

# 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

**Robert R. Redfield**



**Human Resource N4 Question Paper:**

## Adopting the Tune of Appearance: An Psychological Symphony within **Human Resource N4 Question Paper**

In a global eaten by monitors and the ceaseless chatter of quick interaction, the melodic splendor and psychological symphony developed by the written term usually fade into the background, eclipsed by the constant sound and disturbances that permeate our lives. But, set within the pages of **Human Resource N4 Question Paper** a stunning fictional value overflowing with raw emotions, lies an immersive symphony waiting to be embraced. Constructed by a masterful musician of language, that fascinating masterpiece conducts readers on an emotional trip, well unraveling the concealed songs and profound influence resonating within each cautiously crafted phrase. Within the depths with this poignant review, we shall investigate the book is central harmonies, analyze its enthralling publishing style, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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