Name of student

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Business ethics for manager

Managers play an important role in any organization. It is always their duty to ensure that they get employees who can handle the tasks they have. In the process of staffing, a lot of factors have to be put into consideration. Gender is one of the factors that must be considered by any manager considering hiring a new employee. There has to be gender rule in the process. In the article, the author looks at what makes it hard for manager to follow the rights theory. Employees have rights and at certain times, it forces managers to pick a person of a given gender so as to balance the ratio at their work place (Susan & Samuel, 1998).

Decision making in cases that involve staffing can be a very difficult task. One has to come up with strategies to ensure that they hire the best placed employees but still afford to be within the rights of all the employees. Based on the interview that was done, the male candidate was best placed to handle the job. The female candidate feels that the selection was made based on gender, which is not the case. The following checklist was used to determine whoever fits in the job:

Experience: the kind of job in this required a person with a lot of experience. After the interview, all the judges ascertained that the male candidate had more experience than any other candidate.

Potential: the ability of the candidate to perform the duties was also reviewed. A sales manager post requires a person with very high potential. The company settled on the make because he proved to have more potential than all the other candidates.

Hard and soft skills: the company needed a person that has both hard and soft skills. A person who can perform their job based on the knowledge they have and still be able to interact with people well.

Cultural fit: the culture of the organization is also another important factor that was put into consideration. The employee must be someone who fits within the culture of the organization and the general culture of marketing.

References

[Susan Key](https://www.emeraldinsight.com/author/Key%2C+Susan), [Samuel J. Popkin](https://www.emeraldinsight.com/author/Popkin%2C+Samuel+J), (1998) "Integrating ethics into the strategic management process: doing well by doing good", Management Decision, Vol. 36 Issue: 5, pp.331-338, <https://doi.org/10.1108/00251749810220531>

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