

[PDF] Business Ethics: How To Design And Manage Ethical Organizations

Denis Collins - pdf download free book



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Description:

Collin's *Business Ethics: An Organization Systems Approach to Designing Ethical Organizations* provides theoretical and practical information to help create organizations of high integrity and superior performance. The text offers ways to design organizations that reinforce ethical behavior and reduce risks. It's organized based on an "Optimal Ethics Systems Model" which includes ethical job candidates, decision making, training, officers and hotlines, leadership, work goals and performance appraisals, environmental management, and community outreach.

Early chapters present types of ethical issues organizations face, history of

government regulation, the importance and extent of codes of ethics and conduct, an ethical decision-making framework, and the importance and extent of managing the natural environment and being a good corporate citizen - as well as new ideas and models. In addition, Collins provides a much broader array of best practices in business ethics to immediately implement many of the management techniques.

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Putting Ethical Design into Practice. A leader designing an ethical culture should try to create contexts that keep ethical principles top of mind, reward ethics through formal and informal incentives and opportunities, and weave ethics into day-to-day behavior. Precisely how this is achieved will vary among organizations, but here are a few examples. This scorecard highlights how well core ethical values align with business success, helps keep employees' attention on them, and suggests the behaviors needed to realize them. Leaders can reward ethical actions by showing employees the positive impact of their work on others and recognizing their actions in presentations and publications. Organizations should aim to design a system that makes being good as easy as possible. The profession of business ethics has long needed a highly practical resource that is designed particularly for leaders and managers -- those people charged to ensure ethical practices in their organizations. Unfortunately, far too many resources about business ethics end up being designed primarily for philosophers, academics and social critics. As a result, leaders and managers struggle to really be able to make use of the resources at all. Also, far too many resources about business ethics contain sensationalistic stories about businesses "gone bad" or prolonged preaching to business... Managing Business Ethics takes the view that ethical and unethical conduct are primarily the product of how systems align within an organization to promote certain kinds of behavior. The authors start from the assumption that most people wish to behave ethically. They then show how intelligent systems design can encourage managers and employees to follow their predispositions for cooperation and uprightness. Throughout the text, Treviño and Nelson introduce practical suggestions to guide organizational culture toward this goal (e.g., audits of cultural systems) and address difficulties and pitfalls. This Business Ethics course teaches managers, business leaders and corporate trainers how to design ethical organizations and manage organizations of high integrity. You will learn the 90 best practices for hiring ethical people, implementing codes of ethics, ethical decision making, ethics training, respecting employee diversity, ethics reporting systems, ethical leadership, engaging and empowering ethical employees, environmental management and community outreach. Assessment tools are provided to analyze the ethical performance of your organization. Who this course is for: Managers, Corporate Introduction to Business Ethics. There is a big difference between what you have a right to do and what is right to do. "Justice Potter Stewart." In order to ensure ethical business practices of an organization, it is important to ensure ethical orientation of the people who own, manage, and work for it. Adopting proper structures and practices could ensure it. It must learn the values of other cultures, how to apply them to its decisions, and how to combine them with its own values. Ethical pay-off: They serve to protect the organization from significant risks, and to some degree help grow the business. Risks such as breaches of law, regulations or company standards, and damage to reputation were perceived to be significantly reduced.

ethical organizations and management. Ethics management is particularly important in the public sector because public employees and holders of public office are. be reduced; and how can more ethical organization and management be achieved. This is a review paper aiming to provide a review of ethical theories and instruments and discuss serious wrongdoings and the role of ethics in the public sector. The paper contributes to the fields of management and organization, ethics, and public management. Keywords: ethics, ethics management, corruption, conflict of interests, ethical. Business ethics (also known as corporate ethics) is a form of applied ethics or professional ethics, that examines ethical principles and moral or ethical problems that can arise in a business environment. It applies to all aspects of business conduct and is relevant to the conduct of individuals and entire organizations. These ethics originate from individuals, organizational statements or the legal system. These norms, values, ethical, and unethical practices are the principles that guide a business Business ethics implies general ethical ideas to business behaviour. Ethical behaviour not only improves profitability but also fosters business relations and employees productivity. Business ethics is concerned with the behaviour of businessman in doing a business. Unethical practices create problems to businessman and business units. Business Ethics is an art and science for maintaining harmonious relationship with society, its various groups and institutions as well as recognizing the moral responsibility for the tightness and wrongness of business conduct -Wheeler. He organised a meeting of company executives to decide how to reduce the cost below \$2,000. Many executives suggested that the company should sell the car at \$2,011 but include the safety feature. 16 This Book is about Managing Ethics in Business 19 Ethics and the Law 20 Why Be Ethical? Why Bother? Who Cares? We believe that behavior results from a number of factors, many of which can be influenced by managers and the organizations themselves. As a result, this book is organized into sections about individuals, managing in organizational context, and organizations in their broader environment, the ethical dilemmas managers face, and how they might solve them. It also features philosophical and psychological factors of decision making, ethical culture, how managers can influence employees' behavior through ethical leadership, what corporations are doing to encourage ethical behavior and corpor