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Randy Castillo

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



 The One Cent Ethical Dilemma

Randy Castillo

 Columbia Southern University BHR 3351 – Human Relations and Development

Recommended Actions

 What actions do you recommend Rajah take about his concerns with respect to the new one-cent-in-change policy? When it comes to corporate ethics, there are downsides to the con game, but they should be at the center of what permits businesses and people to flourish.  Regarding Rajah's one-cent-in-change policy directive, I feel he should acknowledge that he has a moral problem not only embracing this new policy, but also implementing the policy of retaining one cent in situations of change that should theoretically be returned to its consumers. Rajah's actions should be to first report the unethical behavior to his direct manager, and if there is no positive response to resolve the issue, Rajah should then include other direct leaders in the conversation to better understand whether the lack of ethics is the result of direct leadership or the company itself.  Explain whether you think Rajah should blow the whistle on his employer. I feel Rajah should be a whistleblower because, while it is not the most popular reaction to adverse conditions, it may be the best if the actions of a few have a negative influence on the entire organization. In this case, Rajah should be the one to strive for ethics, because stealing from customers would be dealt with much more positively within the company than by an outside source who may damage the company. Ethics

 What is your opinion of the ethics of the new policy about withholding one-cent-in-change? My belief on the one-cent policy is that it is actuary. To be honest, Lauren's instruction to Rajah implies that Lauren aims to steal its clients' money and that only when the consumer realizes they are being cheated would they be able to demonstrate honesty.  Integrity should not be only provided when asked for; rather, it should be exhibited on a regular and unrestricted basis.  Is there a need for ethics training? If so, why? This recent rule modification demonstrates the need of ethics training.  Although there is a physical need to increase corporate profit, it is clear, that all employees in this situation do not comprehend what ethical standards or behavior in an organization may look like. Employees must constantly be aware of the correct course of action, even if Lauren feels her point of view and expectation of the one-cent directive are ethically harmless. Companies must define what is and is not incorrect or right.  Ethics training is vital since it may have a daily impact on business, the company's reputation, and

staff morale. ⑤ Because one rash or ill-conceived action by a person may have far-reaching consequences for a whole company, a corporation cannot afford to leave ethical decision-making to chance. Ethics Training

③ How often should ethics training take place? Why? Ethics training should be conducted at least once a year to coincide with new employees, regulations, or organizational goals or changes. It is important for a business to ensure that all workers are on the same page and understand what is expected of them. When the corporate personnel structure changes, attitudes and views, rather than actuaries, will move. ③ By having ethics training, what can the employer and employees learn? Employers learn how to consider emotions and behaviors, as well as how to match all their workers' values with a high degree of excellence and performance. Workers that adhere to corporate workplace ethics ensure that employees like Laura execute and lead with integrity, which is why a strong ethical culture inside company is critical in asset preservation. Conclusion Ethics training not only raises employee awareness of the corporation's ethical practices, but also improves employee morale, enabling them to collaborate more efficiently and peacefully with their coworkers. By being ethically aware, employees and employers can learn to maintain a positive organizational culture and a strong public reputation.

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