TOPIC; ETHICS IN THE WORKPLACE

Description

Create a six-slide, 12-minute presentation briefing a team on how they might address potential ethical dilemmas in the workplace. Introduction One setting in which ethics play a significant role is in the workplace. Successful businesses and organizations depend on the trust of everyone involved: managers, employees, and customers. Strong ethical expectations within a business results in positive outcomes: an optimistic, productive work environment, enhanced accountability of all stakeholders, and an affirmative public image. You may be able to think of many businesses that have not demonstrated sound ethical practice. But can you think of a business that has a solid reputation because of its ethics? Are you more likely to engage with that business as a result? We also rely on ethical practice from professionals that serve others, such as social workers, doctors, lawyers, and teachers. Consequently, most professions have codes of ethics that establish ethical and professional standards for conduct. In preparation for this assessment, you will investigate professional codes of ethics ﻿and consider how they provide guidance to business and service professionals in the workplace. Demonstration of Proficiency By successfully completing this assessment, you will demonstrate your proficiency in the following course competencies: Competency 1: Explain the nature of ethical issues. Apply a professional code of ethics to a workplace situation. Competency 2: Critically examine the contributions of key thinkers from the history of ethics. ​Assess the advantages and disadvantages of a professional code of ethics. Competency 3: Engage in ethical debate. Explain methods for discussing ethical disagreements productively. Competency 4: Develop a position on a contemporary ethical issue. Describe areas of one's personal disagreement with professional standards. Competency 5: Communicate effectively in the context of personal and professional moral discourse. Create an audio-visual presentation that applies a professional code of ethics to a workplace situation. Overview Imagine management at your future workplace tasks you with making a formal presentation to your team, discussing a workplace ethical dilemma they might face. You consider an appropriate professional code of conduct, but only to the extent that it might offer useful guidance in this situation. The central task is to help everyone work together productively in resolving tricky issues. For this assessment, fulfill the management task and create an audiovisual presentation that applies a professional code of ethics to common workplace situations. Submit your work as a narrated visual presentation in the courseroom submission box. You may develop a narrated PowerPoint presentation or you may create your presentation using Kaltura. If you are more familiar with other presentation software, you may use that, so long as your submission satisfies all of the required elements of the assessment. The following resources may help: Using Kaltura [PDF]. Capella University Library: PowerPoint Presentations. Instructions Include the following in your narrated visual presentation: Apply a professional code of ethics to this workplace situation. Assess the advantages and disadvantages of the selected professional code of ethics. Explain methods for resolving ethical disagreements productively. Describe areas of personal disagreement with professional standards. Note: Include in your presentation slides or annotations a full APA-style citation of any quotation or paraphrase from the professional code or other sources you choose to employ. Your instructor may provide video feedback on your work, in addition to completing the official scoring guide for the assignment. Submit this assessment to your ePortfolio. Additional Requirements Communication: Create an audiovisual format that applies a professional code of ethics to common workplace situations. Media presentation: Create a minimum of 6 slides, 12 minutes total in length, with notes or a transcript to ensure accessibility to everyone. Upload the presentation. Resources: There is no minimum number of resources required; however, use your judgment to ensure your topic is thoroughly researched. APA guidelines: Ensure resources and citations are formatted according to current APA style and format. When appropriate, use APA-formatted headings. Font and font size: Use a font of appropriate size and weight for presentation, generally 24-28 points for headings and no smaller than 18 points for bullet-point text. Suggested Resources The following optional resources are provided to support you in completing the assessment or to provide a helpful context. Be sure to return to the course learning resources in u01r2 to help with the work on your assessment. Workplace Ethics Koehn, D. (2006). The ground of professional ethics. London, England: Routledge. Schoeman, C. (2014). Ethics can: Managing ethics in the workplace. Johannesburg, South Africa: Knowres. Skillsoft. (n.d.). Developing your business ethics [Tutorial]. Effective application of ethical principles in the workplace requires a sound foundation. You may use this Skillsoft video to sharpen your sense of where to begin on this task. Running time: 26:00. Skillsoft. (n.d.). Navigating challenging situations with diplomacy and tact [Tutorial]. Since resolving workplace disagreements is one of the issues about which you will be presenting in this theme's assignment, consider the suggestions detailed in this Skillsoft tutorial. Running time: 30:00. Skillsoft. (n.d.). Your role in workplace diversity [Tutorial]. Cultural competence is another of the Essential Undergraduate Learning Outcomes. This Skillsoft tutorial offers some guidance on the importance of that skill for workplace relationships. Running time: 30:00. Multimedia View the following multimedia pieces for a better understanding of workplace ethical dilemmas. This understanding will help you complete this assessment: Social Responsibility Disagreement. Ethics in the Workplace. Professional Codes The following are professional codes of ethics from which you may wish to choose for this assessment, but you are welcome to use another, if it would be more fitting for your career: Academy of Criminal Justice Sciences (ACJS). (n.d.). Code of ethics. Retrieved from http://www.acjs.org/page/Code\_Of\_Ethics American College of Healthcare Executives. (2017). ACHE code of ethics. Retrieved from https://www.ache.org/abt\_ache/code.cfm American Counseling Association. (2014). ACA code of ethics [PDF]. Available from https://www.counseling.org/Resources/aca-code-of-ethics.pdf American Nurses Association. (n.d.). Ethics and human rights. Retrieved from https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/ American Psychological Association. (2017). Ethical principles of psychologists and code of conduct. Retrieved from http://www.apa.org/ethics/code/index.aspx Chartered Institute of Management Accountants. (n.d.). Code of ethics. Retrieved from http://www.cimaglobal.com/Professional-ethics/Ethics/CIMA-code-of-ethics-for-professional-accountants/ In this activity, you will demonstrate your understanding of ethical behavior in workplace situations. Introduction Vanessa has recently received a promotion at Company A. As part of her work as a human resources manager, she often works with employees on making decisions that are legally sound and in the best interests of the company. Vanessa recently began pursuing a master’s degree and one of her recent courses involved an in-depth study of ethics and how ethical decisions can be reached by applying ethical theory. As a result, she has started viewing the recommendations she is making to employees through the lens of sound ethical theory. All of the questions in this activity are related to Vanessa’s work at Company A and are based on ethical theories about which you have learned. One of the tasks that Vanessa and the Human Resources team has decided to do is to review the code of ethics for Company A to see if anything should be changed or updated. As they review the code of ethics, they see the following language: “We have a duty to treat our customers with fairness and respect”. Question 1 of 5 Which theory of ethics is most closely associated with the term “duty”? Choose one answer. a)  Moral Egosim b)  Virtue Ethics c)  Deontology d)  Moral Relativism After reviewing and finalizing the code of ethics, Vanessa and her team distribute the code to all of the employees at Company A for their feedback. A few days later, one of the production managers indicates to the HR team that he disagrees with one of the elements of the company’s code of ethics. He reasons that he is justified in deviating from the code because doing so will produce beneficial results for himself and his coworkers. Question 2 of 5 Which approach to ethics is the manager using? Choose one answer. a)  Consequentialism. b)  Virtue ethics. c)  Moral nihilism. d)  Character development. Mariana is the nurse at Company A. Most of the time, her work involves addressing immediate health needs such as from accidents on the production floor. She was an engaged member of the HR team that updated the company’s code of ethics. She indicated that moral courage is an important virtue for nurses, in particular. In one of the HR team’s meetings, she cited the American Nursing Association, which indicates that moral courage helps nurses take action when doing the right thing is difficult, and that moral courage involves the willingness to speak out and do the right thing, even when circumstances might suggest that we act in a different way. Question 3 of 5 Which approach to ethics considers courage a cardinal value? Choose one answer. a)  Virtue ethics. b)  Moral subjectivism. c)  Imperative ethics. d)  Utilitarianism. As part of Vanessa’s work responsibilities, she facilitates training for new employees. During the first session of training for new employees in Company A, she encourages them to develop the traits of attentiveness and thoroughness in their new positions, as that promotes efficient, safe creation of products for the customer. Question 4 of 5 Which theory of ethics encourages the development of good character traits? Choose one answer. a)  Hedonism b)  Substance dualism. c)  Deontology d)  Virtue ethics. Mariana, the nurse for Company A, follows medical events in the community with interest, as she has many friends who are nurses at local hospitals and clinics. Recently, she read about a conflict at a nearby hospital that involved patient autonomy and informed consent. She paused and began to consider how autonomy and informed consent might be a part of her work at Company A. Question 5 of 5 In which moral theory are autonomy and consent important terms? Choose one answer. a)  Deontology. b)  Cognitivism. c)  Pragmatism. d)  Scientific realism. Society for Human Resource Management (SHRM). (n.d.). Bylaws and code of ethics. Retrieved from https://www.shrm.org/about-shrm/pages/bylaws--code-of-ethics.aspx