

Employers Ethical Responsibility

Table of Contents

Introduction..... 2

Appreciation of the importance of this issue 3

Roles and the responsibilities of the HRM 3

Integration of the theory 4

Structure and Presentation 4

Conclusion 5

References..... 5

Introduction

The relationship of the employer and its employee is very vital and it's the responsibility of the employer to take full care of its health and well being and further it's a mutual dependency and trust the one will look after each other. However it is more of moral responsibility, but the pressure of self interests are very strong and compelling, but both the employers and the employees should train their choices by honesty, caring, candor and esteem for each other.

Appreciation of the importance of this issue

Handsome pay and hard working conditions were never the matter of question, but along with it the well-being of the employees should also be continuing concerns. Although, it should be a leading concerns to think about the welfare of the employee, while an ethical employer will always makes decision and policies after thinking about the betterment of the employees, even if they are the matter of cost which will lead to the profitability of the firm. A developing company should always be transparent to its company members say its stakeholder, shareholders, employees, owner or themselves.

Roles and the responsibilities of the HRM

It is to be brought in light that employees should be treated with dignity, respect and care; and it should be the companies concerns to check if the managers are not abusing their powers and treating their subordinates disrespectfully. AsHodges(2017) mentions that the behaviour of kill the messenger at any level of the management should not be entertained and the companies should exercise control against it. Employees should always raise their voice against any ethical issue without any fear. As it is to the fact that employees always act on the promises of the employers on the central matters such as pays, raise or promotions. Employers, who chisel their

promises, not stand on their promises of the employees, or ill treating them only the instruments of the firms, etc., fail to meet the moral responsibilities for their employees.

Integration of the theory

Employees of the firm also have moral obligations to follow and for that they work beyond for a day for day's pay. According to Rosenberg(2015) they also have moral duties to the organisation, clients, and owners and also to the firm. Suppose an employee interviews other interviewees in order to replace the current employee behind his back, the current employee when gets to know about it takes it as a betrayal. Before the termination of an employee, it is to be expected that the employee gets a prior and ample notice with a severance pay.

Structure and Presentation

Employers have an ultimate duty to care good care of their clerks and employees this includes safety, wellbeing and making sure that they are healthy. As it is also a legal duty to have a concern for the both mental and physical health of the employee. Thus, according to Pronk (2018) it is also a key element in trust building and reinforcement of the commitments made to the employees; all these lead to high productivity from the employees, greater retention from staffs and high staff engagements.

As per Guest (2017) it is legally appropriate for the employers should stand for by health and safety for the employee as per employment law. Further they have a primary duty that the employee much be safe and do not have physical injury and they should also stand in for their responsibilities in case for any negligence made from their end and must take care of any personal injury that happens.

Part time workers or full time employees, employers should always have responsibilities towards them, some of the main responsibilities are being listed below:

- take full responsibility of the task that you are hired to do.

- show complete dedication towards work.
- getting into trouble should be avoided.
- take the instructions of the employer seriously.
- remain loyal for the whole time.

Following are the actions according to Dowling (2015) that can be taken when the employees are disobeying and not loyal:

- They may receive written notices or termination letters.
- Take decision of evaluating their job profile like de-promoting them (giving them tasks which is lower for their job profile)
- Direct firing of the employee can be done if they do something serious like stealing from office.
- Sue the employees if they go against the employee contract.
- sue them if they try to do any harm to the organisation.

Conclusion

However, as well being is not only related to the stress management of the employees, but it also helps in stress reduction and further helps in stress avoidance.

Therefore an employer is also deemed to have breached their responsibility of caring of the employee and by failing to do everything that was sensible in the situations to make the employee stay and keep them safe from harm. Although employees will be also having responsibilities for their health and wellbeing at work place; just like for example, they are at liberty by law to decline to assume work that is not safe without fear of penalizing act.

References

Grayson, D. and Hodges, A., 2017. *Corporate social opportunity!: Seven steps to make corporate social responsibility work for your business*. Routledge.

<https://www.taylorfrancis.com/books/9781351280877>

Guest, D.E., 2017. Human resource management and employee well-being: Towards a new analytic framework. *Human Resource Management Journal*, 27(1), pp.22-38.

<https://onlinelibrary.wiley.com/doi/abs/10.1111/1748-8583.12139>

Pescud, M., Teal, R., Shilton, T., Slevin, T., Ledger, M., Waterworth, P. and Rosenberg, M., 2015. Employers' views on the promotion of workplace health and wellbeing: a qualitative study. *BMC public health*, 15(1), p.642.

<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-015-2029-2>

Sorensen, G., Sparer, E., Williams, J.A., Gundersen, D., Boden, L.I., Dennerlein, J.T., Hashimoto, D., Katz, J.N., McLellan, D.L., Okechukwu, C.A. and Pronk, N.P., 2018. Measuring Best Practices for Workplace Safety, Health, and Well-Being. *Journal of occupational and environmental medicine*, 60(5), pp.430-439.

<https://www.ingentaconnect.com/content/wk/jom/2018/00000060/00000005/art00017>

Zhang, M.M., Bartram, T., McNeil, N. and Dowling, P.J., 2015. Towards a research agenda on the sustainable and socially responsible management of agency workers through a flexicurity model of HRM. *Journal of Business Ethics*, 127(3), pp.513-523.

<https://link.springer.com/article/10.1007/s10551-013-2045-z>

