

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

Denis Collins - pdf download free book



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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.

Business ethics implies general ethical ideas to business behaviour. Ethical behaviour not only improves profitability but also fosters business relations and employees productivity. Business ethics is concerned with the behaviour of businessman in doing a business. Unethical practices create problems to businessman and business units. He organised a meeting of company executives to decide how to reduce the cost below \$2,000. Many executives suggested that the company should sell the car at \$2,011 but include the safety feature. Some executives thought that the company should sell the car at \$2,000 as promised but exclude the safety feature. Definition: Business ethics, connotes the form of applied ethics, which studies ethical principles, morals and problems that take place in the business environment. It is nothing but the integration of day to day morals and ethical norms to business and applies to all types of business. In finer terms, it implies the good or bad, right or wrong behaviour, in pursuing business, determined on the basis of expected behaviour approved by the society. E.g. Charging reasonable prices from customers, just and fair treatment to workers, earning a legitimate profit, providing a good environment to empl The profession of business ethics has long needed a highly practical resource that is designed particularly for leaders and managers -- those people charged to ensure ethical practices in their organizations. Unfortunately, far too many resources about business ethics end up being designed primarily for philosophers, academics and social critics. As a result, leaders and managers struggle to really be able to make use of the resources at all. Also, far too many resources about business ethics contain sensationalistic stories about businesses "gone bad" or prolonged preaching to busin... Managing Business Ethics takes the view that ethical and unethical conduct are primarily the product of how systems align within an organization to promote certain kinds of behavior. The authors start from the assumption that most people wish to behave ethically. They then show how intelligent systems design can encourage managers and employees to follow their predispositions for cooperation and uprightness. Throughout the text, Treviño and Nelson introduce practical suggestions to guide organizational culture toward this goal (e.g., audits of cultural systems) and address difficulties and pit Ans: Synthesizes the various approaches of ethical behavior into a best practices framework for reinforcing ethical behaviors and reducing ethical risks in organizations. Best practices may include hiring ethical people, codes of ethics and codes of conduct, ethical decision-making frameworks, ethics training, employee diversity, ethics reporting systems, ethical leadership, work goals and appraisals, empowering ethical employees, environmental management and community outreach and respect. Response: See pages 62-63 Level: Medium Business Ethics How to Design and Manage Ethical Organizations 1