Ethical Decision Making

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INTRODUCTION

- Ethical models that guide decision making
- Ethical decision making with cross – holder conflicts and competition
- Kohlberg's model of cognitive moral development
- Influences on ethical decision making
- Personal values and ethical decision marking

Ethical Models

- Utilitarian approach
- Rights approach
- Fairness/Justice approach
- Common good approach
- Virtue approach

Ethical Models – Utilitarian Approach

- The ethical action is the one that produces the greatest good and does the least harm for all stakeholders e.g. clients, colleagues, the community.
- The utilitarian approach deals with consequences; it tries both to increase the good done and to reduce the harm done.

Ethical Models – Rights Approach

- The ethical action is the one that best protects and respects the moral rights of those affected.
- Humans have the ability to choose what they do with their lives.
- They have a right to be treated as ends and not merely puppets where the end justifies the means.
- Choices about e.g. what kind of life to lead, to be told the truth, not to be injured, to a degree of privacy.

Ethical Models – fairness Approach

▶ Ethical actions should treat all human beings equally, or if unequally, then fairly based on some standard that is defensible.

▶ E.g. people are paid more based on their greater contribution to the organization, and we say that is fair.

Ethical Models – Common Good Approach

▶ This approach suggests that the interactions with your community are the basis of ethical reasoning.

▶ Respect and compassion for all others, especially the vulnerable, are requirements of such reasoning.

▶ This approach draws attention to marginalized groups such as PwD.

Ethical Models – Virtue Approach

▶ Virtues are dispositions and habits that enable us to act according to the highest potential of our character.

▶ Honesty, courage, compassion, generosity, tolerance, love, loyalty, integrity, fairness, self-control, and wisdom are all examples of virtues.

▶ Virtue ethics asks of any action, "What kind of person will I become if I do this?" or "Is this action consistent with my acting at my best?"

Which Approach, you use…??

▶ Each theory discussed above are have their own strength and weakness.

▶ Also there are different people, follow different approach.

▶ So it is difficult to tell which approach is best, as all approaches are claim various ethical principles and they are right at their position.

▶ So it is based on situation and way of thinking of decision maker will decide which approach is used in particular situation.

Cross Holder Conflicts

▶ The problem of ethical decision making becomes more complicated when we factor the conflicting interests of stakeholders in business.

▶ In a situation of conflicting interests of stakeholders, as for instance, when an organization with a view to increasing profits and declaring higher dividends to shareholders on a long-term basis, resorts to the introduction of high-technology labor-saving devices, and dismissal of its labor in hundreds, it leads to a very complex ethical decision making problem to managers.

▶ Such situations occur very often in industries.

▶ This type of situation calls for a solution with a "human face".

▶ For example the managers can ensure that displaced employee from one division can be train suitably to enable them to be absorb in the company's other division.

▶ This type of situation is not an easy job so ethicists find it difficult to offer a proper solution to these conflicting situation.

▶ Barry proposed the following decision making rules regarding cases of conflicts and mixed effects:

➡ Choose more important obligation between two or more obligations.

➡ Choose an action of higher ideal when two or more ideals conflicts or when ideals conflict with obligations.

➡ Choose the action that produces greater good, or the leaser harm, when the effect are mixed.

Thank You!