

# [PDF] Business Ethics: How To Design And Manage Ethical Organizations

Denis Collins - pdf download free book

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#### Books Details:

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#### Description:

Collin's *Business Ethics: An Organization Systems Approach to Designing Ethical Organizations* provides theoretical and practical information to help create organizations of high integrity and superior performance. The text offers ways to design organizations that reinforce ethical behavior and reduce risks. It's organized based on an "Optimal Ethics Systems Model" which includes ethical job candidates, decision making, training, officers and hotlines, leadership, work goals and performance appraisals, environmental management, and community outreach.

Early chapters present types of ethical issues organizations face, history of

government regulation, the importance and extent of codes of ethics and conduct, an ethical decision-making framework, and the importance and extent of managing the natural environment and being a good corporate citizen - as well as new ideas and models. In addition, Collins provides a much broader array of best practices in business ethics to immediately implement many of the management techniques.

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In order to ensure ethical business practices of an organization, it is important to ensure ethical orientation of the people who own, manage, and work for it. Adopting proper structures and practices could ensure it. Structure, policies and practices of an organization influence ethical behavior through flow of communication, reinforcements for ethical behavior etc. It must learn the values of other cultures, how to apply them to its decisions, and how to combine them with its own values. In a world where transnational corporations and their affiliates account for two-thirds of the world's trade in goods, and employ 73 million people, corporations cannot afford to ignore the reality of multicultural ethics.

2.2 Business Ethics. PLEASE NOTE: This book is currently in draft form; material is not final.

Learning Objectives. Identify Cherrington and Cherrington's (1992) typology of ethical lapses in business. While most organizations believe that their specific ethical dilemmas are unique, J.O. Cherrington and D. J. Cherrington (1992) found that most organizations face very similar ethical dilemmas. Cherrington, J. O., & Cherrington, D. J. (1992). A menu of moral issues: One week in the life of the Wall Street Journal. *Journal of Business Ethics*, 11, 255-265. Ultimately, who has information and how they chose to disseminate that information can have very positive or negative ramifications for an organization and its stakeholders.

Putting Ethical Design into Practice. A leader designing an ethical culture should try to create contexts that keep ethical principles top of mind, reward ethics through formal and informal incentives and opportunities, and weave ethics into day-to-day behavior. Precisely how this is achieved will vary among organizations, but here are a few examples.Â This scorecard highlights how well core ethical values align with business success, helps keep employeesâ€™ attention on them, and suggests the behaviors needed to realize them. Leaders can reward ethical actions by showing employees the positive impact of their work on others and recognizing their actions in presentations and publications.Â Organizations should aim to design a system that makes being good as easy as possible. Now with SAGE Publishing, *Business Ethics: Best Practices for Designing and Managing Ethical Organizations*, Second Edition focuses on how to create organizations of high integrity and superior performance. Author Denis Collins shows how to design organizations that reinforce ethical behavior and reduce ethical risks using his unique Optimal Ethics Systems Model that outlines how to hire and train ethical employees, make ethical decisions, and create a trusting, productive work environment. Taking a practical approach, this text is packed with tips, strategies, and real-world case studies that Although the ethics of business (or lack thereof) has been a hot topic in the media and around the water cooler in recent years, people who are inter-ested in the field have few nonacademic resources to turn to for information and guidance. This book is our effort to help fill that void.Â We also provide a chapter on executive pay structures and explain how to design them to avoid ethical conflicts. Finally, we include a chapter on ethically managing employees, from paying fair wages and complying with antidiscrimination stan-dards to providing a safe workplace and respecting employeesâ€™ privacy. Part III: Looking at Corporate Citizenship and Social Responsibility. Corporate social responsibility (CSR) is a huge topic at nearly every business convention these days.