

Clash of Generations at Workplace: What does Business Ethics Mean to Different Generations in Turkey?

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Abstract

Changing times and fast moving conditions force organizations and managers to find new ways to adopt and manage every day challenges of the business world. One of those everyday challenges is managing a diverse work force composed of employees from different ages. Due to the increasingly diversified nature of the work force, intergenerational differences on work place characteristics and attitudes are major possible sources of work place problems. As the literature on generational differences at work place is generally dominated by Western studies, by conducting this study, it is aimed to highlight the way generations perceive business ethics from Turkish organizational perspective. The research was designed with an exploratory nature and employed qualitative research methods. 18 semi-structured interviews with three generations: Baby Boomers, Generation X and Generation Y were conducted. The findings of the current study indicated that there are both some similarities and also differences in terms of business ethics perceptions of three generations.

Keywords: Generations, Generational Differences, Business Ethics

1. Introduction

Business ethics has attracted worldwide attention lately as a result of the huge ethical scandals of the last decade such as Enron and Worldcom (Ashforth, and Joshi, 2005). It is argued in the literature that ethics at work is not a sole unitary construct, rather it involves attitudes and beliefs leading to work behavior (Miller et al., 2002). As ethical orientation is also about work behavior, making ethically responsible and accountable decisions and ensuring that employees make such decisions, is a serious problem that managers face. Making those ethically responsible and accountable decisions is basically about business ethics which is defined as the process of responsible decision making in organizations (Hartman & DeJardins, 2008:3). At the individual and group level, 'business ethics' studies examine ethical misconducts and the personal responsibilities which can also be called "personal ethics".

The current study aimed to identify business ethics from a generational perspective, the findings highlighted that different generations have their own definitions of business ethics.

2. Theoretical Background

2.1 Business Ethics

The discussion about 'ethics' has been the subject of societies, philosophers, and academicians for about 2500 years. The word "Ethics" is derived from the Greek word "Ethos" which means customs¹ and pronounced very similar in most of the languages as; "Etik" in Turkish, "éthique" in French, "ética" in Spanish and "etica" in Italian. On the other hand, a more

¹ <http://www.merriam-webster.com/dictionary/ethos>: Accessed as of 14.02.2012

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Götz Richter



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IT Manager's Handbook: The Business Edition Bill Holtsnider, Brian D. Jaffe, 2009-11-09 IT Manager's Handbook The Business Edition is a MUST HAVE guide for the advancing technology professional who is looking to move up into a supervisory role and is ideal for newly promoted IT managers who needs to quickly understand their positions It uses IT related examples to discuss business topics and recognizes the ever changing and growing demands of IT in today's world as well as how these demands impact those who work in the field Specific attention is paid to the latest issues including the challenges of dealing with a mobile and virtual workforce managing Gen X Yers and running an IT organization in a troubled economy Rich with external references and written in easy to read sections IT Manager's Handbook The Business Edition is the definitive manual to managing an IT department in today's corporate environment Focuses on Web 2.0 ideas and how they impact and play into today's organizations so you can keep up on social networking YouTube web conferencing instant messaging Twitter RSS Feeds and other collaboration tools Provides strategies on how to get employees to focus in the 24/7 data word Discusses key IT topics in layman's terms for business personnel who need to understand IT topics Five

Generations and Only One Workforce: How Successful Businesses Are Managing a Multigenerational Workforce

Management Association, Information Resources, 2019-07-05 Due to more individuals retiring at a later age today's workforce consists of five generations of workers with various educational backgrounds ages experience levels and skills Managers and business owners are now faced with the challenge of providing a work space that encourages the new ideals of millennials while also balancing the needs and desires of older employees As such new methods and strategies of working and managing efficiency in the workplace need to be explored Five Generations and Only One Workforce How Successful Businesses Are Managing a Multigenerational Workforce examines pivotal issues surrounding generational differences and management in the workplace including challenges in employee engagement project management and training Highlighting a range of topics such as generation gap workforce diversity and senior workers this publication is an ideal reference source for business practitioners managers executives professionals human resources managers and researchers who are seeking more information on managing a multigenerational workforce Generationen gemeinsam im Betrieb Götz

Richter, 2009-04-07 Angebote zur besseren Vereinbarkeit von Familie und Beruf das Ausschöpfen des Wissenspotenzials Iterer Arbeitnehmer die Integration jüngerer Arbeitnehmer die Zusammenarbeit verschiedener Generationen in einem Betrieb erfordert flexible Lernmöglichkeiten für Menschen in verschiedenen Lebenssituationen und in unterschiedlichen Positionen im Berufsverlauf Dieses Buch beleuchtet die Herausforderungen und Chancen der Kooperation der Generationen und entwickelt Vorschläge für ein systematisches Agemanagement im Betrieb Der Band steht kostenfrei zum Download unter [wbv open access](#) de zur Verfügung Business & Society O.C. Ferrell, Debbie M. Thorne, Linda Ferrell, 2024-06-04 Formerly

published by Chicago Business Press now published by Sage Business Society integrates business and society into

organizational strategies to showcase social responsibility as an actionable and practical field of interest grounded in sound theory In corporate America today social responsibility has been linked to financial performance and is a major consideration in strategic planning This innovative Eighth Edition ensures that business students understand and appreciate concerns about philanthropy employee well being corporate governance consumer protection social issues and sustainability helping to prepare them for the social responsibility challenges and opportunities they will face throughout their careers The author team provides the latest examples stimulating cases and unique learning tools that capture the reality and complexity of social responsibility Students and instructors prefer this book due to its wide range of featured examples tools and practices needed to develop and implement a socially responsible approach to business

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Global Applications of Multigenerational Management and Leadership in the Transcultural Era Christiansen, Bryan, 2019-09-27 While much thought has been given to how business leaders and managers can obtain the most productivity from Millennials Generation Y and subsequent groups such as Generation Z the true challenge is far more complex The workforce of the near future will be a multigenerational one featuring members from between four and six generations in one organizational setting This situation is made even more complex and challenging with the effect of today's globalization which has created worldwide hypercompetition in organizations that often involves members from multiple cultures who speak different languages How to effectively handle such a diverse population is increasingly a key concern for organizations of all types and sizes *Global Applications of Multigenerational Management and Leadership in the Transcultural Era* is a pivotal reference source that provides vital research on the application of applying numerous leadership styles to effectively navigate generational compromise While highlighting topics such as consumer behavior leadership management and workforce diversity this publication is ideally designed for business scholars managers executives human resources professionals recruitment agencies students business professionals and international business leaders seeking current research on communication strategies and the most effective ways to handle a diverse workforce

Team Planning for Project Managers and Business Analysts Gail Levitt, 2016-04-19 Supplying busy project professionals with time tested tips and templates for developing teams efficiently and effectively *Team Planning for Project Managers and Business Analysts* provides the planning materials required to increase team collaboration and productivity in a global workplace This comprehensive resource offers insights and access to c *Handbuch Diversity Kompetenz* Petia Genkova, Tobias Ringeisen, 2017-02-28 Das Handbuch liefert in zwei Bänden einen Überblick über den Diskussionsstand zum Thema Diversity Kompetenz und beinhaltet dabei Wissen aus Theorie Forschung und Praxis Der vorliegende zweite Band differenziert zentrale Gegenstandsbereiche der Diversity Kompetenz und analysiert diese aus einer Forschungs sowie einer

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in the Middle East And terrorists are not the threat But millions of souls are at risk There is but one hope and if we fail the youth of our nation could be lost forever Now is the time to read the Battle Cry for a Generation In North America today there is the largest number of teens since the baby boomer generation These teens hold the future yours ours in their hands Battle Cry for a Generation tells us why and how to reclaim our youth for Christ More Information at <http://www.battlecry.com> *The Battle* Arthur C. Brooks, 2010-08 America faces a new culture war It is not a war about guns abortions or gays rather it is a war against the creeping changes to our entrepreneurial culture the true bedrock of who we are as a people The new culture war is a battle between free enterprise and social democracy Many Americans have forgotten the evils of socialism and the predations of the American Great Society's welfare state programs But as American Enterprise Institute's president Arthur C Brooks reveals in *The Battle* the forces for social democracy have returned with a vengeance expanding the power of the state to a breathtaking degree *The Battle* offers a plan of action for the defense of free enterprise it is at once a call to arms and a crucial redefinition of the political and moral gulf that divides Right and Left in America today The battle is on and nothing less than the soul of America is at stake **Managing Human Resources for the**

Millennial Generation William I. Sauser, Ronald R. Sims, 2013-02-01 The purpose of this book is to explore the talents work styles attitudes and issues that members of the Millennial generation are bringing with them as they enter the workforce The Millennial generation is a roughly 20 year cohort of young people whose leading edge members were born in 1982 and graduated high school in 2000 These are the young adults who began entering college the military and the workplace during the present decade and who will continue to do so for perhaps another decade more The Millennial generation has been exposed during their formative years to a unique variety of historical cultural economic and technological changes that have shaped their particular attitudes and values preferred social interaction styles beliefs about what is proper in the workplace and personal concerns and desires Millennials are bringing their unique perspectives into their places of employment where at times they clash with those of the older generations who are already established there **The SAGE Handbook of**

Aging, Work and Society John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent

issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy

Granny @ Work Karen E. Riggs,2004-08-02 Granny Work is an impassioned comment on aging work and technology in American culture As Riggs challenges popular assumptions with surprising research for example people over the age of 60 spend more time on the Internet than people of any other age group and trenchant cultural critique she forces us to confront the deeply entrenched ageism in today s technology driven workplace

Intergenerational Family Impact Liam Hall,2025-02-22 Intergenerational Family Impact explores how family values passed down through generations shape society It argues that understanding these intergenerational dynamics is crucial for addressing challenges like declining social cohesion The book examines how families transmit core beliefs influencing everything from individual behavior to community development contributing to societal stability For example observational learning and shared experiences act as key mechanisms for cultural transmission within the nuclear family The book adopts an academic yet accessible tone integrating micro level analyses of family dynamics with macro level assessments of societal trends Starting with key definitions and a theoretical framework it progresses to examine specific mechanisms of value transmission supported by case studies Finally it analyzes broader societal implications like how family relationships influence civic participation and economic stability This approach provides a novel perspective on the role of family in societal continuity

The Greatest Google Generation Levi Line,2012-05-04 The Greatest Google Generation is a student written book The book is based around real interviews conducted by students from Loyola High School of Los Angeles The students interviewed surviving members of the Greatest Generation These are the stories of World War II from members who were actually there

The Sports Leadership Playbook Mike Voight,2014-09-06 Examples of ineffective and even negative leaders are all too abundant in sports Poor leadership attitudes are a great loss for players coaches teams schools communities and society as a whole To become productive leaders coaches administrators and parents need guidance and resources This book reveals what the most revered scholars and icons from business and other leadership fields know about leadership theory research and practice and applies the results to the world of sport This is a book parents coaches and administrators can use to maximize their own leadership potential as well as teach leadership to those under their charge

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In a global used by displays and the ceaseless chatter of fast communication, the melodic beauty and psychological symphony developed by the prepared word frequently diminish into the back ground, eclipsed by the constant sound and interruptions that permeate our lives. Nevertheless, situated within the pages of **Clash Of Generations At Workplace What Does Business** a marvelous literary prize brimming with organic thoughts, lies an immersive symphony waiting to be embraced. Constructed by an outstanding composer of language, that charming masterpiece conducts visitors on a psychological trip, well unraveling the hidden songs and profound affect resonating within each cautiously constructed phrase. Within the depths of this poignant review, we will examine the book is main harmonies, analyze its enthralling publishing style, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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