

# 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

**Deborah Osborne**



## Human Resource N4 Question Paper:

Current Index to Journals in Education ,1997      *Resources in Education* ,1997-04      *Health planning reports subject index* United States. Health Resources Administration,1979      **Health Planning Reports: Subject index. 4 v** United States. Health Resources Administration,1978      Work Related Abstracts ,1991      The Project Share Collection ,1976 Cumulates abstracts which appeared in Journal of human services abstracts      **The Project Share Collection, 1976-1979** Project Share,1979      Research in Education ,1970-05      *Out of Bounds* Deborah Osborne,2006 The author an intelligence analyst for police departments explains current techniques of police intelligence analysis and prospects for their wider adoption      **Publications Combined: Over 20 National Intelligence University Studies Focusing On Domestic Intelligence** , Over 3 300 total pages Introduction The National Intelligence University is the Intelligence Community s sole accredited federal degree granting institution The main campus is located in Bethesda MD and it also has Academic Centers located around the world The faculty of NIU are subject matter experts from around the intelligence community who bring a wealth of knowledge and practical experience as well as academic qualifications to the classroom Included titles BRINGING INTELLIGENCE ABOUT Practitioners Reflect on Best Practices ANTICIPATING SURPRISE Analysis for Strategic Warning Learning With Professionals Selected Works from the Joint Military Intelligence College THE CREATION OF THE NATIONAL IMAGERY AND MAPPING AGENCY CONGRESS S ROLE AS OVERSEER The Coast Guard Intelligence Program Enters the Intelligence Community A Case Study of Congressional Influence on Intelligence Community Evolution THE BLUE PLANET INFORMAL INTERNATIONAL POLICE NETWORKS AND NATIONAL INTELLIGENCE TEACHING INTELLIGENCE AT COLLEGES AND UNIVERSITIES SHAKESPEARE FOR ANALYSTS LITERATURE AND INTELLIGENCE Out of Bounds Innovation and Change in Law Enforcement Intelligence Analysis Managing the Private Spies Use of Commercial Augmentation for Intelligence Operations Intelligence Professionalism in the Americas Y The Sources of Islamic Revolutionary Conduct GLOBAL WAR ON TERRORISM ANALYZING THE STRATEGIC THREAT SENSEMAKING A STRUCTURE FOR AN INTELLIGENCE REVOLUTION Finding Leaders Preparing the Intelligence Community for Succession Management EXPERIENCES TO GO TEACHING WITH INTELLIGENCE CASE STUDIES Democratization of Intelligence Crime Scene Intelligence An Experiment in Forensic Entomology BENEATH THE SURFACE INTELLIGENCE PREPARATION OF THE BATTLESPACE for COUNTERTERRORISM A FLOURISHING CRAFT TEACHING INTELLIGENCE STUDIES INTELLIGENCE ANALYSIS IN THEATER JOINT INTELLIGENCE CENTERS AN EXPERIMENT IN APPLYING STRUCTURED METHODS The Common Competencies for State Local and Tribal Intelligence Analysts      *Health Planning & Health Services Research* ,1980 Weekly Summaries of technical reports dealing with health needs services facilities manpower utilization education costs funding and activities Citations arranged under broad topics e g Planning methodology Entry gives title author date pages availability or publication information order number and abstract      *Water Interactions with Energy,*

*Environment, Food and Agriculture Volume I* Maria Concepcion Donoso, 2009-02-25 Water Interactions with Energy Environment Food and Agriculture is a component of Encyclopedia of Water Sciences Engineering and Technology Resources in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The theme discusses water's importance to energy generation the environment food and agriculture It begins with an analysis of the interrelations between water and the environment Consideration is given to the relationship between water and human health Water's dynamic role in the food production process Ecosystem Character Water Quality and Environment Climate Change and Water Resources Water Resources For Agricultural and Food Production Water Balance in Agriculture Areas Water Contamination from Rural Production Systems Water Interactions with Human Development Economic Development and Cultural Development are considered These two volumes are aimed at the following five major target audiences University and College students Educators Professional practitioners Research personnel and Policy analysts Managers and Decision makers and NGOs

**Resources in Women's Educational Equity**, 1979      **Resources in Women's Educational Equity: Special Issue**, 1979      **Implementation Manual for the Healthcare Claim Payment Advice** James Moynihan, 1996 This edition is a guide to using the 835 healthcare claim payment advice standard Developed by committees of the American National Standards Institute ANSI to help automate remittance processing the 835 can be used to electronically receive and process payments and remittance information as well as to reduce administrative costs and human error This manual takes readers through the process of effectively receiving remittance information and allows the user to automate mail and check deposits medicare medicaid and commercial payor payment logs reconciliation of bank deposits with remittance detail and reconciliation of submitted charges with actual payment      Exceptional Child Education Resources, 2000      *Environment Abstracts Annual*, 1992 This database encompasses all aspects of the impact of people and technology on the environment and the effectiveness of remedial policies and technologies featuring more than 950 journals published in the U S and abroad The database also covers conference papers and proceedings special reports from international agencies non governmental organizations universities associations and private corporations Other materials selectively indexed include significant monographs government studies and newsletters      Publications of the National Institute of Standards and Technology ... Catalog National Institute of Standards and Technology (U.S.), 1992      *Renewable Resources Journal*, 1992      *Government Reports Announcements & Index*, 1990

## **Human Resource N4 Question Paper** Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Human Resource N4 Question Paper**," written by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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