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MORAL REASONING AT WORK

Rethinking Ethics
in Organizations

Øyvind Kvalnes



Moral Reasoning At Work Rethinking Ethics In Organizations

Ralf Muller



Moral Reasoning At Work Rethinking Ethics In Organizations:

Moral Reasoning at Work Øyvind Kvalnes, 2020-10-09 This book is open access under a CC BY license Moral dilemmas are a pervasive feature of working life Moral Reasoning at Work offers a fresh perspective on how to live with them How do we cope with situations where no matter what we decide to do something will be wrong How do we live with the moral dissonance between what we are tempted to do and what is in line with our moral convictions What can organizations do to establish a foundation for responsible decision making and conduct This book combines research streams from ethics and moral psychology using extensive experience of sessions of moral reasoning with leaders and employees in organizations It argues that there is a need to go beyond compliance and traditional approaches to ethics in order to prepare decision makers for moral dilemmas Organizations can do that by encouraging people to become actively and regularly involved in moral reasoning at work This work was published by Saint Philip Street Press pursuant to a Creative Commons license permitting commercial use All rights not granted by the work's license are retained by the author or authors [Moral Reasoning at Work](#) O Kvalnes, 2017-03-24

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Moral dilemmas are a pervasive feature of working life Moral Reasoning at Work offers a fresh perspective on how to live with them using ethics and moral psychology research It argues that decision makers must go beyond compliance and traditional approaches to ethics to prepare for moral dilemmas The second edition has been updated with a range of examples from the author's more recent research to reflect current issues affecting organizations in the digital age With two new chapters on artificial intelligence and social media this new edition provides an up to date overview of ethical challenges in organizations This work was published by Saint Philip Street Press pursuant to a Creative Commons license permitting commercial use All rights not granted by the work's license are retained by the author or authors *A Contemporary Look at Business Ethics* Ronald R. Sims, 2017-07-01 A Contemporary Look at Business Ethics provides a present day look at business ethics to include the challenges opportunities and increased need for ethical leadership in today's and tomorrow's organizations The book discusses current and future business ethics challenges issues and opportunities which provides the context leaders and their organizations must navigate The book includes an in depth look at lessons learned about the causes of unethical behavior by examining a number of real world examples of ethical scandals from around the world that have

taken place over the past few decades The analysis of the various ethical scandals focuses on concepts like ethical versus unethical leadership received wisdom the bottom line mentality groupthink and moral muteness all of which contribute to the kind of organizational culture and ethical behavior one finds in an organization The book discusses ethical decision making in general and the increased role of religion and spirituality in confronting unethical behavior in contemporary organizations The book also takes an in depth look at the impact ethical scandals have on employees and more specifically the psychological contract and person organization ethical fit with the goal of identifying along with other things what leaders can do to restore relationships with employees and rebuild the organization s reputation in the eyes of various stakeholders

Ethics and Human Resource Development Darlene F. Russ-Eft,Amin Alizadeh,2024-03-01 This book adds to the debate around HRD and ethical dimensions in the workplace evaluating the micro and macro environments and their role in designing a moral organizational culture It assesses contemporary issues such as CSR and DEI and culture and their impact on the organization and employees Examining the definition purpose and scope of ethics applied in HRD this book will offer readers an in depth understanding of current and future ethical challenges in the workplace and in society It will provide theoretical and practical knowledge for creating and sustaining ethical climates in organizations *Research Handbook on the Governance of Projects* Ralf Müller,Shankar Sankaran,Nathalie Drouin,2023-09-06 This cutting edge Research Handbook provides a comprehensive overview of research on the governance of projects Spanning sectors project types and organizational hierarchies it delves into diverse theoretical and practical approaches to the governance of projects identifying valuable new phenomena for future study *The Ethically Responsible Organization* Ronald R. Sims,2023-01-01 Today s businesses have an obligation to conduct themselves in an ethical and responsible manner at all times Fortunately many businesses have historically embraced the idea that they can operate in an ethically responsible manner However there are way too many companies that are willing to cut corners and do whatever it takes to make a profit thus contributing to the vortex of mistrust distrust misinformation disinformation and less than full disclosures as a result of their unethical misconduct This book takes the position that enough is enough and argues that all businesses can and must be ethically responsible no matter its size or whether it operates locally or globally The book describes the features of an ethically responsible e g ethical and socially responsible organization that is committed to always doing the right things which means they are committed to building institutionalizing and sustaining an ethically oriented organizational culture Ethical responsibility means maintaining even improving your bottom line while setting a high bar for high ethical standards AND making a positive contribution to society The book argues that organizations must be attentive to ensuring that the culture has as its core accountability responsibility and learning which means it invests in developing and expecting all of its employees to be fully engaged in making ethical decisions and being ethical leaders The book also discusses what it means to be an ethically responsible global business leader middle manager and lower level employee The Ethically Responsible

Organization provides a detailed look at the importance of organizations doing preventive work to avoid ethical falls or scandals and takes the position that if such a fall or scandal occurs then the company should seize the moment and learn from the experience by becoming a learning organization. The book also takes the position that an ethically responsible organization is already a learning organization where continuous inquiry, diagnosis, reflection, learning, and self-correction is the keystone of the way it operates. Finally, the book offers some ideas on how organizations can reinforce and sustain themselves as ethically responsible businesses today and in the future by taking a strategic approach to ethics that includes constant and consistent ethics training and education for all its employees and partners. In the end, the purpose of the book is to continue to increase our understanding of why organizations stray from doing the right things and how a focus on being ethically responsible can position companies to avoid or quickly respond to any potential ethical misconduct or find themselves in the list of the years top ethical scandals. This book is written for all those who also take the stance that enough is enough when it comes to the headlines of another failure because the organization's leaders would not commit to being ethically responsible and find themselves in the throes of an ethical scandal and unable to recover from it and like Humpty Dumpty, all the king's horses and all the king's men, the company can't recover from what was a preventable ethical fall.

Digital Dilemmas Øyvind Kvalnes, 2020-06-02 Social media is at the core of digital transformations in organizations. Facebook, Twitter, LinkedIn, and other social media platforms widen the scope for rapid and effective communication with stakeholders. They also create a range of new and challenging ethical dilemmas. This open access book categorizes the dilemmas organizations across a range of industries can face when they implement social media to communicate with stakeholders. This book provides a systematic framework for analyzing these ethical dilemmas in social media using the Navigation Wheel. This tool leads the decision maker through a series of considerations such as legal questions, corporate identity, morality, reputation, and ethics. Finally, the author considers implications for leaders and presents potential solutions to these dilemmas. Based on five years of original research with 250 executive students at a European business school, all of whom work with social media communications in their organizations, this book is the first major study to explore the ethical use of social media across industries and is a valuable resource for researchers and practitioners alike. **Ethical**

Dilemmas in the Creative, Cultural and Service Industries Johan Bouwer, 2019-05-22 Ethical Dilemmas in the Creative, Cultural and Service Industries enhances professional ethical awareness and supports students' development of skills for ethical decision making in these growing sectors. It focusses on the shaping of personal and professional values and dealing with the moral and ethical issues that future professionals may encounter in practice. Including a multitude of varied and interdisciplinary case studies, this textbook adopts an applied ethical approach which enables the student to combine basic ethical theory with relevant and real life cases. Major ethical issues such as CSR, ethical leadership, human rights, fraud, employee rights and duties, new technology, and social entrepreneurship are addressed. This will be invaluable reading for

students studying tourism hospitality leisure events marketing healthcare logistics retail and game development It will also be a suitable resource for in company training of practitioners already working in this wide range of domains Fallibility at Work Øyvind Kvalnes,2017-10-09 This book is published open access under a CC BY 4.0 license This book addresses how organizations can deal with human fallibility in order to create space for excellence at work Some mistakes in work settings put lives at risk while others create openings for innovative breakthroughs In order to deal constructively with fallibility an organization needs a communication climate where it is normal to voice opinions admit mistakes and ask for help in critical situations The book builds on interviews with practitioners in healthcare aviation IT public governance and industry It connects narratives from these fields with theories from organizational psychology and philosophy as well as from positive organizational scholarship In the final chapter an overall ethics of fallibility at work is outlined Fallibility at Work contributes to research in multiple academic disciplines but also reaches out to practitioners who are interested in the connections between error and excellence in organizations Professional Ethics in Athletic Training Gretchen Schlabach, Kimberly Peer,2024-06-01 A comprehensive textbook for athletic training students educators and practitioners Professional Ethics in Athletic Training Practicing and Leading With Integrity Second Edition provides a framework for understanding and applying ethical principles across the career span of an athletic training professional Esteemed authors Gretchen A Schlabach and Kimberly S Peer explain the necessity of practicing and leading with integrity across one's athletic training career The text explores issues related to cultural competence and professional behavior as well as ethical leadership and decision making skills that both inform and transcend the athletic training profession Each chapter is accompanied by frameworks that lead to both analysis and awareness of legal statutes ethical principles regulatory practice acts and professional practice standards that encourage responsible reasoning and conduct Contemporary journal articles can also be found in every chapter to help readers make connections between content and clinical practice The text also includes assessment tools sample models for ethical decision making writing about moral issues and sample course design and delivery for teaching ethics Included in the instructor's materials are nearly 50 cases to promote critical thinking as well as learning activities for each chapter Included with the text are online supplemental materials for faculty use in the classroom Covering all levels of ethical practice from the entry level student to the experienced athletic trainer Professional Ethics in Athletic Training synthesizes and integrates ethical theory and practical application for those who practice and lead with integrity Governance and Governmentality for Projects Ralf Muller,2016-09-01 This research based book takes an organization wide perspective to describe the governance and governmentality for projects in organizations Governance of projects defines and directs the ways managers of projects programs and project portfolios carry out their work Governmentality is the way the managers of these managers present themselves to those they lead Governance and Governmentality for Projects starts with introducing existing theories models and paradigms for governance and governmentality It then develops a chronological framework of the ways

governance and governmentality for projects is enabled in organizations how it subsequently unfolds in organizations of different types and sectors and the consequences of different governance approaches for project results trust control and ethical issues in projects Special emphasis is given to the link between corporate governance and the governance of project programs and project portfolios Three real life case studies exemplify the research findings described in the book Through its structure this book describes the development of governance and governmentality in the realm of projects from its organizational origins via observable practices to expected consequences of different implementations Aimed at academics post graduate students in business and management reflective practitioners standards or policy developers those in governance roles and others in need of a detailed knowledge of the spectrum of project related governance in organizations this book will help develop a comprehensive understanding of the theoretical and practical underpinnings of the subject their interaction and implications for implementation This allows for understanding and developing of both generic and idiosyncratic governance structures such as those needed in project based organizations *Meaningful Work* Mike W. Martin,2000 As usually understood professional ethics consists of shared duties and episodic dilemmas This book rethinks professional ethics to include personal commitments and ideals including many not mandatory for all members of a profession *Book Review Digest* ,1997 **Handbook of Administrative Ethics** Terry L. Cooper,1994 Delineating implications for administrative ethics from other fields such as sociology psychology and philosophy this state of the art reference text provides a comprehensive review of administrative ethics in the public sector tracing the treatment of ethics in public administration literature from the late nineteenth century to the present Detailing the context within which contemporary ethics training has developed the Handbook of Administrative Ethics recommends useful research techniques for generating various categories of knowledge concerning administrative ethics examines the effectiveness of ethics training and legal and organizational devices for encouraging desired conduct creates a taxonomy for administrative ethics using the categories of modern philosophy discusses the origins of the term public interest analyzes deontological and teleological approaches to administrative ethics oriented toward duty to principle focuses on the ethical dimensions of organizational culture and the conflicts between culture and ethical conduct investigates topics of particular relevance to the political and social contexts of public administration in the United States and more Written by over 25 leading scholars in public administration ethics the Handbook of Administrative Ethics is a valuable reference for public administrators political scientists and scholars in other fields concerned with professional ethics such as biomedical and legal ethics and an essential text for upper level undergraduate and graduate students taking courses in departments of public administration political science government and social work *The Science of Subjective Well-Being* Michael Eid,Randy J. Larsen,2008 This authoritative volume reviews the breadth of current scientific knowledge on subjective well being SWB its definition causes and consequences measurement and practical applications that may help people become happier Leading experts explore the

connections between SWB and a range of intrapersonal and interpersonal phenomena including personality health relationship satisfaction wealth cognitive processes emotion regulation religion family life school and work experiences and culture Interventions and practices that enhance SWB are examined with attention to both their benefits and limitations The concluding chapter from Ed Diener dispels common myths in the field and presents a thoughtful agenda for future research

Speaking from the Heart Rita C. Manning, 1992-05-20 Manning successfully argues that theory and ethics should once again be reunited thorough and provocative THE MIDWEST BOOK REVIEW **Environmental Ethics** ,1998 **The Relationship Between Work Environment and Ethical Nursing Practice** Kristin Teitelbaum, 1991

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