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BUS434: Ethical Leadership

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We are going to explore why organizations are unethical. In Chapter 2 of 'Law and Ethics in the Business Environment' the research discovered that unethical leadership known as Free Market Ethics. When Organizations look to make money first, focused on profit over people. The Free Market is also know as the "Gig Economy". The Gig Economy is started in 2020 and exploded during the pandemic. A lot of people discovered a 'side hustle' or multiple revenue streams to avoid being dependent on one source of income. Some of the unethical practices that were called out were things like lower wages, longer hours, poor working conditions, the need to work more hours to earn a sustainable living.

We saw some industries outsourcing work, or hiring freelance employees because they didn't have to pay for benefits or get locked into consistent payment terms. This was all to benefit keeping profits and compromising human rights. The research shows that there has been a decline of corporate responsibility.

In the video <https://youtu.be/DRvdCNMefxg> with Jason Brennan, we explored behaviors and human rights and taking away the rights of another person. If we "see something unjust, the

only time we should get involved is if we can offer a better option to the person being treated unfairly”.

Sadly, not until the death of George Floyd are corporations laser focused on diversity and inclusion. A good majority of Gig workers are people that do not identify as white. After the death of George Floyd companies were deliberate hiring diverse talent and loosening requirements that could discourage or eliminate people of color from applying or being qualified for roles. I saw a positive stream of hiring and increased hiring of diverse talent, however did corporations compromise quality? Now that we have the visual diversity met in corporate America, are employees truly giving equal opportunities? Do employees have a fair opportunity to excel in their career and to be seen and heard in rooms? When the economy experienced a downturn, we witnessed companies that had record growth start laying off and not treating employees with a loft respect in the process. We saw a good amount of people on parental leave of absence impacted, we saw a good number of people of color impacted we saw a good number of people over 40 impacted. When the researcher learned that the number of hires a company had in one year, were eliminated the follow year it appeared to be Fair Market Ethics, company’s only focused on profit and not people.

My recommendation would be to not make employees feel like family. Company culture is critical in today’s climate. If we treat employee like family and tell them they are family and to bring their “authentic selves to work” they feel safe to do so. When employees are impacted due to financial reasons, they take this personally as if they are being abandoned. Companies need to be careful about setting the wrong expectations for employees. This generation tends to identify

their self-worth by the company they work for and their title and how much they earn. Companies should be communicating to employees the difference from business and personal to protect employees mental health.

References

<https://youtu.be/DRvdCNMefxg>

https://www.businessinsider.com/impact-of-big-tech-layoffs-amazon-meta-microsoft-google-salesforce-2023-2?utm_source=copy-link&utm_medium=referral&utm_content=topbar

[What "Neutral" Layoffs Disproportionately Affect Women and Minorities \(hbr.org\)](#)