

Human Resource Ethics: An Examination of Key Issues

Introduction

In the modern business world, there are several issues being faced by HR managers which have an ethical dimension and it becomes difficult to say that one is more important than the other. Even in business terms, it is not easy to deduce what effect an issue will have on the bottom line of the company as compared to another therefore all have to be treated more or less equally. Of course depending on the situation of the company, some issues may carry a sense of urgency while others could be put on the back burner but it must be kept in mind that all HR related issues will need to be tackled sooner or later.

Recruitment and Hiring

Since human resource management begins with recruitment and hiring, it is a good idea to first discuss the ethical issues associated with recruitment. The two central ethical issues for a company undergoing the recruitment and hiring process can be understood as the need to follow anti-discrimination practices and equal opportunity guidelines (Lockwood, 2005). Simply put, all candidates must be viewed and hired based on their strengths and weaknesses as applicants without giving any weight to their race, gender, age, physical abilities except in situations where such requirements are an intrinsic part of the job (Alleyne, 2005). As reported by Clarke (2005), a lot remains to be done in this particular field.

Given that the nature of the job in a modern office often includes guidelines for inclusion and makes accessibility a mandatory requirement, there are very few exceptions to the ethical guidelines as well as the legal requirements which can be obtained by the company. Without exception, recruiters for the company should follow ethical principles and it should be assumed by them that the law applies in the fullest sense during the hiring process.

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