Applying Universal Ethical Principles in the Workplace

In the workplace there is the expectation that management will undertake to apply standards that reflect that it accords with universal ethical principles that underpinned its behavior and relationship with the internal customers of the employees, and the external customers in the public that the organization serves.

For a harmonious working relationship to exist in the workplace manager has to first demonstrate a respect for people. Added to this is the recognition that people are to be treated fairly. This means that they are not to discriminated against, abused or exploited. It logically follows that there should be respect for the observance for equity and justice

Inasmuch that Justice is concerned with power sharing and preventing the abuse of power, it becomes imperative that management moves to embrace workers in working to achieve full worker participation, and the ultimate of collective responsibility.

Successful and effective managers rarely loose sight of the fact that people are the most valuable resource of any organization. It is against the backdrop of this the realization emerges that people should be treated as individuals with rights to be honoured and defended, who have both a personal and professional responsibility

It is therefore important to relate to the fact that the principle of taking personal and professional responsibility, requires not only that people avoid doing harm to others but that they exhibit courteous behaviour; and in so doing, uphold the standards expected of all persons.

Such high moral standards could be exemplify by not engaging in or becoming party to such activities as fraud, embezzlement, moral turpitude, illegal drugs or use of misleading statements

If management is to understand its role and to have an appreciation of what is expected of it in leading a successful organization or work team, it ought not to loose sight of the core principles that guide ethic behaviour within the workplace. These are identified as values, trust, loyalty and commitment, honesty, respect for one another and avoiding conflicts of interest.

Management is therefore entrusted with the ethical responsibility of making the well being of the enterprise and its employees the basis of decision making and action. Equally so, management is expected to show respect for the civil and trade union rights of employees, undertake to execute professional responsibilities with honesty and prosperity, maintain professional relationships which that rule out vindictiveness, willful intimidation and disparagement, protect confidential information, void preferential treatment and conflict of interest.

It is essential that management seeks to honour all contracts until completion, release or dissolution by mutual agreement by all parties. It is imperative that personal politics should have no part of your business.

Most importantly, managers need to show respect for the labour code / standards and national laws governing business and employment practices.

As a guide genuine guide to following ethical practices in the workplace, it is essential that both managers recognize and respect not only their own rights and responsibilities, but also the rights and responsibilities of other members / employees of the workplace.
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