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# Human Resource Management

Ethics  
Lecturer: Matthew Bambach  
(Slides adapted from Oxford Lecturer Resources)

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## Reasons to be Ethical

- Legal (comply with the law)
- Strategic (Competitiveness and attract and retain high quality employees)
- Business (improves productivity, reduces absenteeism and turnover)

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## Dimensions of Organisational Ethics

- Business Culture
- Treatment of Employees
- HR Professional Ethics

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 **HR Ethical Stances**

- Complicity (HR involved in unethical practices)
- Silence (takes no action against unethical practices)
- Responsiveness (Takes action)
- Stewardship (Assumes responsibility for creating and sustaining an ethical climate)

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 **AHRI Code of Ethics**

- Advancing the profession
- Leadership
- Honesty
- Integrity
- Lawfulness
- Confidentiality
- Justice
- Competence
- Organisational Capacity

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 **Ethical Treatment of Employees**

- Distributive Justice (fair allocation of remuneration and rewards)
- Procedural Justice (fair and consistent decision making process)
- Interactional Justice (treat all with respect and integrity)

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 **Common Issues included in the 'Code of Conduct / Ethics'**

- Integrity
- Relationships
- Alcohol, tobacco, drugs
- Use of employer resources
- Confidentiality
- Conflicts of interest

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 **Corporate Social Responsibility**

Discussion:

What is CSR and how does it relate to HRM?

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 **Employees**

- As Stakeholders  
Treat employees as stakeholders is part of demonstrating commitment to CSR
- As Social Actors  
Responsible capitalism (act responsibly without affecting society detrimentally)

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### Ethics and Social Issues in HRM

- Testing (drug, personality, psychometric, emotional intelligence, etc)
- Use of contingent workforce (temps, casuals, agency etc)
- Whistle blowing
- Monitoring and surveillance (cameras etc)
- Offshoring
- Executive remuneration
- Training and skills development (collective responsibility for industry, big picture)
- Work-life balance

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### Sustainable and Green HRM

- Ethical and socially focused mindset
- Triple bottom line (economic sustainability, social sustainability, environmental sustainability)
- Green HRM – The adoption of environmentally practices to enhance attraction, retention and employee engagement.

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In what ways can HR professionals contribute to a positive ethical culture in organisations?

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