

Role of Ethics in Human Resource Management

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Abstract

HR managers endeavour to report and resolve ethical issues in order to facilitate smooth flow of organizational processes. Organizations that are driven in execution in accordance with some ethical values, principles and ideals, have acknowledged their status and importance; they have deemed that ethical processes and procedures are accomplished throughout the whole organization and at the same time are gaining importance for the management of the organization. From an organizational perspective, considering organization as an identifiable 'person' we can say that Ethics refers to the branch of moral values that deals with differentiating the right and the wrong to avoid organizational mistakes. Managers apply ethics to all aspects of the business process to control the ways of personnel and lead the business on the correct track. The role of a leader is a multifaceted and complex one as they have to integrate ethical practices in their organizations' procedures and policies. The phases of ethical concerns in organizations include selection and recruitment, training and development, career planning and human resource planning, wages and salaries, performance appraisal, motivation and productivity, etc.

Keywords: Ethics, Human Resource Management, Organization, Business Ethics.

Introduction

Every business organization must have a code of conduct and ethics which should be followed by all its employees and in all its processes. Ethics in HRM is associated with the employee's issues at workplace. HR plays a significant role in setting up the organizational goals and implementing ethics in the office. Proper distribution of work and care of employee in the workplace can be possible with the help of Business Ethics. Several HR problems can be handled suitably by the application of ethics by the managers in the workplace. Every organization must have their own, tailored set of ethical standards. The rapid changes in the approaches to carrying out business, led to the existence of the requirement of studying the equality of the process, not only in terms of the rule, but also in terms of ethics. As a concern, abstracted the new disciplines-business ethics.

Objectives of the Study

The purpose of writing this paper is to study the role of ethics in Human Resource Management.

Review of Literature

The authors of 'Critical Analysis of Ethics in Human Resource Management and Employee Performance' – Paul Olendo Ombanda and Peter K'Obonyo validate Greenwood's opinion (2007) that ethics in HRM correlates to employee performance in organizations and that HR plays a key role in placing ethical HRM practice on its right place in an organization.

Margarida Pimenta, in her dissertation titled 'ETHICS IN HUMAN RESOURCE MANAGEMENT – A study on Ethical Perceptions of HRM Practices', states that the previously popular view of HR managers as simple "puppets of business" with a purely administrative role is now being replaced by a new role as "ethical agents" as organizations realize their strategic importance in dealing with various issues.

Enyindah, C. W., Dapper, M.E., Nwiko, L.A., Ejire, S (December 2015) have highlighted the importance of having a proper and precise

definition of ethical values in organizations, and have also highlighted the importance of employee participation for having effective ethical policies in an organization.

Ethics

The key issue in ethics is to do the right thing. Different ideas, beliefs and personalities have given the answer to "what is right and how do we know?"

What is morally right and good is that can help individuals to lead a free, well-being and satisfied life. Various everyday business accomplishments involve the maintenance of basic ethical standards, such as honesty, integrity, reliability, cooperation etc. The action will not be able to continue if corporate top level management hide the truth, if sellers and buyers never have faith in each other or if the employees refuse to care for each other.

It can be definitely said that business ethics are there to give us answers related to questions about why some conclusions should be appraised as ethical correct and incorrect or ethical or unethical. Thus, one of the most significant values of business ethics can be seen in the real study of the ways in which we create value in organizations and communities. In such circumstances, there are certain ethical problems. The ethical dilemma is an instance in which there is a tough question about what is the correct thing to do. It frequently occurs due to a conflict of moral ethics or values, either within a single person or between two or more issues. Therefore, in brief, it is measured to right or wrong and correct and incorrect.

Human Resource Management

Human Resource Management is a set of distinctive actions, functions and procedures that are aimed at attracting, directing and maintaining an organization's human resources. The main goal of HRM is the capable and effective deployment of human resources to achieve the organizational goals. This implies dealing with rules, policies and employees' behaviour in consistency with organizational policies, norms, regulations and procedures and behaviour of such employees is subject to ethical concern. The HR purpose has grown significantly over the past few decades and currently covers the entire scope of person's management procedures. There are different opinions about the nature of Human Resource Management and the existing range of HR practices implemented by different organizations.

However, it is broadly accepted that the key practices of HRM include recruitment and selection, placement and induction, training and development, performance management, career planning, pay and reward and employee relations. The ability of HRM to effect ethical conduct depend on the position of the tasks within the organisation. HR specialist's competency in solving ethical problems is serious to the success of an organization. The main tasks or activities of HRM (e.g., staffing, training and development, performance evaluation, compen-

sating, retention management) have a straight effect on values of an organization. All of these main activities effects persons in ways that are outside their control.

The role of HRM with respects to ethics have more to confusion than ambiguity. Role of HRM can be measured in two extents: the ethics of the purpose of HRM and the ethics of HRM actions.

Role of Ethics in Human Resource Management

Human Resource Management is a strategic and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms 'human resource management' and 'human resources' have largely replaced the term 'personnel management' as a description of the processes involved in managing people in organizations. Human Resource management is evolving rapidly. Human resource management is both an academic theory and a business practice that addresses the theoretical and practical techniques of managing a workforce.

Human aspects and human relations are applicable anywhere and in any department. Hence individuals' behaviour, group behaviour, personality, attitudes, perception, conflicts, leadership are some of the factors which have to be taken into account to evaluate fair-unfair, good-bad or ethical-unethical behaviour. Employees have feelings— likes, dislikes, joys-sorrows, emotions and the behavior pattern change with experience.

It is very important to highlight that HR department face many ethical dilemmas in the workplace. These include sensitive issues arising during recruitment, hiring, training, compensation, promotion, job assignment, job classification, counselling, rehabilitation, substance abuse monitoring, discipline, benefits, termination or layoffs, or retirement. They must also deal with issues associated with affirmative action in the workplace.

Human Resources Managers manage honest, moral and legitimate duties today. Apart from benefits and compensation, HR groups are working with experiments like encouragement in the workforce, settling issues of discrimination and setting principles in the workplace. Frequently, human resources ethical strategies in these issues can openly influence how a company appeal to and keeps ability. Though HR ethics talks that challenge the prestige in the place of work are marks of growth, so they need HR departments to make strong ethical results. Giving consideration to business ethics is an important part for any industry owner or human resource manager's job. The human resource's function deals with a range of ethical tasks; being the responsibility that deals straight with people employed by a business, HR includes various ethical difficulties that can harm an organization's status or monetary sustainability if not controlled accurately. Understanding the significance of ethics in human resources is critical for any industry owner, whether

in a local start up or a international capital. HR specialists that maintain solid ethical values and struggle for a fair work atmosphere will endure employee assurance and attract new applicants.

In all the organisations problems or difficulties arise, ethical issues are the most challenging to deal or handle with. Issues arise in employment, training and development, remuneration and benefits, industrial relations and health and safety etc.

Secrecy Issues

Any employee working with any establishment is single and has an individual side to his/her presence that he demands should be appreciated and not interfered. The employee desires the administration to protect his/her private life. This private life may include things like his values, social, religious, political, beliefs, etc. Though in some cases, circumstances may rise that instruction interfering activities on the part of the establishment.

Cash and Benefit Policies

There are ethical concerns relating to the wages and salaries, managerial advantages and the yearly incentive policies etc. The Human Resource Manager is often under problem to raise the group of base salaries. There is great burden upon the HR role to pay more benefits to the upper management and the explanation for the same is to put them as the need to retain. More ethical problems produce in HR when extended term reward and encouragement policies are planned in discussion with the Unit Head/Corporate Head or an outside specialist. However, determining upon the expenditure there is burden on supporting the benefits of the upper management in comparison to other employees and investors.

Employment Issues

Human resource consultants face bigger problems in employee engagement. One problem is hiring somebody who has been endorsed by a colleague, friends, somebody from your family or a top-level management. However, another problem arises when you have at present hired somebody and he/she is later found to have presented false papers. Both the cases may increase and both are acute. In the first case the individual has been taught and the situation is dangerous. In the second case the individual has been extremely respected for his work during his short period of time or he/she has a sole combination of skills with the accurate kind of approach.

Competition, Gender and Age

The exercise of behaviour of workforces according to their competition, cultural source and gender has mainly been stopped. An outline of rules and principles that has knowingly better work place behaviours. No organization dare to openly public it rejects minorities, female, and the in capacitate openings for engagement, compensation, and development predictions unlike from those given to others persons.

Health and Safety

Most of the business work is dangerous. This is due to the general usage of high speed and loud machinery, manufacture procedures demanding high temperature, a growing dependence on chemical composites. Injuries, accidents and diseases are likely to occur under these conditions. Over past period, new groups of accident, injuries and illness have arisen, creating the fast-increasing job safety problem of workplaces damages.

Performance Evaluation

Performance Evaluation/appraisal advances the situation to ethical problems. Appraisal of a person's performance is based on opinions and decisions. A manager is likely to observe the performance in a direction to judge its usefulness. Ethics should be the basis of performance appraisal, and the general objective of high ethical performance evaluations must be to provide an authentic valuation of the performance and jointly make changes to a plan to improve the efficiency of the ratees.

Reorganization and Dismissals

Reorganization and subsequent dismissals have become appropriate because of unfortunate management, but inability does not become unprincipled. There are ethical suggestions in the process by which termination choices are made and arrangements taken. For example, if reorganization needs closing a business, the procedure by which that plant is selected, how the news of closure will be informed, and the time period for implementing the dismissals are ethically important. If conveyed in an atmosphere of equality and fairness and with self-respect of the affected persons in mind, the act is ethical.

Conclusion

Human Resource Managers are morally accountable for encouraging and promotion equality and impartiality for all employees of the organizations. Resulting points must be considered to promote the justice and impartiality in an organization:

1. The organization must understand the basic value of its employees.
2. Studying the code of ethics by the board members.
3. Handle people with self-respect, esteem and sympathy to foster a believing work environment free of irritation, pressure and dishonest judgement.
4. To provide ethical training services.
5. Equal opportunities to all the employees to grow their capability.
6. To teach workforces about the code of conducts.
7. Develop the sense of maintaining the organization so that the employees would be loyal to the organization.
8. Organizational guidelines, policies, rules and regulation must be printed and displayed in notice-boards.
9. Arranging such rules and practice that confirm reasonable conduct for all the employees.

10. The specific areas on an employee must be reorganized with the organizational goals. Specific area of an employee must not block him to accomplish the organizational goals.
11. The organization must be impartial and truthful to its staff. Decisions taken by the management must be moral and lawful and ethical.

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