

# Human Resource Management

## N4 – HRM and Ethics

### Introduction

**Ethics:** the study of the general nature of morals and of the specific moral choices to be made by an individual in his or her relationship with others, and the rules or standards governing the conduct of the members of a profession.

### Ethics as a contested terrain

#### Duty (Kant)

- 'Act only on that maxim by which you can at the same time will that it become universal law' (Kant cited in Budd and Scoville 2005: 9)
- Doing the right thing - inconsistent with meritocracy

#### Utility (Bentham)

- Advocates the greatest happiness to the greatest number of people
- Promotes efficiency, not necessarily equality

#### Fairness (Rawls)

- Ethical theory of distributive justice – 'differential outcomes acceptable only if they reflect legitimate differences' (Budd and Scoville 2005: 11)
- Accounts for inherent disadvantages – does it promote difference/[positive] discrimination

### Dilemma no.1 – HR Practices

#### Is employee surveillance ethical?

- "No" from a Kantian perspective (surveillance is not something that should be a universal maxim)
- "Yes" from a utilitarian perspective (safety to the greatest number at costs of freedom for a few)

#### Is variable pay ethical?

- "Yes" from a utilitarian perspective (fair and equitable recognition of performance)

# Human Resource Management N4 Question Papers

**C Cleary**



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**Resources in Education** ,2001-10      Publications of the National Institute of Standards and Technology ... Catalog  
National Institute of Standards and Technology (U.S.),1992      Resources in Women's Educational Equity ,1979 Literature  
cited in AGRICOLA Dissertations abstracts international ERIC ABI INFORM MEDLARS NTIS Psychological abstracts and  
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order information Subject author indexes      **Current Index to Journals in Education** ,2002      Renewable Resources  
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Volume I Boris Stepanovich Maslov,2009-09-23 Agricultural Land Improvement Amelioration and Reclamation theme is a  
component of Encyclopedia of Food and Agricultural Sciences Engineering and Technology Resources in the global  
Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The theme on  
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Environmental Protection Agency,1992-10      Research in Education ,1974      **Human Resources and Demographics**  
,1980      *Housing and Urban Development Research Reports* ,1981      *Effective Utilization and Management of Emerging*  
*Information Technologies* Information Resources Management Association. International Conference,1998-01-01  
Technological advances of the past decades have allowed organizations of all sizes to use information technology in all

aspects of organizational management This book presents more than 200 papers that address this growing corporate phenomena **Drum** ,2002-05 **Environment Abstracts** ,1983 Managing the Risks of Organizational Accidents James Reason,2016-01-29 Major accidents are rare events due to the many barriers safeguards and defences developed by modern technologies But they continue to happen with saddening regularity and their human and financial consequences are all too often unacceptably catastrophic One of the greatest challenges we face is to develop more effective ways of both understanding and limiting their occurrence This lucid book presents a set of common principles to further our knowledge of the causes of major accidents in a wide variety of high technology systems It also describes tools and techniques for managing the risks of such organizational accidents that go beyond those currently available to system managers and safety professionals James Reason deals comprehensively with the prevention of major accidents arising from human and organizational causes He argues that the same general principles and management techniques are appropriate for many different domains These include banks and insurance companies just as much as nuclear power plants oil exploration and production companies chemical process installations and air sea and rail transport Its unique combination of principles and practicalities make this seminal book essential reading for all whose daily business is to manage audit and regulate hazardous technologies of all kinds It is relevant to those concerned with understanding and controlling human and organizational factors and will also interest academic readers and those working in industrial and government agencies

**Environment Abstracts Annual** ,1992 This database encompasses all aspects of the impact of people and technology on the environment and the effectiveness of remedial policies and technologies featuring more than 950 journals published in the U S and abroad The database also covers conference papers and proceedings special reports from international agencies non governmental organizations universities associations and private corporations Other materials selectively indexed include significant monographs government studies and newsletters Consumers Index to Product Evaluations and Information Sources ,1993 *Health Planning Reports: Subject index. 4 v* United States. Health Resources Administration,1978

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