

LECTURER' S NAME: DR. BADLIHISHAM BIN MOHD NASIR

PHILOSOPHY AND CURRENT ISSUES (UHS1022) SECTION-76

PROJECT TITLE: COMMON ETHICAL ISSUES IN WORKPLACE

	<p>NAME : ADNAN SHAFI NO. MATRIC: A20EC0255 NO. TELEPHONE: 011-39776017</p>
	<p>NAME :Afifa Jumana NO. MATRIC: A20EC4009 NO. TELEPHONE: 01799430915</p>
	<p>NAME:ZIDAN MABRUR SIDDIQUI NO. MATRIC:A20EC9110 NO. TELEPHONE:+60135235667</p>
	<p>NAME : Adib Bin Morshed NO MATRIC: A20EC4008 NO. TELEPHONE: +601161777815</p>
	<p>NAME : Farhana Tahseen NO MATRIC: A20EC4015 NO. TELEPHONE: 0193272280</p>

TABLE OF CONTENTS

No	Title	Page
1.0	Introduction	3
2.0	Concept/Theory	3-4
3.0	Objective of the report	5
4.0	Issues	6
	4.1 Office politics	8
	4.2 Gender Discrimination	9
	4.3 Sexual Harassment	11
	4.4 Racism	12
	4.5 Unethical Leadership	13
5.0	Implication	14
6.0	Challenges	14-15
7.0	Methodology	16
	7.1 Statistic	16
	7.2 Experience of the interviewer	17
	7.3 Survey Findings	18
8.0	Summary	19
9.0	Reference	19

1.0.Introduction:

Ethics is an important part in the workplace that differs from person to person and their understanding of a work environment. It may be a workplace that someone goes to on a regular basis or for others, it may simply be their home office. Whether you work from home or go to the office physically, workplace ethics are essential to have a good job and a healthier life. In order to maximize competitiveness and maintain integrity, companies typically follow moral standards and manners, while setting a setback on workers who do not care about ethics in their respective workplaces. Workers do not have to define any ethics but they should always practice proper ethic in a workplace as it plays an important role. Workplace ethics is not a new subject. It should have already been true in principle. Ethics, though, is also quite a recent area of emphasis in practice. As a result, leaders and managers also do not have the scope of experience or level of knowledge of ethics they have compared to many other industry fields. In this report we will try to shed some light to those important topics related to ethical issues in the workplace.

Question:

Are humans aware of common ethics in the workplace?

What are the causes of workers not practicing proper ethics?

Are workplaces enforcing good ethics onto workers properly?

2.0 Concept/Theory:

This writing is mainly based on the ethical issues faced in a workplace. In our everyday life, we come across lots of issues in our personal and social life. Everyday millions of people around the world are facing issues in their workplace. Some of the issues are gender discrimination, unethical leadership, nepotism etc. So the concept of this writing is mainly about most of the issues faced by people in their workplace. The concept of ethical issues comes from the different experiences faced by people in the workplace. It is related to our daily life experience as well. Not only in the workplace, ethical issues have been a problem for all forms of life. It's considered an act of immorality for some people. And for some it's just an issue. Everyday at our workplace we face a lot of problems, be it ethical or unethical. The concept of ethical issues in the workplace comes from the different experiences people face in their day-to-day life in the workplace. Ethical issues can be subjected to many problems. People usually face this type of problems in the workplace due to various reasons. They have an adverse effect in their lives. Ethical issues play a role in the mental health of the people. They can cause mental health problems. They can harm people physically as well. People tend to keep themselves quiet after facing issues in their workplace. However, it's important to talk about these issues to solve them. The concept came from the different experiences shared by people from different workplaces. The concept involves all the issues faced by people in their workplace. They'll be discussed later.

Some of the problems faced by people are office politics, gender discrimination, sexual harassment, nepotism etc. The issues mentioned are not the only ones, there are many other issues that everyone face in their working place. The concept is mainly based on different issues faced by people.

Issues in a workplace can be several. Some of them are office politics, racism, nepotism, sexual harassment, gender discrimination. These problems are mainly the ones usually faced by an individual in a workplace. Some of the questions related to the problems are:

- What action should be taken while solving these issues?
- How should an individual act on these subjects?
- How should an individual tackle these issues?

A problem doesn't arrive overnight. Issues faced in a workplace are a long-term process. Usually, they occur due to ignorance and overlooking the small issues by the victim. It is important to act accordingly and immediately when these types of issues arrive. You cannot change the moral values of a person sometimes. But you can obviously take actions to solve issues that are related to morality. Sometimes it backfires because of society. But to solve an issue you need to make sacrifices. Otherwise, people will keep suffering. The places where ethical issues are less faced is due to the fact that they are very concerned about dealing with people's moral values. They take action immediately if they see any complaint. Issues in a workplace are often scenarios. For example, someone may face sexual harassment issues. For that, if he/she doesn't act upon this, they'll surely face problems in the long run. The best they can do is to find enough evidence to solve this issue. Otherwise, they'll suffer in the long run. Ethical issues are an individual problem. Those who lack basic moral values are the ones involved with this. They try to take advantage of their positions and use their powers to cause problems in other's lives.

The main purpose of this research is to let people know about the ethical issues faced in a workplace and to find a solution for those issues. We'll address the main issues faced by an individual in his/her workplace. The issues will be discussed in depth. We'll also discuss about the challenges, implications and our objective regarding this. Once we're done discussing about the issues, we'll focus on providing the solution for those issues.

3.0 Objectives:

1. To establish equal rights for all genders in a workplace.
2. To demolish the practice of determining salary, providing special advantages and evaluating someone's performance based on his or her gender.
3. To create a helpful, considerate and healthy work environment for pregnant women.
4. To end the culture of increasing salaries, offering promotions and keeping someone in a job in exchange for sexual relationships.
5. To stand against any kinds of sexual harassment in workplaces, whether it is verbal or physical.
6. To create a safe, secured and healthy work circumstance for everyone, especially for women, in order to protect them from any kind of violence, harassment or unexpected incidents.
7. To reduce communication gap among the employers and employees to avoid misunderstanding of any sort and increase productivity in workplaces.
8. To generalize the practice of common workplace etiquettes and manners in all working environments.
9. To construct ethical, diplomatic and inspiring leaderships in workplaces and ultimately in society.
10. To realize and spread the importance and significance of common ethics in workplaces among everyone.

4.0 Issues:

Workplace issues are a significant issue in business in light of the fact that the people who control their working connections burn-through time and assets for their own benefit to the detriment of the group or organization. Notwithstanding this issue, the act of workplace issues can have a significantly more genuine impact on major business cycles, for example, methodology development, setting of budget, performance management, leadership and initiative. This occurs because when individuals are playing office politics, it meddles with the data stream of an organization. Data can be mutilated, misled, or smothered, to control a circumstance for transient individual gain. Ending of seeking sexual desire in return of anything, or any sort of abuse whether it be physical or mental should be ensured. Also implementation of solid work situation for everybody, particularly for Ladies is necessary in order to shield them from any sort of viciousness, harassment or sudden occurrences. A study of more than 3,000 working people discovered almost 7 out of 10 representatives have talked about workplace issues with a colleague in the most recent year, and in excess of 40% uncovered that they have had both a political contradiction at work and that an associate has attempted to convince them to change their ideological group.

So what are the repercussions of these politically-charged discussions at work, and what jobs do the organization, director, and colleague play on our musings and practices?

For what reason do we go to work? For a few, work is a method for making money. For other people, there is a lot of individual happiness and fulfillment one can get from working in a specific place. At that point, there is consistently the chance of bringing cash while likewise making the most of one's profession.

In any case, there is consistently harm, likely that working in an office can end up being a hazardous circumstance. To be specific, the appalling vision of workplace issues may raise its head. As much as we would want to never manage workplace issues, the reality remains that workplace issues that one need to content with. Or then again, one could dodge it and manage it in a proactive way. Indeed, there is consistently the likelihood to work around workplace issues. Here are a couple of approaches to manage the issue of workplace issues.....

Adhering to oneself however much as could reasonably be expected, is consistently an extraordinary method to stay away from any serious political problem that will drag one into other office related issues. This doesn't imply that one demonstration is like a hermit or is

threatening. Or maybe, it is proposed to stay with business and not engage with private matters. We should try not to give an excessive number of individuals in the workplace with one's own issues and should not engage those that wish to dump their own issues onto others.

At the point when we are new to a specific occupation through HR (human resource) business, it is ideal to lay somewhat low and notice things. Are there any quarrels present? Do a few people earnestly hate different individuals from the workplace? Take mental notes of the entirety of this and afterward act suitably. Or then again, more explicitly, we should act in a way that suits us for our own business self-conservation.

Stick with tuning in rather than talking. At the point when one talks about issues identified with workplace issues, he/she winds up getting included. In any case, on the off chance that one basically pauses for a moment and listens he/she can try not to make various mistakes that might bring loads of issues. These issues can wind up getting oneself terminated if the issue gets serious. would we truly like to help open opportunities at occupations for HR to our detriment? However much as could be expected, we should hush up about our closely-held convictions. Once more, we should try to consistently stay with business for the heft of the time we are in the workplace. Talking about private matters of any nature might wind us up hauling into the domain of workplace issues which is never a smart thought. Closely-held convictions of business matters might be useful, however sincere beliefs on issues outside the workplace can get one in a difficult situation.

Is it safe to say that you are considering picking sides in the workplace? Do as such in a cautious way. Likewise, do as such in a way sparingly. At the point when one picks sides, one fulfills somebody which might additionally drive individuals crazy. Why engage with such issues? It isn't justified, despite any potential benefits and one may wind up having occupations for HR hoping to supplant them therefore.

One should try to Maintain a strategic distance from those irritating collaborators that are miscreants in the workplace. They will just get them with inconvenience and one can even make foes by being companions with an instigator. But, this isn't in every case reasonable however that is the manner in which it goes.

However, another report finds that just about 3/4 of individuals revealing provocation experience gets the ill effects of revenge in the event that they whine. Ending of seeking sexual desire in return of anything, or any sort of abuse whether it be physical or mental should be ensured in that case. A survey stated that more than 7 out of 10 individuals who experienced such behavior at the work environment said they confronted some type of counter, up to and including being terminated. It dissected 3,317 online solicitations for lawful assistance from the Time's Up Lawful Protection Asset, between January 2018 and the end of April 2020. The survey also stated that working environment provocation seriously affected laborers' monetary, physical and psychological well-being, individuals were exposed to more than one type of working environment including— both sexual and racial, for instance. Vengeance takes every extraordinary structure. Losing one's employment, losing shifts, losing pay — or in the event that one've just lost his/her employment, one can't secure another position in that industry.

4.1 Office politics

Office politics is one of the main issues faced by an individual in the workplace. Office politics mainly means not acknowledging the efforts of an individual due to jealousy or ignorance. It also refers to prioritising an individual because of his recognition or to ignore a better employee to promote another one who isn't better due to his facial value. It is one of the worst cases that can happen to an individual in the working place. However, there are ways to tackle this. An individual gets a job through integrity and hard work. And sometimes just because of politics, life of that individual becomes hard. Getting a job is never easy. Sometimes, while getting a job people become victims of politics. In some places, candidates that did well are ignored and rejected while candidates that are close to the interviewers are chosen although they aren't better. This is also a part of office politics. Besides, different men and women also fall victim to office politics. They become part of it just because of the jealousy, hypocrisy of their boss. They tend to give up their dreams just because of someone's immoral acts and selfishness.

Office politics has been a problem for both men and women. It's not subjected to a single gender only. These issues are a common phenomenon in a workplace. A person sometimes has to leave his/ her jobs just because of these issues. These problems are faced by an individual because of his/ her superior officers. These problems are common in the workplace nowadays. There are ways to solve them as well. We have to create an administrative board so that they can act as soon as they receive any complaints related to this. It's very important to solve this type of issue once they are heard of. Otherwise, they will affect the lives of many employees. Every employee works hard to earn their job. It is very harsh to take away the dream job of someone in this manner. It is also unethical in all ways. To stop this, we all need to step forward. These issues arrive when no one takes any steps. It is not possible to single-handedly solve these issues. We all need to come forward to solve them. This is the only way possible to do it.

4.2 Gender Discrimination:

According to a report by TeamLease, more than 72% of women feel **gender discrimination** is still prevalent at **workplace**. They attribute the unfairness to privileges men receive both at organizational and societal level, pro men practices, male dominated peer ecosystem, and skewed career advancement pathways. At the very heart of being human, oppression hits. It is precisely because of where they're from or what they think which harms someone's rights. Discrimination is disruptive and preserves injustice. Whatever our race, ethnicity, nationality, class, caste, faith, belief, sex, gender, dialect, gender preference, gender identity, sex characteristics, age, health or other status, we each have the right to be treated equally. Additionally, we all too often hear devastating tales of people who suffer cruelty primarily though they belong to a "different" race from those in positions of power and influence.

Discrimination can take different forms:

Direct discrimination: Direct discrimination is when there is an explicit contrast between classes of people that results in individuals from certain groups being less tolerant of asserting their freedom than others. For instance, direct discrimination would constitute a policy that requires women, not men, to present proof of a certain educational background as a prerequisite for participating.

Intersectional discrimination: In order to leave a certain section of society at an even massive disadvantage, intersectional discrimination is when multiple types of discrimination combine. Discrimination against women, for instance, also means that they are paid less for the same job than men. Discrimination toward an oppressed community also results in that group's representatives getting rewarded less for the same job than others. Where women are more vulnerable to a minority group earn lower salaries than other women and fewer benefits than males contributing to the same minority group, they undergo interdisciplinary discrimination on the basis of sex, race and gender.

In particular, women have been negatively impacted. During the COVID-19 crisis, women-especially women of color-are more likely to have been laid off or furloughed, stalling their careers and threatening their financial freedom. Working mothers have frequently worked a "reverse shift," a normal working day, followed by hours spent looking after kids and doing household work. Now the subsidies that allowed that to happen have been upended, including educational and childcare. Black women, meanwhile, have indeed faced more challenges to promotion than any other workforce. They are also still grappling today with the substantial impact on the Black community of COVID-19. And the emotional toll falls heavily on their shoulders through repeated discrimination assault. As a result of these trends, over than around one four women are considering what several barely six months ago would have considered unthinkable: shifting gears their jobs or entirely leaving the workforce. For large Corporations,

this seems to be an emergency. Companies are at risk of sacrificing women and future women leaders in leadership and unwinding years of painstaking progress towards female representation. Moreover there are sexual jokes or innuendos, inappropriate touching, sexual gestures or facial expressions, requests for sexual favors, lewd comments, offensive images posted at work, displays of sexual objects, offensive drawings. unwanted sexual advances, other sexually inappropriate behaviors.

4.3 Sexual Harassment

One of the worst common problems that people of any gender have to face throughout the workplaces in the whole world is sexual harassment. It is a really very shameful and disgusting act, which deserves extremely strict punishment. None of us expect these kinds of incidents to happen anywhere, be it workplace or home.

In a workplace, if a worker goes through verbal and physical abuse caused by his or her colleague or employer, he or she can't focus on the work that has been assigned to him or her. As a result, the productivity of the organization or company as a whole is affected more or less. In a nutshell, in a work environment which is unfriendly, unhealthy and unsafe to work can never achieve its utmost desires and goals, doesn't matter how much capital, manpower and effort is invested behind it.

In countries where women are still lagging behind socio-economically, sexual harassment in workplaces even worsens the total scenario. A woman may stop working when she encounters sexual abuse in her workplace. This incident may discourage her to go out, earn money for herself and her family, and interact with the outside world. So ultimately it may become a huge barrier in her way to establish herself as an independent woman. Thus in the long run, the contribution of women in the economy of a country may fall down, which will surely be a huge loss for its development, since women comprise a huge portion of the population of a country.

Sexual assault is often accompanied by depression, panic attack, several other mental health issues and even suicide. A person who has experienced such a dreadful situation may become traumatized for his or her lifetime. It leaves a great impact on the national mental health, which becomes really very difficult for the government or the concerned authority to deal with. But the fact is that we cannot deny that a country's people's mental wellbeing is equally important as its social, political and economic development.

These kinds of offences are increasing day by day throughout the globe and the situation is gradually going out of control for the law and order to battle against these. The saddest truth is that our future generation is getting an absolutely wrong message from this picture of our society. If this continues to happen, in the future days, people will be more disrespectful, intolerant and hostile towards each other, rather than staying in peace, harmony and co-existence. This is more than enough to destroy a generation, a society and a country.

It's high time we addressed this problem, starting through our own individual initiative. After all, a safe and healthy workplace is the right of every employee, regardless of his or her gender, race, color, caste, religion and nationality.

4.4 Racism

Racism has been recognized as the conviction that race is the principal determinant of human capacities, that a specific race is superior than others, and that people ought to be dealt differently as per their racial designation. An overview expressed that over portion of Asian people and more than a third (38%) of Dark skinned people are frequently felt disconnected or uncomfortable at work because of their concealing, race or ethnic establishment because of prejudice being delayed in this society. This is a staggering measurement. Also It infers that six out of ten of Dark and Asian people are reliably being caused to feel that the shade of their skin is an issue when they go to work. Today we are witnessing that a portion of the representatives might be racist to different identities and they would not acknowledge having different ethnicities working at a similar level as they seem to be. Somebody may have had a terrible experience with individuals from a certain region, and therefore this individual may generalize anybody from that region in view of the past experience. The aftermath for racism in the work environment is massive, it incorporates absence of work process and lost customers. Racism would dispose of the proficiency of the work elements, as certain representatives may not work adequately with others so there will be an absence of the work process. Besides, this may influence the organization adversely. Racism acts don't influence the racist himself/herself or just the individuals working with him/her, it includes the clients and the staff too. In the current time, the vast majority of the organizations recruit workers from various countries, on account of globalization. If the organization has racist representatives, that may influence the manner in which they treat their customers then the activity of the organization might be affected, the same number of clients may feel discriminated or not acknowledged and may leave the organization and begin going to other competitors. The organization may likewise be in danger of racism claims on the off chance that it gains racist employees. As an outcome, the organization and the representative may be in jeopardy. Also If the organization gets a reputation of race separation, it would be destructive for its business. For an organization to endure its business it must have arrangements and preventive measures for racism acts.

Taking everything into account, racist are effective at keeping their activities hidden, that is the reason racism in the working environment still exists. There must be some sort of disciplinary acts inside the organization, so representatives would be more cautious about their activities toward one another, and toward customers. Termination ought to be considered as the final result for racist acts.

4.5 Unethical Leadership

Unethical leadership represents one of the most serious examples of managerial misconduct in an organizational setting. In many scholarly writings, its serious implications have been discussed. For example, a meta-analysis of results that combined multiple destructive leadership conceptualizations and evaluated the relationships between unethical leadership and variables of results. Their studies found that there is a negative correlation with the outcomes and actions of positive supporters, such as employee well-being, individual success, and a positive correlation with negative employee conduct, such as intentions of turnover and other types of counterproductive behavior at work.

Recent studies have shown that ethical leadership may increase employee participation, motivation for public service, conduct of corporate citizenship, and ability to expose other people's unethical actions and minimize unjustified absences, incivility and misconduct in the workplace. Few more studies have considered the prevalence, causes, and consequences of unethical leadership behavior in organizations. Yet continuous media reports of unethical behavior by elected officials and public managers suggest that, in addition to assessing the impact of ethical leadership, we should also examine the causes and consequences of unethical leadership behavior in public organizations.

What it means by unethical leadership is necessary to explain at the start. Unethical leadership is not the same as ethical leadership being absent. Ethically neutral leadership is better described as the lack of ethical leadership. Unethical leadership refers to acts or actions by officials that are unethical or contradict current moral norms. To pursue their own interests, the interests of their party or organization, or to undermine the interests of others, leaders may participate in such actions. Hostile, violent, and coercive acts by supervisors are typical examples of such behavior in the workplace. It also involves behaviors that indirectly encourage unethical behavior among followers, such as encouraging subordinates to increase organizational performance at any cost and condoning unethical behaviors of "star performers" employees, which are similar in terms of their values or worldviews to the leader. Managers' unethical behavior can often arise from badly structured reward systems and corporate objectives that are impractical and misguided. In developed nations, a badly structured incentive scheme is considered a significant source of bribery in public institutions. Inter-group competition and tension may influence officials to engage in unethical leadership actions, particularly activities that are intended to harm or undermine other groups' well-being. The theory of social identity implies that when competition is high between two groups, group members, including the group leader, will seek to compromise the aims of the other group in order to preserve or strengthen their social status.

Many important questions about unethical leadership behavior in the organization are yet to be explored—for example, how individuals who are known to be unethical are chosen by the public to lead their government. What are the individual, organizational, and societal level predictors of unethical leadership behavior in organizations? How does unethical leadership behavior affect

work motivation and behavior of employees? What are the near- and long-term implications of unethical leadership behavior by officials on political, legal, and economic institutions?

5.0 Implication:

Exploration shows that the impression of equity and fairness, mirror a political atmosphere in the working environment. The higher the representative's impression of political issues in the workplace, the lower they see the degree of equity, value and fair judgement in the working environment. Studies proposed that the higher the view of authoritative political issues in the working environment, the less can the organizations be supportive of creativity. Accordingly, an individual's view of authoritative legislative issues is with no uncertainty, identified with how representatives see their working environment and their subsequent response. practical investigations demonstrated that the regions are generally impacted by ranked legislative issues as work perspectives and some work results. These occupation perspectives incorporate employment fulfillment and class conscious duty and work results incorporate productivity aim and employment execution.

6.0 Challenges:

It is not an easy task to build up a successful organization. There are so many challenges that we need to face. Actually it is not only applicable for organizations only. To complete a task successfully there will always be some challenges. So at the workplace there are many challenges. We can split it into two main parts.

- Internal Challenges
- External Challenges

Let's discuss it in detail. For internal issues there are some challenges like –

1. Problems with Colleagues: Regardless of whether it is representatives, administrators or the chief, the working environment can be loaded up with individuals who don't convey well or they hassle or segregate others. There are likewise partners who are loafers, menaces, busybodies, or traitors. These can cause misconceptions, doubt, nervousness, and stress. They can likewise influence efficiency, execution, mind-set, confidence, and worker/the board connections.
2. Lack of integrity: Everybody needs to be effective in their profession and will successfully excel. For instance, they could compromise, preclude data, falsehood and take, or bamboozle others. These practices crush the trust among individuals and, without trust, the business can't contend viably and it will fizzle.
3. Unwillingness to acknowledge problems: Representatives frequently approach issues from a similar point of view, thus as new issues emerge, they hazard not recognizing them, or possibly not

remembering them as issues. Furthermore, a business that won't perceive issues won't have the option to address them, obstructing them from discovering achievement.

For external issues those are-

1. **Uncertainty** : Uncertainty within the worldwide economic system and credit score markets, approximately what competition are doing, and approximately how new generation will have an effect on the commercial enterprise can result in a short-time period cognizance and those now no longer getting whatever done. Companies come to be making short-time period plans rather than long-time period plans, however failing to plot 5-10 years into the destiny can ruin the company's value.
2. **Regulatory Changes**: This can have an effect on commercial enterprise decision-making. For example, businesses might also additionally face calls from clients or shareholders to turn out to be more 'green', modifications to company tax rates, or accelerated charges because of new carbon taxes.

Among those challenges ethical issues are one of the most prominent topics. Poor ethics in business and the workplace can be dangerous for your job security. For the rest of your career, it can cause individuals to lose respect for you and follow you. Stay clear of those who ask for your integrity to be compromised. Say 'no' to requests that make you feel awkward. Review the workplace ethics and proper business ethics of your employer. These problems need to be reported to your supervisor, human resources, or legal representatives in some instances.

Try to make your present job work before you make a hasty decision to quit (especially in a tight job market). Identify the issue, adjust your schedule, take on more responsibility, or pursue an interest outside of work. Talk to your manager about ways to challenge your current role. If it's not possible to resolve the problems, then it may be time to look for a new job. While you are still employed, this can be tricky. Do your own hiring process on time. Network and set job search goals for yourself with those you trust to be discreet. Schedule interviews prior to or after work, if required. Choose an employer to help you accomplish your career and personal objectives. Give your current company ample notice when you look for a job, that you may be taking another position, and therefore don't rush things.

7.0 Comparing:

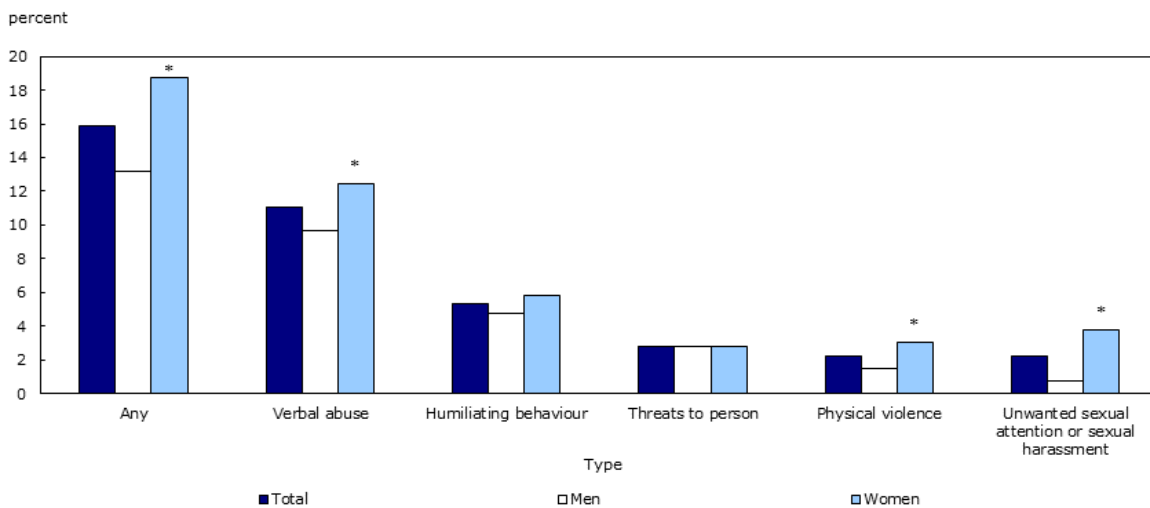
This fact is about the comparison between ethical issues and our workplaces. A working environment is an area where somebody works for their boss, it can be a huge office, a plant, or work from home. And ethical behaviour indicates being honest, integrity, and a variety of other positive traits. A culture of ethical behaviour is essential to business success.

7.0 Methodology:

We did a survey and did an interview for investigating different ethical issues in the workplace. The questions asked were mainly about the common ethical issues faced in a workplace and their awareness regarding those issues. The survey was answered mainly by the people from different workplaces. Different behavioral, social and ethical problems were mentioned in the survey. The questions asked during the interview were also based on the behavioral, social and ethical issues in a workplace.

7.1 Statistic:

Chart 1
Proportion of men and women who reported workplace harassment in the past 12 months, by type, 2016



* significantly different from men ($p < 0.05$)
Source: Statistics Canada, General Social Survey, 2016.

7.2 Experience of the Interview:

Interviewer 1: Mr Hashem

Problem faced: Office politics

Mr Hashem had a very good job. He was one of the most trusted employees of his company but unfortunately due to office politics he lost his job. His job was the only source of income of his family so he had to go through a tough time. He has a job now which is much more secure than he used to do before.

Interviewer 2: Mrs Kamila

Problem faced: Sexual Harassment

Mrs Kamila has been a victim of one of the most common issues in a workplace which is sexual harassment. It has been a big problem for her life ever since. She didn't understand the situation at first but later on she realised things were getting out of hand. So she left the job for her own benefit.

Interviewer 3: Mr Kashem

Problem faced: Unethical Leadership

Mr Kashem was a very active employee in his company. But due to unethical leadership, he had to quit his job. His leader was quite biased to him. He used to treat him very badly for some personal reasons. As a result of this he left the job very early.

7.3 Survey Findings:

We did a survey on “Common Ethics in a workplace” and we came up with so many feedbacks. If we summarize those feedbacks then most of the people say that they have seen others getting gender discriminated and sexually harassed. Here is the list of common answers that we received during the survey for each question.

Question-1:

1. Mentality is like older generation
2. Lack of employment equality
3. Lack of religious freedom
4. Societal mindsets

Question-2:

1. Immoral values
2. Lack of religious belief
3. Lack of modesty
4. Lack of good character

Question-3:

1. Working in a male dominant occupation
2. Unethical leadership
3. Misuse of power

Survey on Common Ethics in a work place

We are students from Universiti Teknologi Malaysia and are doing a survey based on the common ethics that should be maintained all time at a workplace. Your answers will be confidential.

Have you ever faced or seen any gender discrimination in a work place? If so please explain.

Your answer _____

What might be the causes behind people not practicing common ethics in workplace? What are your thoughts about this?

Your answer _____

Have you ever faced or seen any sort of sexual harassments in a work place ? if so please explain.

Your answer _____

9.0 Summary:

To acquire from the political researcher, Harold Laswell, workplace issues can be perceived as the unwritten guidelines that figure out who gets what, when, and how — an advancement, a financial plan for a task, a state in the manager's choices — and who doesn't. One should be aware of the destructive aspects of workplace issues in order to limit their negative impacts. We should figure out how to explore our way through the specific political scene of the association we work for. Being acceptable at workplace issues in the work environment incorporates realizing the opportune individuals to address, dealing with public put-downs well, making ones work applicable, expanding ones perceivability, and moving projects along. We have to ensure that (1) we comprehend the legislative issues in our association, and that (2) we devise a methodology of how to effectively explore the political waters at any place we work.

10.0 Our Reflection:

Adnan Shafi -

11.0 Reference:

WebFinance, Inc. Retrieved 1 December 2012

Larsen, James. "Business Psychology - Latest Findings". Supervision Findings. Retrieved 1 December 2012

James, Oliver (2013). Office Politics: How to Thrive in a World of Lying, Backstabbing and Dirty Tricks.

POSTER

ETHICAL ISSUES IN WORKPLACE

Introduction

Workplace ethics are the set of values, moral principles, and standards that need to be followed by both employers and employees in the workplace. It is the set of rules and regulations that need to be followed by all staff of the workplace.

IMPLICATIONS

Exploration shows that the impression of equity and fairness, moral or political atmosphere in the working environment. The higher the representatives' impression of political issues in the workplace, the lower they see the degree of equity value and fair judgment in the working environment. Studies proposed that the higher the view of authoritative political issues in the working environment, the less can the organizations be supportive of creativity. Accordingly, an individual's view of authoritative legislative issues is with no uncertainty, identified with how representatives see their working environment and their subsequent response. Practical investigations demonstrated that the regions are generally impeded by revised legislative issues as work perspectives and some work results. These occupational perspectives incorporate employment fulfillment and class conscious duty and work results incorporate productivity aim and employment execution.

Concept

THIS WRITING IS MAINLY BASED ON THE ETHICAL ISSUES FACED IN A WORKPLACE. IN OUR EVERYDAY LIFE, WE COME ACROSS LOTS OF ISSUES IN OUR PERSONAL AND SOCIAL LIFE. EVERYDAY MILLIONS OF PEOPLE AROUND THE WORLD ARE FACING ISSUES IN THEIR WORKPLACE. SOME OF THE ISSUES ARE GENDER DISCRIMINATION, UNETHICAL LEADERSHIP, NEPOTISM ETC. SO THE CONCEPT OF THIS WRITING IS MAINLY ABOUT MOST OF THE ISSUES FACED BY PEOPLE IN THEIR WORKPLACE.

OBJECTIVES

1. To establish equal rights for all genders in a workplace.
2. To stand against any kinds of sexual harassment in workplaces, whether it is verbal or physical.
3. To generalize the practice of common workplace etiquettes and manners in all working environments.
4. To construct ethical, diplomatic and inspiring leaderships in workplaces and ultimately in society.
5. To realize and spread the importance and significance of common ethics in workplaces among everyone.

CHALLENGES

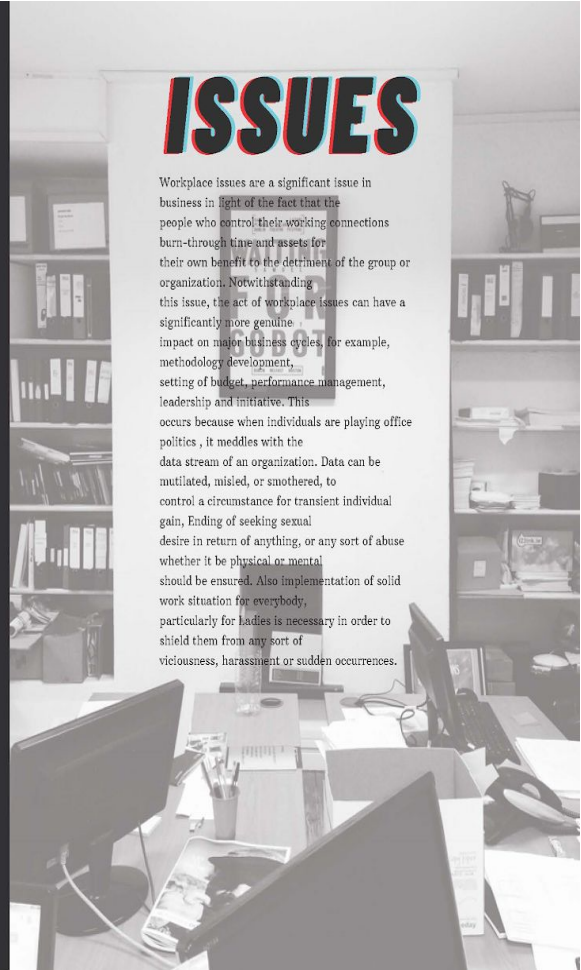
The number of employers with strong ethical culture worldwide has remained stagnant year upon year, according to research from Ethics and Compliance Initiative. And while workers are more likely to speak out when corruption is detected, the incidence of retaliation towards whistleblowers has risen dramatically and the pressure to disregard ethics guidance has ramped up. It will not be easy to get the solutions of the issues. Because everyone has different perspectives and to divert them to the correct way of thinking will not be a soft task.

METHODOLOGY

WE MADE A SURVEY AND DID AN INTERVIEW FOR INVESTIGATING DIFFERENT ETHICAL ISSUES IN A WORKPLACE. THE QUESTIONS ASKED WERE MAINLY ABOUT THE COMMON ETHICAL ISSUES FACED IN A WORKPLACE AND THEIR AWARENESS REGARDING THOSE ISSUES. THE SURVEY WAS ANSWERED MAINLY BY THE PEOPLE FROM DIFFERENT WORKPLACES, DIFFERENT BEHAVIORAL, SOCIAL AND ETHICAL PROBLEMS WERE MENTIONED IN THE SURVEY. THE QUESTIONS ASKED DURING THE INTERVIEW WAS ALSO BASED ON THE BEHAVIORAL, SOCIAL, AND ETHICAL ISSUES IN A WORKPLACE.

ISSUES

Workplace issues are a significant issue in business in light of the fact that the people who control their working connections burn-through time and assets for their own benefit to the detriment of the group or organization. Notwithstanding this issue, the act of workplace issues can have a significantly more genuine impact on major business cycles, for example, methodology development, setting of budget, performance management, leadership and initiative. This occurs because when individuals are playing office politics, it meddles with the data stream of an organization. Data can be mutilated, misled, or smothered, to control a circumstance for transient individual gain. Ending of seeking sexual desire in return of anything, or any sort of abuse whether it be physical or mental should be ensured. Also implementation of solid work situation for everybody, particularly for ladies is necessary in order to shield them from any sort of viciousness, harassment or sudden occurrences.



Mark Scheme:

CLO 3	4h		2h	8h	10h	24
Total SLT	18h		10h	20h	27h	75h

Continuous Assessment		PLO	Percentage	Total SLT
1	Test	PLO1 (KW)	20	1h
2	E-Learning Activity	PLO1 (KW)	10	As in CLO1 (2hr)
3	Group Project(Proposal)	PLO6 (DS)	10	As in CLO2 (6hr)
4	Group Poster and Video Presentation	PLO6 (DS)	30	4h
5	Current issue review	PLO11 (ETS)	20	As in CLO3 (4hr)
6	Reflection	PLO 11 (ETS)	10	As in CLO3 (2hr)
Final Assessment			Percentage	Total SLT
Grand Total			100	80h

L: Lecture, T: Tutorial, P: Practical, O: Others

Special requirement to deliver the course (e.g: software, nursery, computer lab, simulation room):

