


SHERIDAN
SCHOOL OF HIGHER EDUCATION

Human Resource Management

Ethics
Lecturer: AJ MURTHY
(slides adapted from Oxford Lecturer Resource)

Sheridan College

1




SHERIDAN
SCHOOL OF HIGHER EDUCATION

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)

Sheridan College

2




SHERIDAN
SCHOOL OF HIGHER EDUCATION

Dimensions of Organisational Ethics

- Business Culture
- Treatment of Employees
- HR Professional Ethics

Sheridan College

3


 **SHERIDAN**
SHERIDAN COLLEGE

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)

Sheridan College

4


 **SHERIDAN**
SHERIDAN COLLEGE

AHRI Code of Ethics

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

Sheridan College

5


 **SHERIDAN**
SHERIDAN COLLEGE

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)

Sheridan College

6


 **SHERIDAN**
INSTITUTE OF HIGHER EDUCATION

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

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

Sheridan College

7

 **SHERIDAN**
INSTITUTE OF HIGHER EDUCATION


Corporate Social Responsibility

Discussion:

What is CSR and how does it relate to HRM?

Sheridan College

8


 **SHERIDAN**
INSTITUTE OF HIGHER EDUCATION

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)

Sheridan College

9


 **SHERIDAN**
UNIVERSITY OF HOBBES EDUCATION

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

Sheridan College

10

 **SHERIDAN**
UNIVERSITY OF HOBBES EDUCATION


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.

xx

Sheridan College

11

 **SHERIDAN**
UNIVERSITY OF HOBBES EDUCATION

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

Sheridan College

12
