

Human Resource Management

N4 – HRM and Ethics

Introduction

Ethics: the study of the general nature of morals and of the specific moral choices to be made by an individual in his or her relationship with others, and the rules or standards governing the conduct of the members of a profession.

Ethics as a contested terrain

Duty (Kant)

- 'Act only on that maxim by which you can at the same time will that it become universal law' (Kant cited in Budd and Scoville 2005: 9)
- Doing the right thing - inconsistent with meritocracy

Utility (Bentham)

- Advocates the greatest happiness to the greatest number of people
- Promotes efficiency, not necessarily equality

Fairness (Rawls)

- Ethical theory of distributive justice – 'differential outcomes acceptable only if they reflect legitimate differences' (Budd and Scoville 2005: 11)
- Accounts for inherent disadvantages – does it promote difference/[positive] discrimination

Dilemma no.1 – HR Practices

Is employee surveillance ethical?

- "No" from a Kantian perspective (surveillance is not something that should be a universal maxim)
- "Yes" from a utilitarian perspective (safety to the greatest number at costs of freedom for a few)

Is variable pay ethical?

- "Yes" from a utilitarian perspective (fair and equitable recognition of performance)

Human Resource N4 Question Paper

JR Anderson



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The book delves into Human Resource N4 Question Paper. Human Resource N4 Question Paper is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Human Resource N4 Question Paper, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:

- Chapter 1: Introduction to Human Resource N4 Question Paper
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- Chapter 4: Human Resource N4 Question Paper in Specific Contexts
- Chapter 5: Conclusion

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4. In chapter 3, the author will examine the practical applications of Human Resource N4 Question Paper in daily life. This chapter will showcase real-world examples of how Human Resource N4 Question Paper can be effectively utilized in everyday scenarios.
5. In chapter 4, this book will scrutinize the relevance of Human Resource N4 Question Paper in specific contexts. This chapter will explore how Human Resource N4 Question Paper is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, this book will draw a conclusion about Human Resource N4 Question Paper. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Human Resource N4 Question Paper.

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