

Date: \_\_\_\_\_ Page: \_\_\_\_\_

# Ethics & Ethical Behaviour in Organisations

- word 'ethics' → greek word 'ethikos' means "relating to ones character" or "moral nature"

- In org ethics means rules, guidelines and principles which direct the way an employee should behave at work place.

- also refers as 'code of conduct' which one should follow while working

- No firms wants to earn profit by compromising with the ethics and depend on unfair means to earn profit

- An org should not -

\* exploit the employees for the benefit of the org.

\* compromise the safety of the employ

\* lie to customers and client

\* Dis criminate & employ on

the basis of any ground like physical appear, age family background

\* compromise the environment by taking step to spoil environment

- An org. should take initiatives
  - \* build a conducive & organizational culture
  - \* ↑ customer confidence
  - \* encouraging ethical practices
  - \* always result and humbly following ethics
  - \* Be transparent in organisational matters pertaining to finances, human resources

## Models Of DB

- every org develop a particular model which behav. of the people take place
- model develops on the basis of management assumptions about the vision of the mgt.
- since assumptions vary to the great extent these results into development of diff. organi DB models
- from very beginning, 2 alternatives have been adopted for placing trust on people
  - \* One trust every one unless there is a contrary evidence
  - \* another " do not trust anyone unless there is a contrary evidence
- naturally interpersonal interaction takes place

Variables	Autocratic	Custodial	Supportive	Collegial
Dependency	Power	Economic resources	Leadership	Mutual contribution
Managerial orientation	Authority	Material reward	Support	Integration of field work
employee orientation	Obedience	Security	Performance	responsibility
employee psychological result	Personal dependency	organizational dependency	Participation	Self direction
Performance result	minimum	passive cooperation	awakened drive	enthusiasm
Morale measure	Compliance	to satisfaction	indignation	commitment
employees needs	Subsistence	maintainance security	Higher order	self realization