Your Name

Instructor Name

Course Number

Date

Answer Questions: Business Ethics Cases

**Case 1**

In the given case, the human resource manager is quite impressed by the performance of Tim; the marketing representative. Although, Tim's resume was impressive but had misled the HR department of the company while hiring Tim for this position. In this situation, the human resource manager should not proceed with the termination of Tim and appreciate Tim for telling the truth. Along with revoking his termination, the Human resource manager must warn Tim about the breach of integrity at the workplace which poses a negative impression of the employee and makes the future expectations ambiguous and uncertain. Moreover, Tim should be guided about business ethics and personal integrity which determines one's behavior in different interactions with his peers, colleagues and the management within the organization. He should be warned that in the future if any such breach or fraudulent activity is observed during the course of Tim's job, he will be terminated.

However, the human resource manager should also appreciate him for telling the truth. He might have chosen to hide the truth as he was already appointed for the job. This portrays that Tim has a sense of guilt and ethical values which he realized lately. Such employees who have consciousness towards business ethics should be retained and trained to enhance their morals and loyalty towards their organizations.

**Case 2**

In this case, the director of advertising should not accept the ad offer of Ashley Madison who is currently facing a backlash, although profitable but has lawsuits due to the data breaches which led to great societal damage. Although the ad of Ashley Madison will earn profits to Cotton Bowl magazine, it will be ethically wrong and might pose a negative imprint of the advertising company. Moreover, ethics and law are more important to be compliant within the long term perspective. The ad will earn profits to the company but in the short run because as a consequence, the Cotton Bowl magazine company might face any lawsuit against the Ashley Madison ad which will impose more losses to the company economically as well as on the reputation of the company. In order to make the advertising company profitable, the director should accept other offers that do not cause damage to the ethical values of the society and make the company retain its reputation and success in the long run.

**Case 3**

Organizations always prefer those employees to be kept retained those who are highly productive and have been able to maintain a good performance record considering the behavior and overall work ethics. John has been a good employee since the beginning, but the incident that is informed by Mrs. Deer is quite depressing and of high concern. If a person is this much frustrated and is unable to maintain balance in life then he must visit a psychologist for this purpose. According to my opinion, there must be high pressure on Mr. John's end to attain the position of 'Regional Manager'. In this regard, the company must take care of its employees and offer them services of work psychologist, who could guide them and find out the concerns the employees face at work. The kind of aggression shown by John Deer is not even good for the company, as he can even show such behavior at work with his colleagues and that would become even more difficult for the company. As the company would have to pay for the damages and would also have to answer the legal authorities for his employment. I cannot accept the recommendation made by Mrs. Deer right away i.e. to offer him the position, as this position is very critical for the company and if something goes wrong at the regional level the company could face a huge loss in terms of reputation. At this very point, the company must offer psychological services to Mr. John Deer, so that he could overcome his anxiety and must not go for termination over this personal family incident.