

Case Study 1: Ethical Success Story

Scenario:

Company X noticed an increase in employee complaints regarding favoritism in promotions. HR introduced a structured, transparent promotion policy that included a standardized evaluation system, bias training for managers, and an anonymous reporting hotline. Over two years, employee complaints decreased by 40%, and trust in HR improved significantly.

Discussion Questions:

1. What ethical issues were present before HR intervened?
2. How did the new ethics policy help resolve these issues?
3. What additional measures could Company X take to sustain an ethical culture?
4. How could this approach be applied to your own workplace?

Case Study 2: Ethical Failure and Consequences

Scenario:

Company Y had a high-performing senior executive accused of bullying and harassment by multiple employees. Despite repeated complaints, leadership ignored the reports due to the executive's strong performance and client relationships. Eventually, an employee filed a lawsuit, leading to a public scandal, financial penalties, and a damaged company reputation.

Discussion Questions:

1. What ethical lapses occurred in this situation?
2. What could HR have done differently to prevent the situation from escalating?
3. What policies or practices should be in place to protect employees while ensuring fair investigations?
4. How could Company Y rebuild its reputation and employee trust after this incident?