**Ethical and Legal Practices**

Each business includes the utilization of some kind of assets which employees require to carry out their responsibility, and these assets are provided by the business. While some personal use of business assets is practically normal, issues can emerge when the personal use becomes excessive. Esteban was not performing in a professional manner. Regardless of what your policy is or the amount you attempt to control it, employees will use business assets their personal use. If was a manager I would have allow them to a sensible measure of slack, yet to be predictable and careful in making and upholding rules to ensure that the personal use is not excessive. Business’ assets and business representatives' propensities will guide you the situation of personal use. I as a manager will make sure that whatever use employees are permitted or prohibited is conveyed to all employees and is reliably upheld. Workers must comprehend that moral conduct is exhibited by the way they act toward others as well as by the way they treat property that doesn't belong to them.

Esteban’s use of phone represents unethical code of conduct and this act of his expose the company to potential liability because business property should never be used for personal gain, and I as a manager will not allow business property to be used by illegal and unethical means. In such situations one becomes used to of theft and other illegal activities, you should don't hesitate to talk with your director or to the dead of Human Resources. Misuse of business resources is just like breaking your obligation which you need to that business and this might be a protest of falsification against the business. Taking business equipment from offices without consent is viewed as theft and could result as the termination from your work. Likewise, inconsiderateness or misuse of Company resources may likewise be a break of your obligation to the Company and could result in dismissal. The key to success is in the understanding of who claims what and what limits exist for its use.

***References:***

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