



ETHICS- BUSINESS LAW AND HUMAN RESOURCE MANAGEMENT

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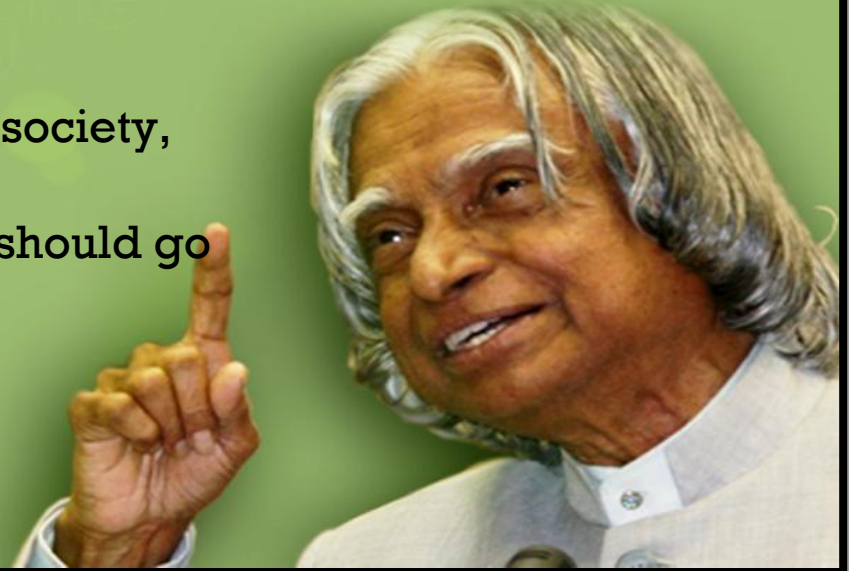
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21st Century.

Knowledge , society,
science and
environment should go
together



Upanishad defined mind

“ MIND is the minutest of the minute and
the greatest of the great”



Ethics

- *Ethics is the science of morals - branch of philosophy.*
- “ *Ethics is the discipline dealing with what is good and what is bad, or right or wrong, or with moral duty and obligation*”

R. Wayne Mondy.



Ethics is the conscious appeal to norms and values.

Business ethics are concerned with moral issues in business.



Six primary sources of ethics

- **Ethics**

- Genetic inheritance
- Religion
- Philosophical systems
- Code of conduct
- The legal system
- Cultural experiences

Ethics influenced by

- Family (what you were taught)
- Peers (pressures, influences)
- Past experiences (consequences)
- Religion (beliefs that are taught)
- Situation (what is the outcome



Golden rules

“ Act in a way you would expect others to act towards you”

“ In business what you want to get you have to provide what they want”



5 D's for progress

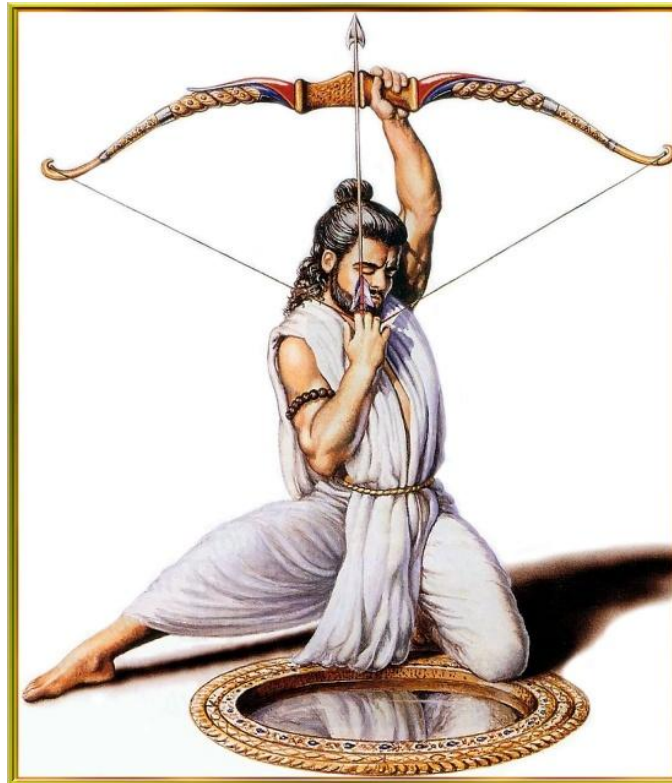
- Devotion
- Discipline
- Determination
- Dedication
- Discovery

3 D 's are common
Disease, decay and death.
Knowledge without
devotion will be like
misfire.

Gita says
“ Have devotion and
knowledge will follow.

Law of devotion

“The ability to offer every thought and every action to the higher principle within us is the law of devotion “



In Business 5 D's to disaster

1. Dilemmas
2. Deviations
3. Differences
4. Disputes
5. Destruction



A difference can make a difference

Unethical practices in business

- Nestle – Kit Kat
- Fair and Lovely case at Chennai high court
- Lifebuoy is not bath soap it is toilet soap
- Coke and Pepsi harmful to health
- Health tonics are made with ground nut cake powder.
- Ghee is adulterated with dalda or Vanaspathy
- Pepper is adulterated with papaya seeds.
- Cashless hospital facility
- Insurance riders facility
- Guarantee and warrantee.

Right thinking...with right thoughts

- The thought is energy and energy is power.
- Thought is the secret of all attainment
- Self control and self mastery is key for success.
- 90% of our mental life is subconscious.
- Thought is the product of mind.
- Real power comes from within.

*Nothing in this world is good or bad but thinking makes it so –
William Shakespeare.*

Causes for unethical behavior

- Greed
- Environment
- Career advancement
- Pressure to do things
- Self interest and personal gain
- False communication
- Collusion
- Executive tactics
- Lack of trust
- Fear and unethical policies
- Competition

Preventing unethical behavior

- Hiring right employees
- Regular check and audit unethical behavior
- Implement the right policies
- Incentives and punishments
- Open and transparent business practices

Human capital....

- Importance of HRM
- Azim Premji secret in building the empire.

“ Management is a multi purpose organ that manages a business, manages manager, and manages workers and work – P.F. Drucker.

Basic functions of Management

- 1.Planning
2. Organizing
3. Leading
4. Controlling

3. Transformation Process

1. Inputs

Economics
Resources
Money
Machines
Material
Human resources
Management managers

Planning

Formulation of
1. Corporate Long Range Plans
2. Functional Plans And Programmes (To achieve Corporate objectives)

Organizing

Designing Organization structure
In relation to jobs and people needs and per predetermined plans

Directing

Leadership and motivation of personnel in the organization as per plans and in the light of needs of jobs and people.

Controlling

Assurance that everything occurs in conformity with the plan adopted and as per instructions issued and principles established

2. Outputs

Goods and services
Productivity
satisfaction
Information etc. (To fulfill needs of environment)

4. Feedback Information regarding significant deviations from planned performance standards

Human resource Management study

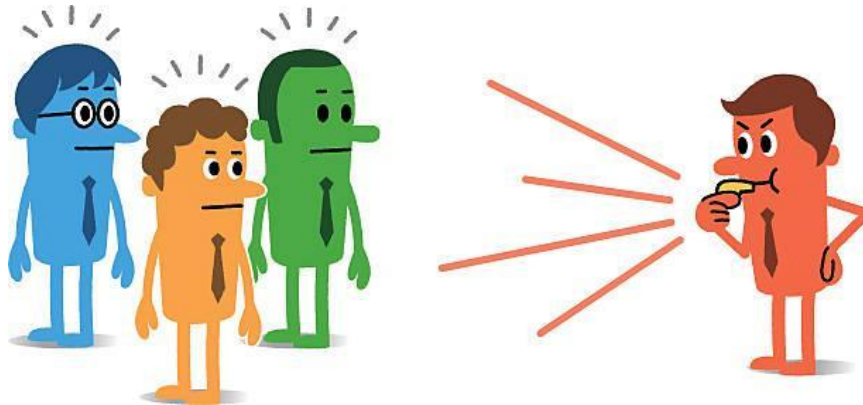
Case



Whistle Blowing and Public Interest

Kerala State civil supplies corporation Ltd

- KSCSC Ltd
- Managing Director
- Distribution of essentials through FPD
- Pools essential goods from various suppliers from different states
- Quality need to be certified by QC officers



Moral Dilemmas

- **Managing Director**

Need to answer

Public (aggressive and Submissive)

Employees (groups and TU's)

Politicians (two or more parties)

(ruling and opposition)

Media (ready to blow up)

What MD has to do ?

- To protect the interest of all stake holders



Integration of BMIE is important

- Situational intelligence:
 - Mind – visualize
 - Heart – realize
 - Hands – actualize



THANK YOU!



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