# **Human Resource Management**

#### N4 - HRM and Ethics

#### Introduction

Ethics: the study of the general nature of morals and of the specific moral choices to be made by an individual in his or her relationship with others, and the rules or standards governing the conduct of the members of a profession.

#### Ethics as a contested terrain

#### **Duty (Kant)**

- 'Act only on that maxim by which you can at the same time will that it become universal law' (Kant cited in Budd and Scoville 2005: 9)
- Doing the right thing inconsistent with meritocracy

#### Utility (Bentham)

- · Advocates the greatest happiness to the greatest number of people
- Promotes efficiency, not necessarily equality

#### Fairness (Rawls)

- Ethical theory of distributive justice 'differential outcomes acceptable only if they reflect legitimate differences' (Budd and Scoville 2005: 11)
- Accounts for inherent disadvantages does it promote difference/[positive] discrimination

#### Dilemma no.1 – HR Practices

#### Is employee surveillance ethical?

- "No" from a Kantian perspective (surveillance is not something that should be a universal maxim)
- "Yes" from a utilitarian perspective (safety to the greatest number at costs of freedom for a few)

#### Is variable pay ethical?

"Yes" from a utilitarian perspective (fair and equitable recognition of performance)

# **Human Resource N4 Question Paper**

Michael Rajnik

**Human Resource N4 Question Paper:** 

Whispering the Secrets of Language: An Emotional Journey through Human Resource N4 Question Paper

In a digitally-driven world where monitors reign great and quick interaction drowns out the subtleties of language, the profound secrets and mental nuances hidden within phrases usually get unheard. Yet, nestled within the pages of **Human Resource N4 Question Paper** a fascinating literary value pulsating with raw feelings, lies an extraordinary quest waiting to be undertaken. Penned by a talented wordsmith, this marvelous opus encourages readers on an introspective journey, delicately unraveling the veiled truths and profound impact resonating within ab muscles cloth of each word. Within the mental depths of the poignant review, we shall embark upon a sincere exploration of the book is key subjects, dissect their captivating writing style, and fail to the effective resonance it evokes deep within the recesses of readers hearts.

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