

Ethical And Legal Considerations Related To Employment Discrimination

Posted on October 3, 2018

In the course of business operations, there are several factors that affect the performance of other agencies in either way. Because these factors originate from different domains, in most cases, the management of commercial entities always involves a comprehensive survey of these domains and determining specific factors. The primary environment of organization management includes legal, social, industrial, economic, and other important areas.

Due to the variety of operations involved, there are several legal considerations that are often satisfied to meet the obligations required in these areas. Application of these legal requirements may require the use of people with certain legal experience to advise companies on the legal requirements needed in these various fields. Another factor that observed strict adherence to some legal requirements is the harmful legal impact of contradictory measures. Under unfavorable conditions, the legal consequences resulting from a breach of legal requirements may involve the termination of organizational procedures under court order. Countries and cultures around the world have various legal requirements that influence the course of action taken in these fields. Lovers of these environments also have an integrated ethical consideration in these legal structures.

Ethical considerations regarding this point include some criteria that define the areas to which participants in these environments should comply. In some cases, ethical requirements are defined in legal documents, so they are of great importance to stakeholders. In this regard, the document focuses particularly on commercial situations integrated into specific ethical and legal requirements. This document mainly focuses on discrimination and elements in the workplace through the elucidation of some ethical and legal considerations surrounding labor discrimination.

A Description Of The Business Situation

Discrimination in the workplace is a common phenomenon recognized worldwide at various levels of institutions. Discrimination refers to incorporating inequality in the process of providing diverse opportunities. Humans need to be treated equally despite the cultural and social differences they explicitly state. Therefore, discrimination can be contrary to human desires and lead to a high level of dissatisfaction that impairs the performance of different levels of people. In some cases, discrimination may be adopted based on race, age, religion, sex, social status, etc. In addition, discrimination in work appears in various ways. This may be in the form of job opportunities that may be preferred over other races where certain race or sex members are considered to be relatively poor. The implementation of the compensation system sometimes witnesses discrimination. People with similar educational qualifications and work groups are expected to receive similar rewards at any

workplace.

However, some members of the organization with the same working group may receive a relatively high level of prejudice due to prejudice and may be violated. In addition, discrimination in the workplace is also common when presenting opportunities for promotion to employees. Organizations that fully support equality and democracy should promote members based on pure merit. Examples of promotion based on other factors that are not collective assets are considered to promote discrimination in labor. Workplace discrimination affects other stakeholders of the organization, in addition to directly talking with employees of the organization (Ursery, 2002). The manager is the central person in the performance of any entity and needs to participate in all the activities of the organization. This should be possible through a communication channel that involves all members of the company rather than those of the manager. However, due to centralization by the authority of a small number of individuals, a group of administrators may be excluded from important organization management.

Federal regulations on discriminatory employment practices explain the various forms that discrimination in the workplace can take. First of all, the advertisement of the work should be constructed in the best possible way and cover different groups of people. However, when the announcement presents ongoing opportunities to specific groups of people, it is publicly identified and eliminates other similar groups based on some human characteristics. However, discrimination is performed in job advertisements. The announcement is replicated to hire employment. Discrimination within a job is found in people based on social connections with senior members of prestigious employment and financial institutions. Collectively, the conditions of the organization must be structured as they reflect the needs of the whole organization. In a discriminatory environment, conditions are not the best for all stakeholders. One o'clock, terms and assumptions of conditions suggest additional benefits to the employee's section as others' rights are being infringed. Finally, the regulation stipulates that equality must be dominated in the course of vocational training and learning activities. It is assumed that discrimination during these training activities is direct. Therefore, the necessity of equality will affect the performance of the organization.

The case of discrimination in the workplace is an obstacle to contemporary society, which was witnessed even in colonial times and colonial times. Several cases of discrimination have been reported in the history of the United States. During the period before World War II, they witnessed race-based US labor discrimination. Specifically, the black community is very unmanned and, therefore, took discriminatory actions in the workplace. Initially, the salary given to the members of the black community was generally lower than the salary provided for other races considered to be superior. This compromised the performance of the black community, as they were not satisfied with the conditions of work. More disastrously, the period of World War II witnessed the participation of many African Americans in the war. Regardless of their active participation in the war, it is regrettable that the black society has not received the indignant salary in the African American society.

Ethical Concerns Rising From The Situation

Discrimination in the workplace is a bad thing that must be eliminated in order to achieve the desired level of work within the entity. There are some ethical concerns arising from discriminatory acts in the workplace, and the essence of eliminating this vice at all levels is presented. Initially, it is an ethical requirement for people to treat dignity and respect in the same way at all levels. The virtue of promoting human dignity lies in the spirit of human rights. When discrimination measures are adopted at work, there are high levels of dissatisfaction because some of the staff members are ignored in the process of the adopted action. This felt that the lonely members of the organization were isolated and sometimes took opportunities against the members who were evaluated by the organization. Therefore, discrimination in the workplace causes disputes that do not conform to ethical practices in the workplace. Ethics opposes disputes at all levels. This is to compromise the overall performance achieved. Furthermore, in most cases, disputes compromise the unity of the organization and must be removed. Another ethical consideration concerning discrimination in the workplace is the performance between employees and other stakeholders. In an environment where individuals are recognized and evaluated, it is clear that they will often produce better results. Since recognition is a motivational tool, administrators need to consider measures to encourage employees to achieve the highest level of performance. However, members of organizations tend to do sad things, given that discriminatory behavior is quite derogatory and is a corrupting factor. This is contrary to the ethical requirement of placing a key on the entry of employees in each hiring adopted within the organization.

There are many theories that can be placed in the 4th place to try to explain the results observed in the workplace for discriminatory behavior. First of all, Utilitarian theory has been adopted by several organizations that are ethically accepted and are striving to adopt a code of conduct concerning the organization's performance. This theory is based on the assertion that adoption starting at an organization must be in line with the ethical requirements of various constitutions. These actions also promote the best performance of the organization. Furthermore, it is worth noting that the theory is based on the ability to predict the course of behavior. Before conducting an action, in general, it must be able to check the results, which will be apparent at the beginning of the course. In addition to considering existing ethical aspects, the behavior should promote the interests of the organization. In the case of discrimination in the workplace, if these measures do not match the majority of the members of the organization, discrimination measures will result in a decline in the performance of the organization as a whole. Discriminatory acts will be wise within an organization only if they are supported by a majority of the agencies. Utilitarian theory adopted in the organization has two main forms. This includes the utilitarianism of action and the theory of utilitarianism of rules. Utilitarianism of the law is based solely on the need to take action that brings the best profit for most members of a particular field. Utilitarianism of rules, on the other hand, attempts to benefit the majority of organizations by adopting measures that are considered purely fair. It also depends greatly on the specific value evaluated by the organization. Given discrimination in the workplace, it is in the light of most organizational values that actions are unethical and often lead to undesirable outcomes.

An Explanation Of The Specific Areas Of Law Under Which The Situation Will Be Analyzed

Discriminatory behavior falls under the Employment Act, which identifies the desirable adoptions that should always be in the interests of the organization's stakeholders. Several regulations on employment trends have been promulgated to eliminate discrimination. In the federal government, Title VII of Civil Human Rights, enacted in 1964, prohibits examples of discrimination in the workplace and emphasizes legal actions required for members of the organization to promote discriminatory behavior. The discriminatory tendency stipulated by this Act is based on color, religion, race, sex, and nationality. The Equal Wage Act recommends that both men and women receive the same employment opportunities. This has to be adopted and must also be demonstrated in compensation plans that have to be inclusive regardless of the sex of employees. Later, in 1967, the federal government developed an age discrimination law to ensure that age is included in the work area. This regulation was to ensure that people are fully included in the organization's operation despite age restrictions. Specifically, regulations have been initiated to protect human resources over the age of 40. The act was based on a series of denials that members of this particular age group faced in the organization. At the end of the nineteenth century, Title I and V civil rights law created the US Disability Act, trying to eliminate discrimination cases of disability.

Best Ethical Outlook

In order to eliminate cases of employment discrimination that may hurt the performance of the organization, we need to consider behavioral courses that promote desirable ethics. In an attempt to counter the case of discrimination in the workplace, regulations in different areas of the business will defend the need to ensure equal participation of people regardless of existing differences. The federal government, through a series of legislation, has launched several policies that encourage the adoption of the democratic universe in the organization. Because the democratic space within the organization is directly linked to the ethical standards of various agencies, there is a necessity for promotion. Democratic space promotes the achievement of the organization's desirable objectives by promoting individual participation. Democratic space allows people within the organization to participate directly in the organization's decision-making. This will motivate members of the organization to actively participate in each behavioral policy within the organization and to enable effectiveness at all levels. Therefore, this is in line with the ethical requirements of every society, which requires that people's appreciation be vital to achieving the desired goal. Another aspect that allows people to participate in the organization is to respect human dignity, which is also incorporated into these democratic policies.

Relevant Areas Of Law

At some point, employment opportunities can be viewed as contracts that bind employers and employees. In order to regard employment opportunities as contracts, there are factors that must be taken into consideration in order to essentially bind them. These factors must be agreed upon by the parties, employees, and employers involved in the contract to bind the law. First of all, it is prudent to point out that you need an offer to sign an employment contract. This is a negotiation of the parties involved in presenting the contract during the period in which the contract is bound. Employers must provide certain benefits in the form of remuneration, while employees must be able to provide services to entities according to their job description. Secondly, contracts must be accepted by stakeholders. In this case, the will will be exercised at the time of the conclusion of the contract. Do not do anything during the contract period. However, certain considerations must also be taken into account in the process affecting the contract. This sometimes can involve stakeholders, in this case tailor-made between the employer and the employee, to make a multi-bond contract, including the parties' favor. Fourth, certain functions are reflected among the parties to give friendly terms of the contract. Sometimes, the resulting capacity can be dictated by the other educational qualifications and positions rendered within the organization. The ability of the agreement will determine the terms and conditions mainly taken for employment contracts. Finally, any contract must be incorporated into a specific legal understanding. Legal considerations will be adopted that must establish conditions and considerations for all agreements. Regulation is also the key to any issue that arises from employment contracts. For instance, through effective regulation, the possibility of impairing the performance of employees is eliminated instances of employment discrimination.

Conclusion

In conclusion, it is worth noting that cases of employment discrimination are very devastating with regard to the organization's performance. In addition, discriminatory acts are disadvantageous in that they impair various rights belonging to any group of personnel. As a result, it is necessary to implement specific actions to eliminate these discriminatory behavior. For example, one of the core activities that can be implemented involves adopting policies that severely prohibit cases of discrimination in the workplace. People involved in discriminatory acts must receive strict legal penalties to eliminate future acts that are inherently discriminatory. In addition to the regulations, certain legal structures should be established within the organization to advise the adopted directives. In addition to possible action plans, the management of these entities needs to ensure that adopted adoption conforms to the institutional ethical standards. In relation to this, it is necessary to conduct extensive analysis activities in order to make ethical demands on specific general companies and societies. This is guaranteed only by participation from the target domain.

Furthermore, through discussion of the situation, it can be noted that the adoption of democratic space within the organization will help to achieve the company's desirable objectives. Each

stakeholder must participate directly in the work. Problems of existing opportunities need to be presented based on individual qualifications. In addition to achieving the motivation of the staff, the use of qualifications by providing various opportunities, in addition to other stakeholders of the facility, to adopt the spirit of ability to contribute to the achievement of established objectives. Other desired surfaces at different levels are to be enabled.

Recommendations

Due to the negative impact of discrimination in the workplace, certain recommendations can be considered by the organization's operation. However, prior to these considerations, specific commercial principles can be considered. Initially, in the implementation of this Recommendation, principles of democracy, responsibility, acceptance, reliability, and integrity should be very important in every course. Management must strive to promote a democratic environment that allows every member of society to participate in the organization's procedures. In addition to the principles of the organization, the specific ethical requirements of the organization and society must also be assessed in general. For example, the ethical standards that respect human dignity must be highly integrated. Therefore, this makes it possible to adopt policies that do not violate the rights of personnel in the workplace regardless of differences. By respecting the human dignity emphasized by ethical requirements, the organization's management team must endeavor to ensure respect for people of all levels at all times. This must also be duplicated in the design of the policies enforced within the organization. Democratic space further confirms the essence of promoting respect for human dignity. However, due to social-ethical considerations and changes in related legal assertions, critical analysis of appropriate decisions should always be considered.