Diversity & Ethics in the workplace

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**Part 1st**

* Platinum Rule is a very important and very sensitive version of the Golden rule of communication which says that do treat people the way you want them to treat yourself. The platinum rule is addressing it in a different way and it says that treat others as they wanted to be treated like (Alessandra, 1995).
* I have used this rule in communication with others and found out that it lets us view the world in someone’s eyes. It enabled me to identify the difference of behavioral style, communication styles and the difference of opinion between me and the stakeholder. I got to know that how quickly the opposite person makes a decision.
* Tolerance is used in a different sense in religion, political and ethical concerns. In education and ethics, tolerance is the assessment of beliefs and it is the behavior of identifying the rational nature of human being (Saulius, 2013). Tolerance will help to understand the rationale of individual and it will help to understand the particular reasons behind the behavior of an individual. For example, the bossing attitude of the manager in a company is necessary to make the employ show good performance and the rationale behind this behavior is the professional development of employs. So, the employees will tolerate the manager if they get the rationale behind the particular behavior.
* Ethical communication in an organization: Ethical communication is the bases of responsible thinking and decision making (Huang, 2004). Diversity and ethics in the workplace can be maintained by taking care of ethical communication in an organization. Ethical communication helps to build up a relationship between the employees in an organization and helps to understand the diverse nature of employee working there. Ethical communication will help to maintain work ethics and will help to boost up the performance of the employees. It will help to make decisions and will give a platform of sharing and caring.
* Ethical relativism will be explained in the final paper which is based on “Diversity and ethics in the workplace”. Ethical relativism is a theory that says that morality is studied relative to the culture an individual belongs to. That is where the behavior of an individual is wrong or write based on the particular culture of the society or organization (Ladd, 1973). Ethical relativism is needed to understand the diversity and ethical behavior of an individual in a working environment. The theory will guide about what ethical behavior should be followed in an ethical environment and what not to follow.

**Part 2nd:**

* Before understanding the work ethics, the background of the word ethics should be understood. Ethos is the Greek translation of the world ethics which means customs, characters and conducts. The word is first understood and defined by the Greek philosophers and according to them ethics involves the courage, generosity, self-control and temperance of an individual. Thus workplace ethics is maintained individual virtue and character in a workplace (Wang, Bain, Hope, & Hansman, 2016).
* Diversity management in the workplace is a major approach to building workplace equality. There are various diversity management drivers including the traditional way of maintaining equal opportunity. Managing diversity will lead to equal opportunities which will eventually minimize racial and gender discrimination in the workplace. So workplace equality will lead to the ethical and moral building of the employees (Cornelius, 2002).
* Communication plays an important role in the ethical behavior of the employees and the manager. Ethical development model will be followed to maintain ethical behavior in the workplace. Workplace ethics can also be maintained through studying the behavior of manager that how the tackle the dilemma of work pressure and their own set of ethics. Communication is considered as a means to foster ethical behaviors in an organization (Pettit, Vaught, & Pulley, 1990).
* Workplace diversity and ethics can be used to advance the growth of employees and the profit of the organization or corporation can also be increased. A synergy model of ethics and diversity that involves a room for change and the assimilation into a work environment is needed to understand workplace ethics and diversity (Boyer, & Webb, 1992).
* The ethical decision-making works through the rational control of obligations. Ethical consumption in the workplace is a way of practical dispositions of moral values and those values are reshaped by policies, practices and campaign inside the organization. Ethical consumption also involves the governing of self-consumption, like the particular contact in which the ethical consumptions is changed self-consciously (Barnett, et.al, 2005).
* Researchers have found out that the personal characteristics and interpersonal factors will develop specific deviant behavior in an organization. The various type of ethical climate in a workplace depends strongly on those deviant behaviors of an individual. The negative behavior in a workplace will affect the ethical interaction of individual unless the workplace should not have managed strong workplace ethical rules (Verbos, et.al, 2007).
* Ethics and leadership in the workplace are closely related. Both have a common concern with the moral upbringing of the organizations in general and the employees in particular. Ethical leadership involves the improvement of the effectiveness of an organization. The transformational leadership in an organization will help to maintain the ethical environment in a workplace (Brown, & Trevino, 2006).
* Marinating workplace diversity is not easy. It creates lots of dilemma and contradictions. But some workplace workshops and pieces of training prove to be useful in marinating workplace diversity. The magnitude of diversity is workplace cannot be fully measured and understood mad the tasks of managing diversity in organizations have always been limited (Prasad, et.al, 1997).
* However, the ethical behavior of the company is the moral compass that directs the reflection of the manager or the leaders of the company. Ethical behavior in a workplace is doing the right thing in a workplace whether someone is watching the employee or not. It is like taking work ownership and responsibility (Leonard, 2018).
* There are various ethical theories that are helpful to understand workplace ethics. The Virtual ethical theory says that a person can be analyzed by his characteristics and those characteristics might deviate the person from his or her normal behavior. If a particular employee is conducting unethical behavior than the person’s morality and reputation will be judged in order to understand the abnormal behavior he or she has conducted (Larry, n.d.).

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