ETHICS FOR EMPLOYEES

Employee Ethics

Ethics help us in deciding what is right and what is wrong and what price we will have to pay if we follow a wrong practice. Given below is a situation about an ethical dilemma **an employee might face** in a lucrative but potentially dangerous situation. The reader is suggested to read about the situation carefully and then answer the subsequent questions.

Scenario No. 1

Rishabh Dash was employed for a year as an accountant with Agri Chemicals Pvt. Ltd., a fertilizer-manufacturing plant. After that, he applied for a job with QWERTY Solutions, a reputed company in Bengaluru. The requirement of the desired candidate profile is mentioned as "experience of 2-5 years in Accounting."

Rishabh didn't want to lose the opportunity of working with a renowned company and hence he falsely mentioned '3 years of working experience' on his resume. He got selected and quickly created a reputation of being a good performer. He was even "The Promising Employee of the Month" twice in the first six months.

One day, one of Rishabh's colleagues decided to collect some background information about him, out of pure jealousy. He went to Agri Chemicals and discovered the truth. Needless to say, he came back and spilled the beans.

Rishabh's supervisor was very disturbed on hearing this, as he had a very good impression about Rishabh, and was actually deciding to promote him so that he can share a few of the managerial responsibilities.

Questions

1. When Rishabh exaggerated his experience on his resume, do you think he must have feared that he would eventually be caught? What would you have done, if you were in a similar situation?

2. What would you have done if you had known the truth about Rishabh instead of his colleague? Explain your view.

3. If you were applying for a job and come across a similar scenario, would you be tempted to do the same as Rishabh did? Explain your view.

LIVEWORKSHEETS

Employer Ethics

Employers and employees share a "compensation-for-service" relationship where an employer pays an employee an already-agreed-upon fair pay in exchange of a fair job done.

The following scenario is from the **perspective of the employer**. The reader is instructed to employ his empathetic skills while trying to understand the manner in which this scenario raises a few questions on the workload of employed skill.

Scenario No. 2

Shanti was employed with Sam Consultants Pvt. Ltd. as a receptionist. As the company was just starting up, Shanti had plenty of time left after attending to queries and interacting with the customers.

After a few days, Shanti's supervisor noticed that most of the time, she used to be without work. Therefore, he assigned some additional responsibilities to her such as converting hard-copies to soft-copies and proof-reading of office documents. These additional responsibilities put an additional burden on Shanti. Now, she is overburdened with work. Resultantly, she was not able to finish the work on same day and hence her tasks are getting piled for the next day and so on.

Her supervisor thinks he is justified in his stance of giving Shanti more responsibilities, as he is paying her full dues as an employer to an employee.

QUESTIONS

1. Would your thoughts have been the same if you were the supervisor? Explain your view.

2. Does the supervisor's action justify the company or professional standards?

3. What would you have done, had you been the supervisor? Explain your view.

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