

Ethical Resolution Case Study
Name
Institution

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Introduction

Ethical principles and codes of conduct influence every decision that is made at the place of work. The case study presents an ethical dilemma that needs for an amicable solution to prevent the development of an impending conflict. Professor Jenny is being requested by her department chair to step in for a colleague who is absent from job with a valid reason. Ben, the boss, coerces the lady into accepting to do the job literally making Jenny to accept the offer. Analysis of the conversation that ensued shows violations of various ethical principles and codes. However, some of the ethical codes and principles are inconclusive thereby leading to the dilemma observed in the case.

Strengths and Weaknesses

The first ethical standard that presents in the case study is deontology. The professor is being coaxed to teach students against her will. Deontology is a principle that values the motivation of individuals in a particular action (Winter, 2015). For instance, the professor is likely to teach the students well if she is motivated than when she is coaxed into the activity. In addition, this ethical principle promotes humanitarian value of equality of all people. Every person is entitled to an opinion regardless of the stands of their bosses. Another advantage of deontology is that it promotes justice while handling any issue at the place of work. In addition, this ethical code provides moral guidelines for making decision that affects everyday decisions. Despite the advantages of deontology as an ethical principle, it has some weaknesses. Assigning individuals more obligations against their will is perceived as inexplicable or arbitrary action (Mori, 2015). In the case study, the professor felt that there was bias when she was assigned the extra duties. In addition, deontology concentrates on goodwill than the outcome to the extent that the later can be corrupted in the absence of goodwill. In this case, goodwill acceptance is not an option.

Utilitarianian approach to solving the dilemma has similar benefits and drawbacks. Being situation-specific, it promotes positive decision based on common good for both university and students that would not be able to complete the education without the mentioned course.

However, Jenny has serious doubts regarding this matter as she feels less than qualified in this field. It can compromise her reputation as a specialist. It means that this option is not good for her personally. This ethical code is the basic principle of democracy and ensures that the interest of the majority is taken care of (Fisher, 2013), meaning that Jenny's point of view has little weight to be considered. Such an approach can make the teaching course performed by Jenny simply ineffective compromising the entire idea of replacing the colleague with stroke.

There are several psychological codes that appear to be violated in this case study: APA code 3.08, APA code 2.01, APA code 3.04, APA code 7.01, and APA code 7.03 for instance.

These codes provide clear explanations of boundaries of competence, impossibility of exploiting subordinates by executives using promotions or demotions as the leverage, designing the appropriate teaching courses and assuring accuracy in teaching. The case clearly demonstrates inability of Jenny as the professor to teach those 15 students the course that she is not proficient at. Ben simply tries to fill the gap in program that emerged due to the force majeure situation.

Ethical Decision-Making Model

The first step that should be taken is establishing the facts that are involved in the case. It is evident that the absent lecturer has a valid reason not to be in the institution. A replacement is therefore needed to step in for him. In this case, there are legal, ethical and multi-cultural issues. The legal issue is the lack of compensation to the members of staff who are assigned additional duties (Eagly, 2017). The multicultural issue in the case involves the allegation by the female members of staff that their colleagues are chauvinists and burden the females with job whenever there is a crisis in the institution. The ethical issues in the case are as described in the previous section of this document.

There is a thin demarcation between ethical decision-making and ethical reasoning models. There are four main ethical decision-making models: utilitarian, moral right, justice and individuals. The utilitarian model has been used in the subsequent section to analyze and solve the case study. This is because this model considers the greater good and there are more students that are going to be affected by the decision that the number of lectures who are also reliant on the decision. The distinction between ethical decision-making model and the ethical reasoning model is that the decision-making model can involve the input of a more than one individual while the ethical reasoning model involves the thoughts of a single individual.

Conclusion

Application of ethical principle requires the understanding of the strengths and the weaknesses of the ethical principles. Application of one ethical principle without consideration of its deficiencies can lead to a dilemma which can generate conflicts. It is thus crucial that while making ethical decision, all the consequences of applying a given principle are considered. The knowledge and application of ethical principle is crucial in ensuring peaceful resolution of conflicts.

References

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