

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

Denis Collins - pdf download free book

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#### Books Details:

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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.

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. Structure, policies and practices of an organization influence ethical behavior through flow of communication, reinforcements for ethical behavior etc. It must learn the values of other cultures, how to apply them to its decisions, and how to combine them with its own values. In a world where transnational corporations and their affiliates account for two-thirds of the world's trade in goods, and employ 73 million people, corporations cannot afford to ignore the reality of multicultural ethics. Business ethics represents the basis of forming responsible behaviours, designs integrity and builds company reputation. The aim of the Business Ethics module is to provide students with an introductory but critical overview of current theory and practice of ethical business and management. The module examines the nature of the environment in which modern management and business exist. Cross-cultural ethics in the international context. Basic ethical principles and business etiquette in different regions of the world. Managing CSR globally. 3. How to influence the organization to develop a conscious and moral conduct of its members? V. Guidelines for Knowledge Assessment Exam type: Written test Credit: group presentation on the topic of Business Ethics. Business Ethics and Individual Behavior. The subject of ethics is often considered abstract or relative by those who believe that rules do not always apply to them. Rules and laws apply to everyone, as do standards of right and wrong behavior. Each individual's actions within the company affects both the individual and the entire organization. Ethical and unethical behavior directly impacts not only the organization but the community and society at large. Business Ethics Examples. Business ethics and personal ethics go hand in hand because a company is simply a community of employees working together to achieve specific goals. As a result, employees must share the ethics the company champions, or at least be willing to practice them while employed.