

## **ETHICS IN HUMAN RESOURCE MANAGEMENT (HRM)**

### **MEANING OF HRM**

HRM can be understood in simple terms as employing people, developing their resources, utilising, maintaining and compensating their services in tune with the job and organizational requirements with the view to contribute to the goals of the organization, individuals and the society.

'OR'

HRM is the process of planning, organizing, directing and controlling human activities to achieve the organizational goal and individual goals.

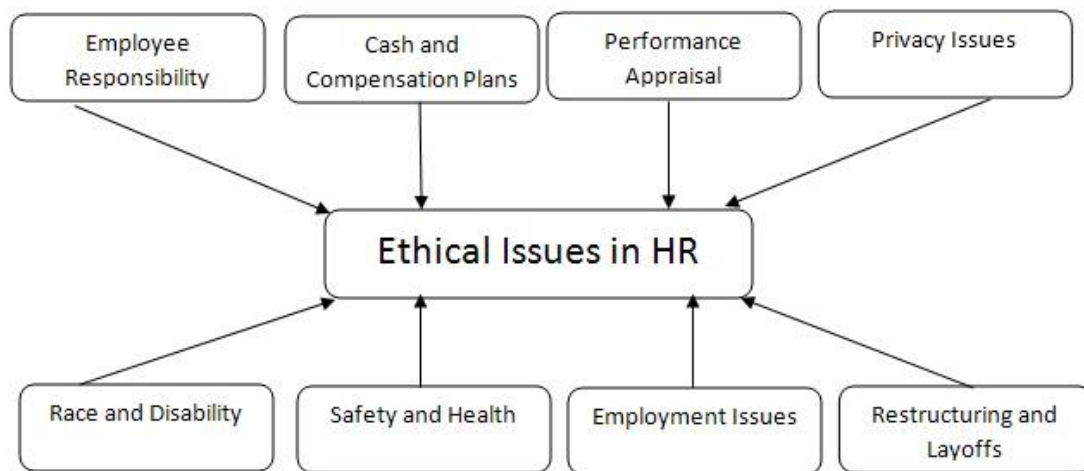
### **MEANING OF ETHICS**

Ethics are those values, which has been imbibed within an individual on reinforced externally that help him to distinguish between right and wrong and to act accordingly. There can be several sources of ethics like religion, organizational culture, legal obligations etc.

### **ETHICS IN HRM**

Ethics in HRM indicates the treatment of employees with ordinary decency and distributive justice. The ethical business contributes to the business goals as the employees will feel motivated and they will work with efficiency and effectiveness. Ethics in HRM basically deals with the affirmative moral obligations of the employer towards employees to maintain equality and equity justice.

## Areas of HRM ethics



- Basic human rights, civil and employment fight. (E.g., Job security, feedback from tests)
- Safety in the workplace;
- Privacy
- Justifiable treatment to employees. (E.g., Equity and equal opportunity)
- Respect, fairness and honesty-based process in the workplace.

## Role of HR in Promoting Ethics

### a) Improve recruitment and selection tests

- Follow the recruitment policy that is identification of the recruitment needs, monetary aspects, criteria of selection and preference etc.:
- Follow the situational factors such as economic factors, social factors, technological factors etc.:

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- Selection must be in planned manner;
- Avoid illegal questions.

b) Conduct ethics training-

It is a short-term process of training given to the HR of the organization to do their work in adherence to the ethical code of conduct. The main advantages are increased productivity, higher employee morale, less supervision, less wastage, etc.

c) Ensure that there are no pitfalls in performance appraisal-

Performance appraisal should be factual and there should not be any partiality or bias in the attitude towards the employees.

d) Rewards and disciplinary system

e) Improve and facilitate two-way communication

f) Avoid any kind of discrimination among the employees based on certain factors like caste, colour, culture, religion, appearances etc.

g) Equal opportunities must be given to every employee for his advancement and development.

h) Measures should be taken for employee safety while working in the organization.

## **Unethical Practices of HRM**

### **1. EMPLOYERS-**

- Creating split in union leaders;
- Biased attitude in selection, transfer, promotion etc.:
- Off-shoring and exploiting "cheap" labour markets;
- Child labour;
- Reneging on company pension agreements;

- Physical violence:
- Coercion;
- Longer and inflexible working hours;
- Putting on more stress on employees for increasing the productivity;
- The use of disputed and dubious practices in hiring and firing of personnel.

The perception of consumers about the company is based upon the ethics of the company. Eventually, based upon the perception about the company, the investors will affect its' share price. Similarly, it has been suggested that poor standards of conduct emanating from the top management affect employee motivation and commitment to organisational goals.

## **2. EMPLOYEES-**

Some of the common problems are-

- False claim of personal details like age, qualifications etc.
- Producing false certificates.
- Taking decisions as per their convenience.

## **3. GOVERNMENT-**

- Announcing the vacancies and not taking any action further.
- Functioning of government offices is not transparent and reliable.
- Selection committees will be excessively cautious of reservation quotas and possible court cases rather than gaining through the responsibilities.

