going to be something that may seem difficult to do such as a task/ goal or a group that may not be filled with the best but if employers see you work hard they may look at you and the group in a new light.

Defining the Boundaries of Technology

Chapter 11, page 368

1. Using the company's e-mail system for personal reasons during the workday?

As an employee you are being paid to work therefore using the company computer for personal use would be unethical. For the company, not to have a monitoring system means that either it will soon be in place or the employer instills trust within his/her employees. If one takes advantage of that trust what does that say about the particular employee. This why people have personal e-mail, it is for personal use because once the company e-mail begins to be cluttered with miscellaneous personal mail, that employee may miss an important e-mail.

2. Play computer games during the workday?

Computer games should be prohibited no questions asked because it is disrespectful and says that you don't value your job enough to work on the hours you are scheduled.

3. Using your office computer for personal use (to check ESPN.com, to shop online) during the workday?

The computer belongs to the employee for work purposes if that employee is fired for misusing computer privileges that computer stays for the next employee to decide whether use it for work or for play.

4. Looking for a mate on an Internet dating service during the workday?

Unacceptable behavior and should not be tolerated at work especially when they expected to be working.

5. Visiting "adult" Websites on your office computer during the workday?

This is absolutely under any circumstance inappropriate and should be the employee on the lines of suspension or even termination.

6. Using your employer's portable communication device (for example, a BlackBerry) for personal use?

If it isn't an emergency then it shouldn't be used, you should be able make enough money to have you own communication device for personal calls.

7. Conducting any of the preceding activities at work but before or after normal works hours?

Though you're not on the clock your still in the workplace therefore it would behoove most people to wait until they went home.

8. For telecommuters working from home, using a computer and Internet access line paid for by your employer to visit online shopping or dating-service sites during normal working hours?

They should get the same treatment as employees who work on-site because it would be unfair and also if during work hours you should be working.