Cover page

Case study

A. Moral dimension

James face a moral dilemma leading him to a position where he can share or conceal information of interviewees from the vice president (Infidels, 2015).

B. People at stake

The people involved at the stake in this decision are interviewer (James), interviewees and the vice president because they are most likely to be affected by the decision. The question of fairness can impact the position of James or harm the interviewees.

C. ASC values/ clause

The ASC values that prevent James from sharing information of interviewees include; priorities, competence and social implications. The value of priorities claims that a profession is liable to protect the information of clients or employees. Competence states that it is the responsibility of the professional to make himself aware of the standards that are applicable in different work situations. Social implications emphasize on respecting the privacy of others and avoid breaching it (UWA, 2019).

ASC clause 4.5.2 states that the professional must be able to preserve integrity and secure the information of others. According to this principle it is not ethical to reveal the information of the clients or people (Ames, 2011). ASC clause of social implications 4.8.2 states that a professional must respect privacy of others and avoid sharing it with anyone. This prevent professionals from breaching privacy of the clients. ASC clause of competence 4.6.5 emphasize that the professional must accept the responsibility of his work. Keeping in view this code of ethic it is unfair for James to deny securing the information of interviewees. This is due to the fact that he has accepted the responsibility of his work that suggests that he must not share information of interviewees with anyone. The clause 5.6.3 suggests that the professional must make himself aware of the standards and act according to them (Hayes, 2015). Clause 4.5.4 states that the professional must preserve the confidentiality of the information of others.

D. Options

This reflects that James must consider the ethical standards before deciding about sharing information of interviewees with anyone. He can either share the information with the vice president or conceal it.

E. Benefits/ burdens

James is most likely to face emotional burden because sharing information in interviewees performance in study will bring him to a conflicting situation. This is due to the fact that sharing information will cause him to neglect his commitment made at the time of accepting job.

F. Familiar decisions

I can think of a familiar decision in which the manager of the company was asked by CEO to share personal information of the customer. The manager denied by saying that it is against his professional code of ethics. I think it was a good decision because he acted according to he ASC code of ethics.

G. Relevance

After discussing the case with others alternative solutions were offered. One view suggests that it is ethical to share the information about the performance of interviewees with the vice president because he has a right to choose the best candidate (Ali, 2012).

H. Legal organizational rules

The legal organizational rules also stresses on Code of Ethics. According to the code of ethics it is the responsibility of the HR department to maintain confidentially of the applicants who appear for the interview. The employees of the organizational are liable to follow the ethical standards of confidentiality and privacy (Neyroud & Bekley, 2013).

I. Am I comfortable with the situation

1) If I had to carry out this decision I wouldn’t be comfortable to share the information with my family, mentors or clergyman (Chiaburu, 2010).

2) I would want my children to take my position as example by fulfilling my ethical responsibility (Gramberg, Teicher, Bamber, & Cooper, 2017).

3) The decision made is wise and virtuous because I have fulfilled my professional and ethical duty.

4) I can live with this decision because I acted ethically.

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