**Ethics versus Right and Wrong**

Exemplar Student Paper

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Ethics is a dynamic process between leaders, followers, and the environment that involves a decision-making process (Thoroughgood et al., 2018). This process is explained as a reflection of right and wrong actions (Mitchel, 2018), but also as a reflection of consequences based on regulations (Gluchman, 2017). Educators are concerned about ethical behaviors due to the increase of ethical issues in the workplace, and they understand the importance of explaining ethical behavior and the meaning of right and wrong in the decision-making process (Simonson, 2015).

Ethical behavior is perceived as a reflexive sense making process of right and wrong (Fatien Diochon & Nizet, 2019) that is related to morality because of their connection with the individuals’ values in the decision-making process (Mitchel, 2018). Companies implemented a set of rules and guidelines to promote appropriate behavior within the organization and to avoid misinterpretation of right and wrong actions (McCormick et al., 2018). Regulations are included to provide consequences that will help employees with a positive reasoning and to avoid the personal interpretations of what is correct and incorrect (Gluchman, 2017). The researchers emphasize in the creation of policies because this action minimizes the harm and helps employees and all entities related to the organization to know the companies’ expectations (McCormick et al., 2018).

The purpose of this paper is to analyze different approaches of ethics related to the concepts of right and wrong. Additionally, a rationale with an assumed position will be presented as well. Even when ethics have a specific role in the organizations, researchers have different explanations about the reasoning process of ethical behaviors. Taking into consideration the impact of ethics in the organizational field, it is important to discuss the different propositions of ethics versus right and wrong, and a rationale for an assumed position.

**In Support of the Proposition**

Ethics is a social process that involves judgments of behavior. Employees must understand the concepts of right and wrong in relationship with ethical behaviors because its social impact (Gluchman, 2017). Ethical behavior is perceived as a reflexive sense making process of what is right and wrong related to organizations’ regulations (Fatien Diochon & Nizet, 2019). Unethical employees are related to wrong decisions while ethical employees act accordingly to what is expected (Simonson, 2015). Many ethics courses work with the basics to help students differentiate ethical and unethical behaviors using the concepts of right and wrong actions (Lovett & Woolard, 2016).

To promote and support ethical behavior, it is important to understand what is right and wrong according to the policies of the company, understanding proper actions, and the application of the concepts to ethical behavior (Simonson, 2015). Ethics is constantly related to morality because of their connection to proper behaviors and the concept of right and wrong (Mitchel, 2018). Additionally, it is associated with social expectations and what is correct and incorrect based on the standards of good behavior established by the companies’ policies (Lachman, 2016). Ethics involves moral interpretations and legislative actions, which guides the decision-making process toward the individuals’ interpretation of right and wrong behaviors (McGowan & Buttrick, 2017).

**Opposition of the Proposition**

The pressures of behavioral issues in companies created the necessity to establish a set of behavioral guidelines for employees (McCormick et al., 2018). Those guidelines or regulations minimize the perception of employees about the concepts of right and wrong. Even when ethics relate to morality and the concept of correct and incorrect actions, some researchers do not agree with that statement because they believe that ethics is more than a reflection of what is morally permitted (Gottlieb & Ben Mocha, 2018). Researchers explained the concept of ethics as a critical thinking tool in the decision-making process that is separated from the moral value system (Lovett & Woolard, 2016).

Ethics is a priority evaluative judgment that involves social consequences and a reflective process (Gluchman, 2017). When judging ethical behavior, some people might argue that an action is irrelevant or not important, but others might see that action or experience as unethical (Gottlieb & Ben Mocha, 2018). Individuals’ concept of right and wrong not necessary indicates or predict an ethical or unethical behavior. The evaluation of judgments in companies relates to the consequences of behaviors as established in the organizations’ policies, which it means that employees are going to reflect based on the behavioral consequences (Gluchman, 2017). Employees are mostly motivated to act ethically by penalties instead of the critical thinking of right and wrong behaviors (Mali et al., 2019).

In response of the challenges of globalization, and the misconception of ethics as a moral decision of right and wrong behaviors, companies develop several documents like a code of conduct, description of responsibilities related to unethical behaviors, process of enforcement of policies and consequences, training and remediation systems (Simonson, 2015). The right and wrong concepts related to morality are subjective to interpretations and it is an instinctive process (Liu et al., 2020), while ethical behavior is the result of a set of rules and regulations and involves a decision-making process that goes beyond personal beliefs.

**Rationale for Position**

Ethics is a part of philosophy with an emphasis on moral and values that conveys the concepts of right and wrong, which includes accountability (Javalgi & Russel, 2018). It requires a critical thinking process that involves two aspects, the individual’s moral interpretations and the legislative actions expected (McGowan & Buttrick, 2017). Ethical decisions are based on the individuals’ conception of right and wrong related to the behaviors that people must observe in organizations (Fatien Diochon & Nizet, 2019). Ethics is associated with the social expectations and the rationalization of right and wrong based on the standards of behaviors established in the companies’ policies (Lachman, 2016).

Human behavior is the result of the interpretation of right and wrong and the influence of the person’s values (Arli & Pekerti, 2016). Individuals are constantly making ethical decisions, and in the organizational field, it is important to distinguish between right and wrong behaviors. Researchers mentioned that doing unethical acts have a negative impact on the business’s profits, and doing the right thing is the most profitable thing to do (McCormick, et al., 2018).

**Conclusion**

The previous literature review provides the different points of view regarding ethics versus right and wrong and a rationale towards ethics as a reflection of right and wrong behavior. The position of ethical behavior as a reflexive sense making process of right and wrong (Fatien Diochon & Nizet, 2019) presented a connection with the moral aspects that involves individuals’ values in the decision-making process (Mitchel, 2018). In addition to the point of view of ethical behavior as right and wrong actions, the position of ethics as a critical thinking process based on legislation and consequences is presented (Gluchman, 2017). The ethical policies established by companies provide consequences for unethical behaviors, help employees with a positive reasoning and avoid personal interpretations to minimize the harm (McCormick, et al., 2018). It is important to recognize that human behavior is the result of the interpretation of right and wrong and it is influenced by the person’s values (Arli & Pekerti, 2016). Business depends on profits and unethical acts have a negative impact (McCormick, et al., 2018).

Ethics is a part of the philosophy that emphasizes on moral behavior and the individuals’ values that conveys the concepts of right and wrong, which includes accountability (Javalgi & Russel, 2018). Students should have an ethical education background and employees must get training and professional development in the ethical procedures and policies of their companies. Individuals must understand the importance of right and wrong in the decision-making process because its social impact and harm to the organizations (Gluchman, 2017).

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