

ETHICS CASE STUDY

GROUP-03

Group Members

- Shri Enduri Chandu
- Shri Rajat Kothari
- Shri Sahil Ratusaria
- Shri Milin Mittal
- Shri Sagar K. Sinha
- Shri Manoj K. Mishra
- Shri Ankit Goyal
- Shri Ankit Goyal
- Shri Ankur Goyal
- Shri Kuldeep Singh (GL)
- Shri Kamal Kumar Saini

Gist of the case

- You are the executive director of an upcoming InfoTech Company which is making a name for itself in the market.
- Mr. S. K Roy, who is a star performer, is heading the marketing Team. In a short period of one year, he has helped on doubling the revenues as well as creating a high brand equity for the company so much so as you are thinking of promoting him. However, you have been receiving information from many corners about his attitude towards the female colleagues; particularly his habit of making loose comments on women. In addition, he regularly sends indecent SMS's to all the team members including his female colleagues.

Gist of the case (Contd..)

- One day, late in the evening, Mrs. Syamala, who is one of Mr. S. K. Roy's team members, come to you visibly disturbed. She complains against the continued misconduct of Mr. S. K. Roy, who has been making undesirable advances towards her and has even tried to touch her inappropriately in his cabin. She tenders her resignation and leaves your office.

Stakeholders

- Mr. S.K. Roy
- Mrs. Syamala
- The Executive Director of company
- The Infotech Company and other employees

Ethical Issues Involved

Right behavior with the women at
workplace

Maintaining office environment

Values Required

- Respect towards women colleagues.
- No Misuse of power.
- Impartiality
- Empathy
- Probity

Option-01

- Don't accept Mrs. Syamala's resignation and discuss with Mr. S.K. Roy. Start Enquiry using standard corporate practices.
- On the basis of facts, if Mr. S. K. Roy is found guilty, He shall be removed from the post.

Option-02

- Mrs. Syamala's resignation is not accepted and she is transferred to other team. On enquiry, if Mr. S.K. Roy is found guilty, then his promotion is postponed and he is warned for severe consequences for such events in future.

Option-03

- Accept resignation of Mrs. Syamala and keep Mr. S. K. Roy as earlier and get the company grow at an escalating rate.

Option-04

- We should not accept her resignation. After enquiry, if he is found guilty, then we can give professional counseling to Mr. S. K. Roy and arrange some workshop on professional ethics for him including his family in it too. Even after this, if his attitude doesn't change, then we can remove him from the post.

Our Recommendation

- Option-04
- Merits-
 - a) Proper investigation, No panic decision.
 - b) No discrimination among employees on the basis of gender and post.
 - c) Right of fair hearing is given to both.
 - d) Giving chance for self-improvement.
- Demerits –
 - a) Delay in investigation may lead to dissatisfaction among other employees.
 - b) Slow Productivity, degradation of office environment.

Thank You