

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

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Human Resource N4 Question Paper:

Embracing the Track of Appearance: An Psychological Symphony within **Human Resource N4 Question Paper**

In a global taken by screens and the ceaseless chatter of fast communication, the melodic beauty and psychological symphony developed by the prepared term often fade in to the back ground, eclipsed by the relentless noise and disturbances that permeate our lives. Nevertheless, located within the pages of **Human Resource N4 Question Paper** an enchanting literary value filled with organic feelings, lies an immersive symphony waiting to be embraced. Crafted by a masterful composer of language, that captivating masterpiece conducts viewers on a mental journey, well unraveling the hidden melodies and profound influence resonating within each cautiously constructed phrase. Within the depths of this moving review, we shall explore the book is main harmonies, analyze their enthralling writing model, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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