Case Study Swedish Daddies

Student’s Name

Institution

Date

**Introduction**

Many employees wish to have better paid-jobs and healthy families, but a good number of employers do not provide such an option. Studies have shown that some employers do not want the idea of paid maternity and paternity leaves because they are usually compelled to hire new employees. Most people plan to have a balance between family and career but this normally become difficult due to current work demand an organization's policies regarding maternity and paternity leaves. The current work system requires employees to work for eight hours from 8.00 am to 5.00 pm and this does not allow mothers to have quality time with the children. Therefore, corporate America is tight between maintaining the strict working system and creating a conducive environment to accommodate people who are willing to combine parenthood with a career.

Most companies require employees to work for eight hours and creating a baby care center or baby care would mean that working hours will be less and this might go against the policies of some companies. It is also unethical and against some company, policies to spend time outside the workstation during working hours. And therefore, balancing between working and parenting during working hours would be difficult under the current policies of several organizations. It is, therefore, important for the United States to obligate firms to provide baby care option. This is likely to benefit companies by the end of the day, after fiving their female workers paid maternity leaves. It is pointed that paid maternity leave improves the mental health of women and therefore, women return to work more rejuvenated. Second women feel appreciated when their respective companies continue to pay them even when they are on maternity leave and therefore, they return to work more committed and deliver their responsibilities well (Forcehimes, 2016). It is, therefore, important to ensure that workers who apply paid maternity and also bay care center at workplace benefits a lot since it increases employees’ morale hence increasing the productivity of workers.

However, the market demand which usually forces companies to have constant work ethic and plan makes it difficult for employees to have these options. It is difficult to hire a new employee when one is away and this makes many companies deny women paid maternity leave. According to (Forcehimes, 2016), it takes months for a company to recruit and train a new employee so that he or she can deliver specific responsibilities. And therefore, most companies are against paid maternity leave and do not provide onsite baby care site.

**Stakeholder analysis**

The key stakeholders are employees, companies and the government. Research indicates that the provision of onsite baby care and paid maternity leave could benefit the organization and therefore, companies could be the greatest beneficiary. Onsite baby care gives mothers time to look after their young ones without getting worried. According to Pasternak (2015), this increases the concentration level of parents and thus improves their productivity and therefore, delivers. With onsite baby care, an employee’s concentration would be higher and therefore, the company would benefit from high productivity and service delivery. Research indicates that companies, which have established onsite baby care and offer, paid maternity women to experience high sales due to efficient services delivery (Pasternak, 2015). The service delivery is linked to motivation offered to employees and therefore, companies would benefit a lot from the provision of dilemma. The government is also a key partner in the provision of these services, it must, therefore, be involved in all stages. The government works closely with other stakeholders like labor union and association of employers to come up with laws, which can ensure that effective measures are taken to solve the problem (Kaptein & Wempe, 2015). For instance, it should work with stakeholders to enact Family and Medical Act to protect women in employment.

**Analysis based on ethical theories**

According to consequential ethics, the moral of an action is determined by the expected consequences of that practical action (Forcehimes, 2016). An action is morally good if the consequence is desirable and therefore, the establishment of onsite baby care and provision paid maternity is morally good since the consequence benefits corporate. However, companies normally looked after their interest and therefore, having onsite baby care would serve them better. It is likely to improve employees’ performance hence efficient service delivery and high profitability (Forcehimes, 2016). Having onsite baby case and paid maternity leave, would improve the performance of employees due to happiness reduce suffering it cost at work (Kaptein & Wempe, 2015). It would be ethically correct to have onsite baby care and paid maternity leave to ensure that every partner enjoys happiness and work. It is the right idea to create a conducive working environment for all employees to ensure that all employees perform well. Therefore, a special organizational arrangement to provide onsite baby care and after-school program is the right option corporate American should adopt. This is a character based practice which can help an organization to improve its productivity.

**Conclusion and recommendations**

Corporate America should have policies, which offer employees time to work and at the same time spend time with their families. It is important to ensure that organizational policies are driven based on ethical practice, which can serve all employees equally with any indication of discrimination. It is, therefore, likely to serve all the stakeholders better and improve the general performance of a company. It is recommended for a company to have onsite baby care for employees to help in improving service delivery. Policies are needed to be redesign to reflect the demand change in job sector to serve both employees and employer and help to maintain the ethical values of the organization.

# References

Forcehimes, A. T. (2016). Ethical Theories and Their Application. *International Journal of Ethical Studies*, 12-34.

Kaptein, M., & Wempe, J. (2015). Three General Theories of Ethics and the Integrative Role of Integrity Theory. *Journal of Business Ethics*, 2-15.

Pasternak, S. (2015). The role of ethical theories in ethical reasoning and behavior within organizations. *https://pdfs.semanticscholar.org/c791/9684bff2e43abb96bcc54d7deadfefcc596e.pdf*, 2-15.