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Quiz

Part 1

1. What rights or obligations should a company has towards its employees?

The company has obligations to provide a safe workplace and appropriate environment to employees. It is responsible for offering an adequate salary to the worker and offer chances of learning and growth. The company is also obligated to treat employees equally without discrimination. The company has the right to take work from the employees. Maintaining safety standards is an important responsibility of the company.

1. What rights or obligations should co-workers have towards the company?

Co-workers have rights to receiving wages for their work and a safe workplace. They also have obligations towards organization such as following rules and guidelines formulated by the company. Employees are obligated to work with dedication for the company to stay loyal. They must act in the best interest of the company and work to attain organizational goals. They must object orders that are lawful and reasonable and serve faithfully to the company. Duty of care suggests that the employees have the right to claim a safe work environment that is also part of the company's safety standards.

1. Why should companies act ethically?

There are many reasons for the companies to act ethically such as maintaining the reputation and gaining customers loyalty. Without acting ethically the company is not able to gain customers loyalty. Unethical conduct of companies causes them to lose customers. It is also crucial to act ethically for maximizing returns and meeting organizational goals. Companies acting unethically are unable to convince employees to work for the attainment of business goals. Ethical behaviour of companies is also required for retaining employees because unsafe or discriminatory work environment convince employees to leave the company (Longe, 2015).

1. How are human motivational factors important for a code of ethics?

There are many human motivational factors that are important for the code of ethics. The factor of employee commitment is dependent on the company's ability to following ethical standards. This factor convinces employees to follow a code of ethics such as remaining sincere and loyal to the organization. Productivity is also a motivational factor that encourages individuals to follow an ethical code of conduct (Gramberg, Teicher, Bamber, & Cooper, 2017).

Part 2

During my employment at a Human Resource company, I managed to learn many things about organizational responsibilities and obligations towards employees. I also learned about employees’ responsibility and motivational factors that influence their responsibility towards the company. At the workplace, employees have to follow a code of ethics. I developed learning and managed to follow the same codes for during work. I focused on completing work on time and giving my best that resulted in enhanced productivity and efficiency. I learned about the safe workplace and its relevance to the company's ethical responsibility. This allowed me to find the obligations of the company towards employees. I learned that the company must be able to provide proper and safe work environment to the employees. It is considered their ethical responsibility. In a professional environment, I analyzed the impact of ethics on a company's reputation. The company is willing to follow an ethical code of conducts such as offering a non-discriminatory environment to the employees. Similarly, it avoids exploiting the workers with the aim of maintaining its reputation. I developed an appropriate style of listening to the supervisor and follow instructions because it was my ethical responsibility. I learning the ethical responsibility that employees had towards organization and co-workers. My encounter with co-workers also helped me in exploring the ethics linked with conflicting situations. In many situations, I preferred to focus on organizational goals by ignoring personal interest.

References

Gramberg, B. V., Teicher, J., Bamber, G. J., & Cooper, B. (2017). A Changing World of Workplace Conflict Resolution and Employee Voice: An Australian Perspective. *Cornell University ILR School*.

Longe, O. (2015). impact of Workplace Conflict Management on Organizational Performance: A Case of Nigerian Manufacturing Firm. *Journal of Management and Strategy, 6* (2).