

FACULTY OF JURIDICAL SCIENCES

Lecture-9



Importance of business ethics in the workplace

There are tangible and intangible benefits to maintaining ethical practices in your workplace, including:

Improved employee retention

Strong business ethics often encourage managers to show appreciation for an employee's hard work. As a result, team members may be more loyal to the company and strive to be more productive. It also means employees at all levels are less likely to be let go for reasons related to unethical behavior.

Stronger Collaboration

Team members who practice business ethics have respect for one another and work well together. This camaraderie not only fosters a pleasant work environment but also helps with team collaboration and productivity.

More effective leadership

When a manager follows business ethics, they're more likely to treat employees well. As a result, teams are more inclined to follow their lead. This minimizes discipline issues and teams' trust in managers and supervisors when tough decisions need to be made.

Increased Professional Value

When you have a positive attitude toward your work and those you work with, you can increase the quality of your work. It also increases your value to your team and the company as a whole.

Transparency

Transparency is an important value that businesses seek to imbibe. This value serves as a basis for trust between an organization and its customers, investors, employees and partners. Transparency translates to being open and honest with stakeholders in various matters pertaining to business. Transparency means various things for different stakeholders. For an investor, it can mean ready access to financial information, price levels and financial reports. For customers, it can mean timely response to inquiries and feedback. Transparency for employees can mean honest two-way communication and transparent discussions on professional goals, workplace issues and performance.

Integrity

Integrity is another core business value that many organizations strive to stand by. Business integrity involves always being truthful and displaying honors and courage while making difficult situations. Integrity is doing what is morally right always, and can reflect strength and commendable character. When a business displays integrity, it works on closing gaps between its

actions and intentions. It ensures that all interactions with stakeholders align with the company's mission and purpose. Training leadership to practice integrity can be essential to developing integrity across the organizational ecosystem. A business that upholds integrity can stay relevant for the right reasons.

Trustworthiness

Building trust with stakeholders is an important aspect of building a business. Trust is one of the most important assets of a business and its success is directly proportional to the level of trust that a company shares with customers and employees. Businesses can seek to develop trust through various methods. These can include building excellent products that provide value to the customer and being readily accessible for customer support. It may also include practices like being professional, enabling secure shopping experiences and displaying testimonials from customers. Building trust is an important aspect that can aid a company's long-term growth.

Loyalty

Another factor that determines the progress of a business is the loyalty it displays in its business relationships. Employee loyalty is an important part of this. The high level of employee loyalty and trust is essential to building a successful brand. A business can foster employee loyalty through various methods, including transparency, respect, and fair compensation and offering employees a safe and comfortable workplace. They can also instill it via internal marketing with efforts to instill employee commitment. Another important aspect of loyalty is customer loyalty. Companies can promote this through quality products, marketing, empathy and transparency with the customer.

Equality

Equality is one of the most important business ethics many organizations stand by. Equality involves the inclusion of individuals with no discrimination or favoritism. Promoting equality and non-discrimination in the workplace is an important step that companies can take to build a meaningful workplace. Businesses can promote equality at the workplace by incorporating hiring methods that assess individuals from across the spectrum. Providing fair compensation across genders is another step towards building equality. In an organization that promotes equality, employees feel more involved and respected for their talents and skills irrespective of their cultural backgrounds, genders or ethnicities.

Compassion

Compassion helps many businesses succeed. When companies demonstrate compassion, they indirectly build an emotional bond with the other parties, thus helping them perform optimally. Ethical companies show genuine kindness, care and compassion for the livelihood of others. When compassion is a key business ethic, the objective is to meet business goals while causing the least amount of damage. Each business decision considers the impact of those decisions on people and communities. Compassion at the workplace involves expressing genuine care, concern and respect to employees and responding to their personal and professional needs.

Respect

Respect is an important value upon which many successful businesses thrive. Businesses can show their respect to customers by being more honest and transparent about their services and products. Responding in a timely manner to customer queries and concerns can demonstrate true respect and care. In the workplace, businesses can promote respect by being considerate towards the needs of every employee and demonstrating transparency and open communication. When employees feel respected, it inspires them to give their best at the workplace. It takes a long time to earn the trust of stakeholders and customers, and considerable effort to maintain it.

Excellence

Building a culture of excellence is a great example of business ethics. Constantly putting in efforts to outsmart competitors and an Endeavour to deliver only the best results can contribute to the success of the company in the long run. To ensure that businesses provide the best experiences to customers, it is essential to have a happy, inspired and motivated workforce. Engaging with employees for feedback and concerns, and open communication about personal and professional aspirations, can keep employees satisfied and motivated to give their best. Companies can foster excellence.

Responsibility

Companies with high ethical standards recognize their responsibilities towards stakeholders, employees and customers. They understand the impact of their actions. These companies make efforts to conduct the business in line with their mission and vision. They take logical and practical decisions that benefit everyone in the long run. Companies understand their moral obligations and duties to other people and try their best to fulfill them. The best way to build a culture of responsibility is to hire leadership that believes in this value. Encouraging a sense of ownership to one's role can promote a culture of responsibility in the workplace.

by hiring competent and able talents for the organization.

Accountability

Promoting a culture of accountability at the workplace can help companies get the best out of every employee. When employees perform to the best of their abilities, the company can deliver better results to the customers. Companies can promote accountability with open communication and proper goal setting. Setting clear expectations and having employees define their own roles and responsibilities can be good place to begin for a culture of accountability. Align daily responsibilities with growth and learning sessions to help employees make progress and understand their work better. Also, recognize and appreciate individual accomplishments and successes across the organization.

Reputation upholding

While creating a positive reputation in the industry is important for any business, it is even more important to uphold that reputation. Upholding reputation takes considerable effort and energy and is an important aspect on which businesses may require focusing. Maintaining a positive reputation involves building an inspiring work culture, keeping investors engaged and upholding the quality of products and services to customers. A company can conduct its functions in an uplifting way and ensure that business decisions or actions do not undermine the company's reputation. Necessary steps can be taken regularly to strengthen reputation and build goodwill with stakeholders.

Lawfulness

An ethical company puts in regular efforts to abide by all legal regulations and obligations required for business continuity. These obligations may include things like taxes, employment and labor laws and worker safety. When a company works within the boundaries of a legal system, it can acquire trust and credibility. This can also enforce a strong positive reputation that can help a company build good relationships with customers and other stakeholders. Ensuring that a business is legally compliant keeps it in good standing and gives the business enough time to focus on its primary goals.