M7D1: Dealing with Dilemmas

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Looking at the scenario given in the context, sometimes it becomes very difficult to decide on one matter especially whena manager is held responsible for the consequences. For managers, tackling dilemmas is a part of their professional life. We as managers have to go through a lot of assessment before coming on the right decision. However, there is a difference between a manager and a leader-manager. Managers solve the problems which best serves them and leader managers show concern for everyone that is involved in that matter. Every company has some moral codes, rules, and regulations that are intended to be kept confidential and protected from the public and certain departments. It becomes a huge obligation and responsibility to maintain that confidentiality level of the information he is accountable for (Kaptein, 2017). The protected data is very important because based on that information, the company's strategic plans and future actions are dependent which it has planned. If the data is disclosed in any case, then it can also become a legal dilemma apart from the ethical issues it might face. I am given the opportunity by the company to supervise the laboratory and I am responsible for all the matter related to its operations (Sigurjonsson et al.,2015). The decision to relocate the laboratory is made recently and I was also the part of the panel when the director shared this confidential information with us. It was decided from his part to not disclose the information yet and the downsizing of employees will also start soon.

On the other hand, I am faced with the ethical dilemma that one of my colleagues is planning to buy a house with his wife in the coming weeks from the earned income. Analyzing all this situation rationally and logically by taking concerns for confidentially as well as ethics, I will opt for giving the employee a slightest glue. This step will only be taken by looking at the particular context in which the conversation is going on with him. Therefore, I will choose to remain silent on this matter and will not disclose any of the information to the colleague. The confidential information will be maintained as it is and it will not be revealed to any employee under any case.

The reason for opting for this decision is because, the goals, strategies, and plans of the company should be protected by safeguarding this information. Although it will be ethically wrong from my side as a manager to not tell the employee about the laid-off process, more damage might occur if I go for the otherwise (Sullivan & Robinson, 2017). This will be because if I reveal the information of the company's downsizing plan to that employee then he will panic and there are chances that he might spread the word to other employees. Due to his sudden and immediate action, all the other employees will get stressed and the focus on work will be affected negatively. Their productivity level will reduce and the operations will not be executed successfully. This issue will be then highlighted in the company and the top management will investigate the matters that will make hurdles for everyone in the company.

Another reason for opting for this decision is because the company has given me the opportunity with this prominent post and they have laid their trust on me to keep all the important information confidential. Going against their expectations will make the issue ethically wrong from this context as well as I am accountable and responsible for what I say as a manager. Therefore, I should respect the company's decision of not informing their employees yet and perform the actions which are demanded from me as the manager of the organization.

**References**

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