

Problèmes managériaux Contemporains

Licence 1 – S.BEZ

CHAP asynchrone. Ethique





Exercise 1

An employee steals a computer (100% certain) and the internal procedure asks you to report it to the police, what do you do:

- You follow the rules and report it to the police
- You don't follow the rules and try to figure out why and find another way to deal with the problem
- You close your eyes

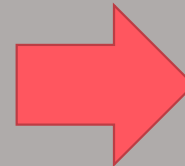


Ethics Course

Simple, individual process

If we don't want it to be revealed in the news on the Monday

Or if we don't want our grandmother to find out



Complex and collective process

Different values to discuss by comparing the consequences

I
invite colleagues to participate in the reflection



Things to remember about

What is an ethical decision:

- no feeling
- not religion
- not the law
- not the country's standard
- not scientific



Different values to discuss by comparing the consequences

What decision treats people fairly, giving each of them what is due to them? (the "justice/equity" lens)

Which decision best serves the community as a whole, not just individual members? And especially the most vulnerable? ("common good" lens)

Which decision best respects the rights of all those who have an interest in the project? ("law" lens)

Which decision will produce the most good and cause the least harm to as many stakeholders as possible? (lens of "utilitarianism")

Which decision is in line with the person I want to be? ("Virtuous" lens)

What decision should I make if I were in the person's shoes? ("empathy")



Etude de cas

1. Fire 100 persons
2. Letter from Google employees denouncing the practices

=> Theoretical framework (Albert O. Hirschman, 1970): Initially developed for the reaction of consumers to the deterioration of the quality of goods.

Three Choices: Exit, Voice, and Loyalty

To go further

Timnit Gebru



- the dismissal came after the researcher complained to an internal group that the company was "silencing marginalized voices." "