

Phase 3 Individual Project

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Management and Ethics

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The Ethics of Labor and Production Standard in International Business

Introduction

It is important to note that any business survives on common sense and the ethics that maintains a continual existence of the corporation. The global economy and international media demands ethical treatment of the labor forces that supply the much needed effort for the products that the world economy desires. The role of an ethical culture (including a corporations') contains leadership, compassion, and an understanding of local morals and rights. When they are not present they must be brought into existence. Labor and production standards must be at the highest ethical standards.

The Grey Area of Corporate and Labor Commonality

Misuse of company resources, abusive behavior, sexual harassment, fraudulent accounting principles and actions, conflict of interests among board members, defective products, corruption and operative theft are several ethical dilemmas that face international businesses (Ferrell, Fraedrich, & Ferrell, 2011). Being mindful of these dilemmas is not enough, they affect the corporation and local labor by creating a grey area of cohesion that may be strained. "Ethical issues have darkened the image of American businesses from the beginning and corruption has been present since America's founding." (Stevens, 2013). This International Business Ethics Guidelines committee should draw up strategies to minimize their effects on partners in business globally.

Action Plan

1. Recognize the stakeholders
 - a. Labor should be able to work in a production environment that exudes common decency, ethical treatment, and compassion for the very engine that provides profits (Gray, 2013)
 - i. Corporate Social Responsibility (CSR) is a voluntary act by businesses and must take into consideration communal actors.
 - ii. The use of ISO 9001 and ISO 14001 in creating management standards (Heras-Saizarbitoria, & Boiral, 2013).
 - b. Management should be a blend of local talent as well as corporate sources (Debaere, Görg, & Raff, 2013).
 - i. *Going Local*; The pursuit of local managers and supervisors to enhance communications and ethical understandings (Coe & Lee, (2013).
 - c. Production standards must meet both resident capabilities and meet tenant expectations.
 - d. The silent stakeholders; the ecosystems, wildlife, and future generations must be taken into consideration.
 - i. Movement of plant and wildlife for creating production facilities must be managed properly (Giuliani et al., 2014).
 - ii. Dislocation of families for business accommodations must take into consideration ancient and ceremonial instances.
 - iii. The creation of medical amenities provides for a healthy and future productive workforce.

2. Production standards

- a. The right-the-first-time production must allow for a standard that is exceptional (Dale, Van Der Wiele, & Van Iwaarden, 2013).
- b. The existence of a production standards review committee (both local and corporate).
- c. The authority to change production processes to meet production standards.

Summary

The guided action plans deliberated in this committee are preliminary in order to further discuss details and the creation of subcommittees to actively investigate ethical processes and procedures. The International Business Ethics Guidelines (IBEG) proposed by this committee begins first with recognizing the ethical dilemmas that are inherent on both sides of transnational businesses. Establishing these guidelines may minimize those dilemmas and provide for future enhanced production facilities and labor relationships that are ethical and for the common good.

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