

Ethical Leadership To Impact The Productivity Of The Workforce

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Ethical leadership refers to setting core values in building an employee-management relationship based on respect and trust. Successful leaders incorporate all ethical values, such as fairness, integrity, justice, and honesty, which result in sustainable results (Brown and Treviño, 2006, p. 605). As the new health administrator, I will maintain a conducive environment for the workforce and provide equal opportunities and treatment for all employees to impact the productivity of the workforce positively. As a health administrator, ethical leadership provides me with leverage in decision-making and in influencing other employees to perform their duties with a positive attitude. Additionally, I will incorporate ethical values and standards in creating and shaping a win-win situation where the organization achieves its goals and objectives while also the employees get the anticipated job satisfaction.

Employment Laws

Employment law dictates the rights and duties of employees and employers. These laws are designed to ensure fair treatment and a conducive workplace for all employees while also protecting the employer's interests. Discrimination in a workplace occurs when members of a class are treated differently than others or favored in unjustified ways. As a model to counteract these incidents, the hospital has established the application of several anti-discriminatory employment laws that protect employees' legal rights and provide fair opportunities and resources to all employees. These laws include race discrimination laws, job and wage discrimination, gender discrimination, and national origin discrimination laws.

Race discrimination applicable laws seek to end racial discrimination in a diverse workplace. Ethnic bias is evident in society and occurs in different forms, whether from management or fellow employees (Leonard, 1990, p. 60). Discrimination based on race is strictly prohibited by state laws, and it's incorporated under the [Civil Rights Act](#). The hospital has developed affirmative action programs that are effective in curbing racial discrimination. All employees in the hospital are protected by such circumstances, and any discriminatory intent should be reported. Job and wage anti-discrimination laws highlight the grounds on which employees should be compensated and provided job opportunities. Equal pay for employees in the same group is recommended by this law, and job evaluation and promotion are based on the quality of the work performed. These policies ensure all employees receive fair wages and are given equal opportunities to compete for promotion. The equal pay discrimination also highlights that both men and women are subjected to equal wages for an "equal work" assigned.

Gender anti-discriminatory laws dictate that both men and women should receive the same treatment in a working environment. These laws prohibit the adoption of policies that shield or favor one gender when issuing job opportunities. However, the law has its limitations since some occupation requires either men or women although the occupations must first be proven to have bona fide occupational qualifications. National Origin discrimination laws are contained under the immigration reform and Control Act, which protects employees from other countries from being discriminated against based on their national origin. The directorate prevents organizations from forming policies which bear foreign citizens ineligible for promotion posts or any other type of discrimination based on nationalities. Since the employees in the hospital consist of diverse nationalities, the administration recognizes the effort of all employees based on their work and personalities. In the essence of all these laws, all employees in the hospital can receive fair treatment, pay, equal opportunities and a favorable working condition, which will help them in maximizing their potential in achieving both personal goals and the organization's objectives.

As the new healthcare administrator, I will incorporate contemporary leadership that reflects the progressive ideals of collaboration and equality in leadership. I will encourage collaboration between my subordinates rather than establishing a dictatorship rule that promotes leaders rather than managers. The program will be based on understanding the rule of professionalism and ethical behavior in developing an efficient working habit. To successfully integrate the program, several committees would be formed in collaboration with the human resource department. Potential Ad Hoc committees that will oversee, develop and identify ethical standards and guidelines. As the administrator, I will be involved in resolving related ethical conflicts. Also, the standing committee, which will develop guidelines for employee development and policies and procedures for daily activities, will be incorporated.

Principles of management serve as the underlying factors of establishing successful leadership (Carpenter, 2010). This is because these principles provide guidelines for effective decision-making and define management courses of action. Authority and responsibility are the first principles I would consider in making decisions. This principle guides the factor that the management has the authority to issue instructions to employees. The next principle would be equity which incorporates the need for fair treatment of the entire workforce and that all employees have the responsibility to do the right thing.

In developing a strategic leadership model, I will try to make success a team effort and develop a company culture that promotes team cohesion, problem-solving and innovation among employees. Information technology tools to be integrated will be cloud computing, which involves the sharing of data and resources on-demand; online conferencing systems, which provide an online platform for discussing emerging issues with external shareholders; and enterprise content management, which stores and organizes information in chronological order.

References

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