



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

200
1822 - 2022

BMIH5005

Personnel Resourcing and Development Week 9

Ethics and Powers of Persuasion

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Before we start

As there are quite a few of us here, please ensure that your microphone is muted during all teaching until you are asked a question or there is a group discussion to prevent background noise.

You should attend every class and have a private space to work so that you can concentrate fully on the lesson.

You should not be at work, shopping, driving or caring for children.

Your camera must be always on during lectures please. -Use the Teams university background to protect your privacy.

YOU must join via a laptop or PC/MAC—No attendance permitted on phones or tablets

You will be removed from the session and logged as absent if you fail to adhere to these criteria.

This and all sessions will be recorded so that you can watch it again

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Why is this important?

- This is a Full Time University course and as such the University definitions of engagement and decorum apply as they would in a physical classroom.
- Your Cameras must remain 'On' for the duration of the session in order to ensure equal engagement and for your lecturers to observe your full attendance of the session which is a condition for student loans/maintenance to be authorised.
- You should be using a **desktop or laptop device** with a camera, speakers and a microphone so that you will be able to engage in the session on equal footing with your classmates.
- You will be asked to share your screen and "present" your work, access documents, engage in writing activities use websites and create presentations which are either difficult or impossible on a phone.

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Get a laptop!

- Therefore, we ask you to purchase a laptop if you don't already own one, **by the end of Week 2**.
- Failure to do so within this time period will result in you being reported to the Level Lead in Week 3.
- The University offers bursaries that can provide a suitable device and/or contribute towards connectivity costs if you need some financial help with this.

-Digital Connectivity Bursary Application Form

-Undergraduate Bursaries

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Recap

Last week gave an
overview of...

.....?

.....?



- The purpose of today's class is to allow discussion, to avoid prejudice of other people's thoughts, allow students to express themselves in a safe environment.
- Please be open minded, listen to your peers, allow discussion and share your opinions

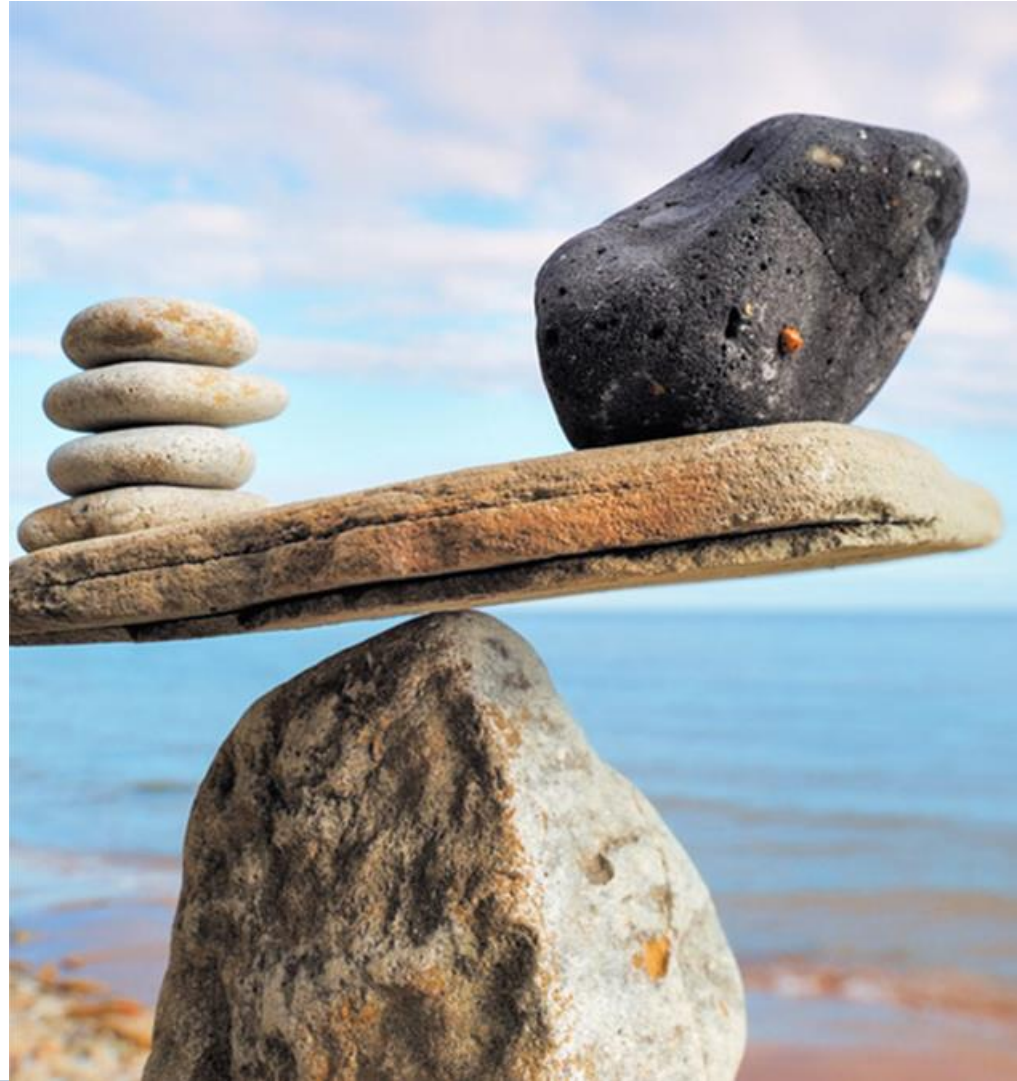
Decisions

How do we
come to a
decision?



Critical Disclosure

- Ethical issues at work can be a cause for alarm AND they are a normal part of work/the organisation/the world/how we play.
- Ethics test our moral identity, which makes us emotional, less effective, maybe vulnerable etc.
- It is vital to recognise an ethical situation and learn how to discuss concerns.
- Sensitive.
- Open, safe environment.



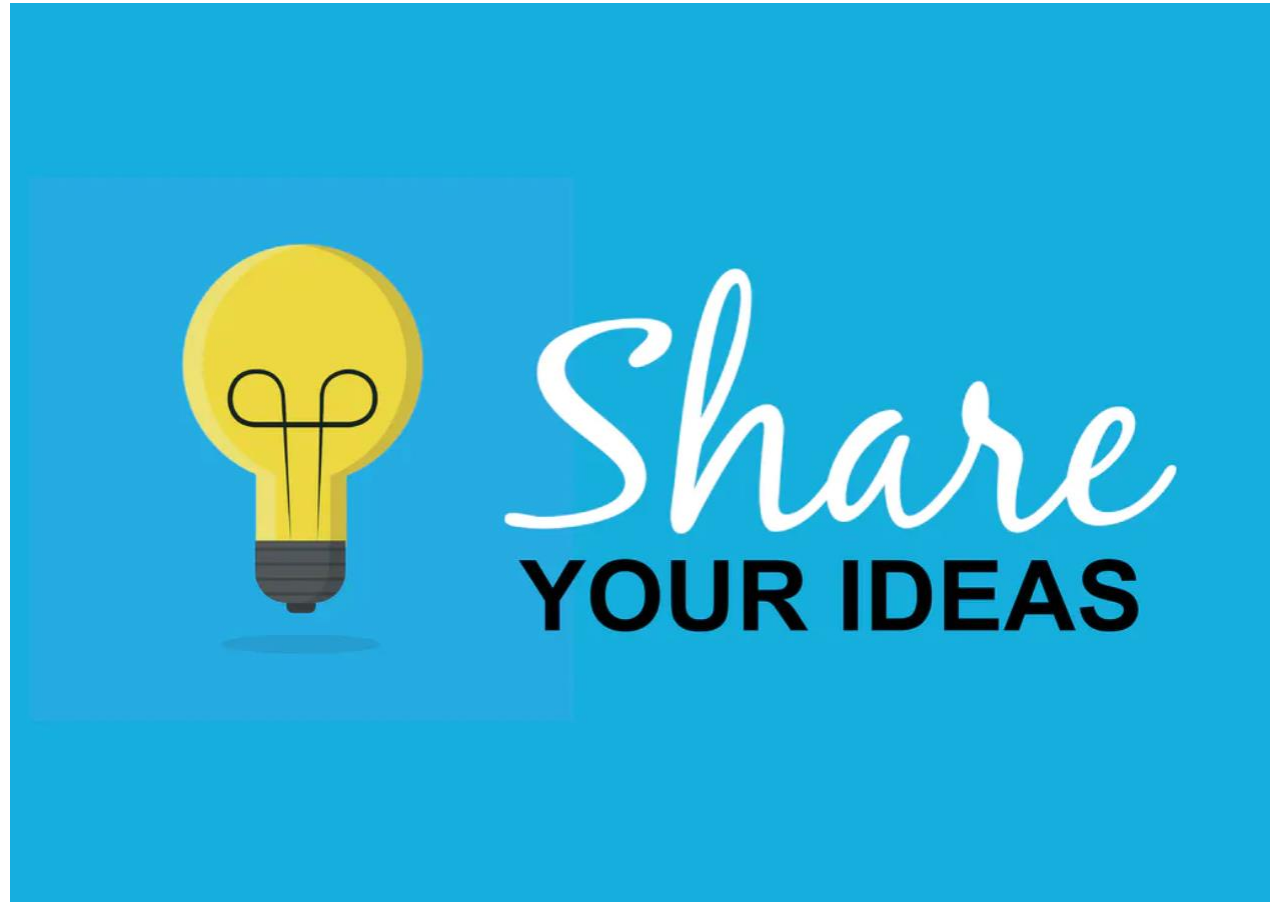


Ethical behavior is doing the right thing
when no one else is watching- even
when doing the wrong thing is legal.

Aldo Leopold

“ quote fancy

What are Ethics?



Definitions of Ethics

Ethics is a science of human choice concerned with the basic guidelines for how one ought to live one's life. It answers the question, "How should I live?" (Machan & Chesher, xiii.)

Ferrell, Fraedrich and Ferrell (p 8) define ethics as the study and philosophy of human conduct with an emphasis on determining right and wrong.

Ethics is the systematic study of general principles of right and wrong behaviour (Craig, xxii).

Morals Vs. Ethics

	Ethics	Morals
Origin	Greek word "ethos" meaning "character"	Latin word "mos" meaning "custom"
Flexibility	Ethics are dependent on others for definition. They tend to be consistent within a certain context, but can vary between contexts.	Usually consistent, although can change if an individual's beliefs change.
Acceptability	Ethics are governed by professional and legal guidelines within a particular time and place	Morality transcends cultural norms

Are Ethics and Morals the Same?

- Ethics refers to the systematic study of general principles of right and wrong behaviour.
 - Morals and morality describe specific, culturally transmitted standards of right and wrong.
 - Both ethics and morality involve decisions about right and wrong.
- Johnson, (2007).

Quite simply

Morality governs
private, personal
interactions.

Ethics governs
professional
interactions.

Continued

Ethics refer to rules provided by an external source, e.g., codes of conduct, codes of ethics, codes of practice.



Morals refer to an individual's own principles regarding right and wrong.

Parents

- Parents instill ethics and morals in children.
Example: A child yells at their friend – calling them a name.
- How does the parent respond?
- Other ways?

Peers

- Friends effect your moral judgments.
Example: A friend or acquaintance might coax you to speed, to be abusive, to use drugs.
- Peer pressure can sometimes cause people to make moral and ethical decisions.
- Others?

Main Factors in deciding the moral status of a situation

- Decisions likely to have significant effects on others
- Decision likely to be characterised by choice in the alternative courses of action are open
- Decision is perceived as ethically relevant by one or more parties

Individual influences on ethical decision making

Factor	Influence on ethical decision making
Age and Gender	Ver mixed evidence leading to unclear associations with ethical decision making
National and cultural characteristics	Appear to have a significant effect on ethical beliefs, as well as views of what is deemed an acceptable way to approach certain business issues
Education and employment	Somewhat unclear, although some clear difference in ethical decision making between those with different educational and professional experience seem to be present
Cognitive moral development	Small but significant effect on ethical decision making
Locus of control	At most limited effect on decision making, but can be important in predicting the apportioning of blame/apprehension
Personal Values	Significant influence – empirical evidence citing positive relationships
Personal integrity	Significant influence likely, but lack of inclusion in models and tests
Moral Imagination	A relatively new issues with potential, but largely untested, explanatory potential

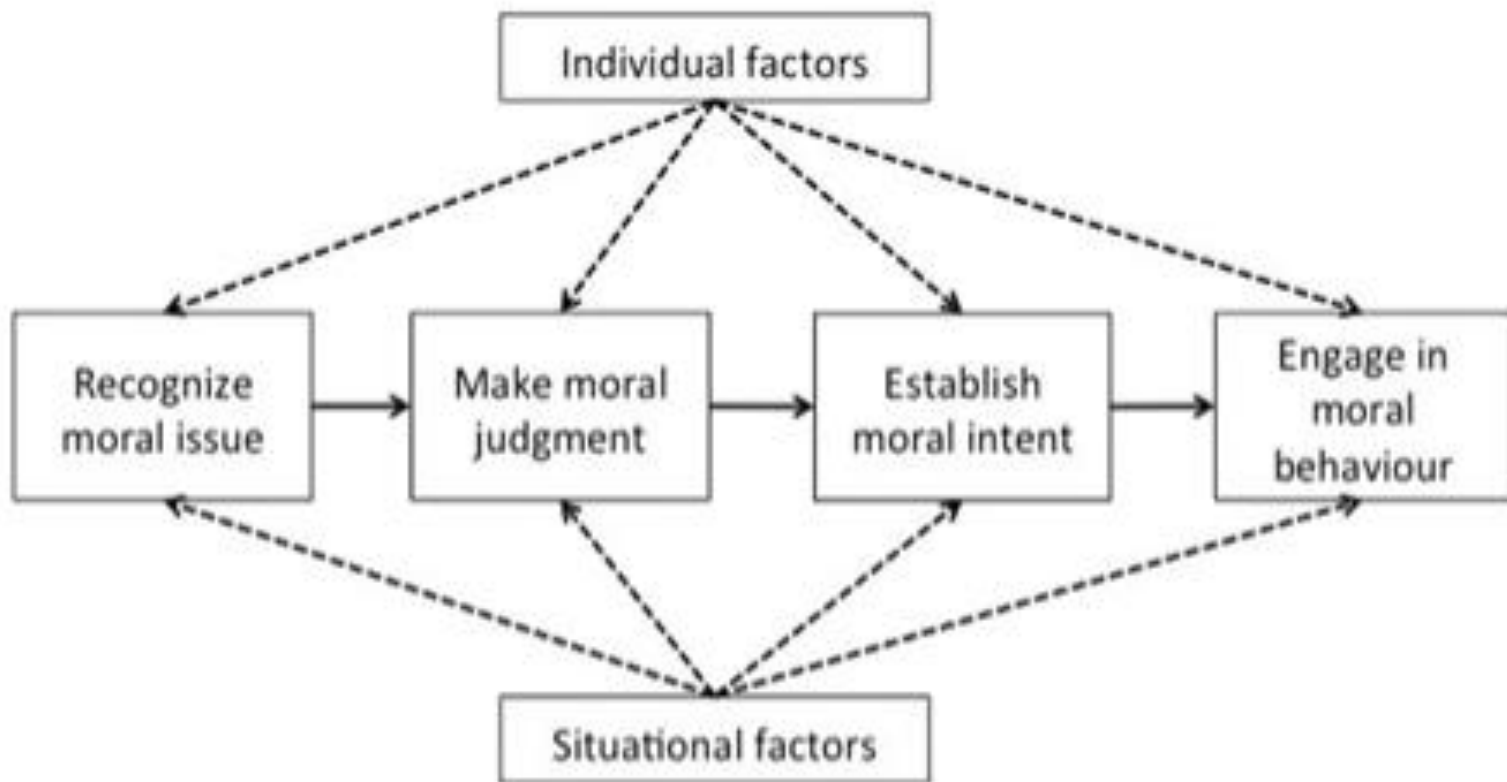


Figure 1: Rest's Framework for understanding ethical decision-making (Crane and Matten 2016:140)

A photograph of a business meeting in progress. Several people are gathered around a table, looking at a tablet and a smartphone. One person is holding a coffee cup. The scene is brightly lit, likely by natural light from a window. The text "Is ethical behaviour necessary for successful leadership?" is overlaid in white, sans-serif font in the center of the image.

Is ethical behaviour necessary
for successful leadership?



The Elon Musk effect: have we reached our limit with awful bosses?

André Spicer

Twitter's billionaire owner may think his tactics will leave him with committed employees. The evidence suggests otherwise



Interview

Dan Price: the CEO who took a pay cut to give his staff a \$70k minimum wage

Lucy Rock

The Seattle CEO cut his own salary to give his employees a much higher basic pay, an experiment some describe as 'lunatic', others pioneering. It's about values, he says, and hopes others will follow his lead in tackling inequality. But will they?





Can you
think of
examples of
ethical
leadership?



Share
YOUR IDEAS

Do you know where your clothes are made?
Do you care?
Should you care?



SWEATSHOPS



archive.org: Prelinger Archives

10 Skills Everyone Had Two Generations Ago



10 Skills Everyone Had Two Generations Ago

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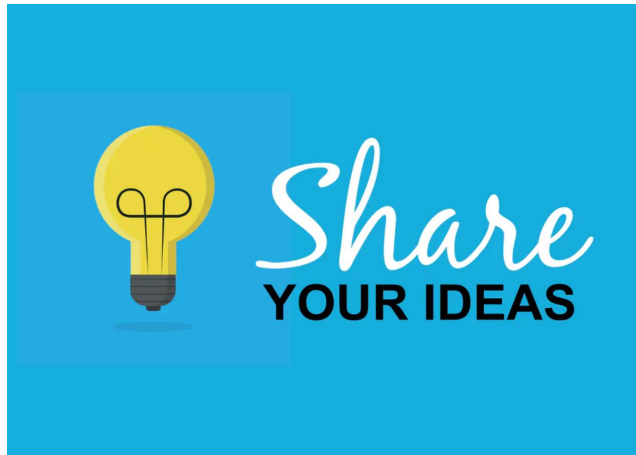


Ethical Leadership

- Ethical leadership, as a distinct strand of leadership stresses on adopting new professional standards of conducting routine activities. It is an ideal construct to build a new form of workplace behaviour. Instrumental relationships are discarded to promote greater humanization in the workplace through a shared construction of values, which foster commitment (Langlois, 2011)

Ethics in the workplace

- How can we embed an ethical culture?



- Recruitment
- Induction
- Training
- Leadership
- Learning and Development
- Corporate Standards
- Ethos of company
- Integrity Line – share unethical concerns in confidence
- Reinforce ethical behaviour – don't penalise whistleblowing

Recent Topics of Controversy

- Lockdown
 - Vaccines
 - Driverless Cars
 - Global Warming
 - Animal Testing
 - LGBTQ rights -
Legalisation of same sex
marriage
- Death Penalty
 - Sex education in
primary schools
 - Marijuana being a
legal drug
 - Abortion
 - Plastic Waste

What about these?

- Drunk driving
- Radar detectors
- Illegally dumping pollutants
- What would you do?
- What ethical issues can you identify in your sector of IHM ?

What would you do?

- You see a co-worker harassing another employee, or you see a supervisor harassing or bullying a subordinate. What do you do?
- A co-worker is consistently late, and you know it's because of their home situation; however, they continue to slide into work unnoticed. Do you say something or not?
- You hear a colleague make a pejorative (disapproval) slur against another racial or ethnic group. Do you address it?

'In an era of increased transparency, perceptions are that unethical behaviour is increasing. As well as role modelling ethical behaviour individually, HR is often tasked with being the ethical conscience of an organisation. As a professional, habitual ethical practice is intrinsic in decision making and navigating dilemmas.'

'Internally, establishing a culture of ethical practice improves morale and reduces risks that arise from unethical practice. On a macro level, reputable ethical practice not only contributes towards good relations with customers, but has proven to impact financial performance.'

Tina Russell, Professional Conduct Manager, CIPD

Compromising Data

Casting Couch Controversy

- You are at an interview and you are told 'Don't tell anyone but we will offer you the consultancy job because the other candidates are female, and we refuse to hire woman here' ... what would you do?
- If you take the job, there's a £100,000 signing on bonus... does this change your mind?



Are our phones listening?





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I look forward to seeing you next week.

If you have any questions in the meantime, please send an email from your student account

k.roberts@uwtsd.ac.uk

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Further Reading

- Pranda, A. (2016). Ethical Leadership and the 21st Century Workplace. *International Journal of Current Research*, Vol. 08, Issue, 11, pp.41910-41914.
Available at [18324.pdf \(journalcra.com\)](#)

References

- Spicer, A (2022) 'The Elon Musk Effect: have we reached our limit with awful bosses?', *The Guardian*, 18 November. Available at: theguardian.com/commentisfree/2022/nov/18/elon-musk-twitter-billionaire-awful-boss (Accessed: 19 November 2022).
- iHuman: a futuristic vision for the human experience. 2019. *The Lancet*, **394**(10203), pp. 979.
- Forbes (2021) '10 Current and Potential Ethical Crises in The Tech Industry'. Available at: <https://www.forbes.com/sites/forbestechcouncil/2021/07/30/10-current-and-potential-ethical-crises-in-the-tech-industry/>. (Accessed: 01 November 2022).
- Rock, L (2015) 'Dan Price: the CEO who took a pay cut to give his staff a 70k minimum wage' *The Guardian*. Available at: [Dan Price: the CEO who took a pay cut to give his staff a \\$70k minimum wage | Dan Price | The Guardian](https://www.theguardian.com/technology/2015/jul/16/dan-price-70k-minimum-wage) (Accessed: 01 May 2021).