"It Depends"...

Ethical Considerations in HR and Organizational Practices

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A Bit of Background

• Professional Background
• 2020/2021 HR-Emphasis Refresh
• “What are the skills and competencies that best prepare our students for success?”
A Firm Set of Principles...

As HR professionals, we are responsible for adding value to the organizations we serve and contributing to the ethical success of those organizations. We accept professional responsibility for our individual decisions and actions. We are also advocates for the profession by engaging in activities that enhance its credibility and value.

PROFESSIONAL DEVELOPMENT
We must strive to meet the highest standards of competence and commit to strengthen our competencies on a continuous basis.

ETHICAL LEADERSHIP
We are expected to exhibit individual leadership as a role model for maintaining the highest standards of ethical conduct.

FAIRNESS AND JUSTICE
We are ethically responsible for promoting and fostering fairness and justice for all employees and their organizations.

CONFLICTS OF INTEREST
We must maintain a high level of trust with our stakeholders. We must protect the interests of our stakeholders as well as our professional integrity and should not engage in activities that create actual, apparent, or potential conflicts of interest.
Unfortunately, in HR the answer is often… "It depends"
HRMG 4450: Advanced Topics in HR

- Mission
- Approach
- Practice
HRMG 4450: Advanced Topics in HR

- Emerging Trends in HR
- Consulting Skills for HR Practitioners
- Emerging Workforce Trends
- Business Acumen for HR
- HR System, Infrastructure, and Technology
- Communicating with Influence
- Conflict Management and Negotiation
- HR’s Role in Organizational Change
- Fundamentals of Facilitation
- Ethical Issues in HR

Professional Practices & Ethical Applications
Case Study One: Meet Chris
A Blended Approach to Professional Practice

**Emotional Intelligence**
- Self-Awareness
- Social Awareness
- Regulation

**Ethical Application**
- Consciousness
- Competence
- Courage

**Ethical Application** and **Emotional Intelligence** combine to form the A Blended Approach to Professional Practice.
Consciousness

• Incrementalism
• Bias
• Diffusion of Responsibility
Case Study Two:
Mark & Alec
Competence

• Professional Mastery
• Environmental Awareness
• Fitness to Practice
Courage

Where’s your personal “line in the sand”?

What is your personal “walk-away” point?

What are you willing to risk?
The Road Ahead...

- Questions?
- Reactions?
- Suggestions?