

ROLE OF ETHICAL HRM PRACTICE'S IN CREATING SUSTAINABLE ORGANIZATIONAL DEVELOPMENT

Pragati Agrawal¹, Dr. Vivek Singh Sachan², Pragati Agrawal³

^{1,2,3}Chhatrapati Shahu Ji Maharaj University, Kanpur Nagar, India.

ABSTRACT

Purpose- This study aimed to examine the mechanism through which the application of Ethical human resource practices (HRP's) within the Organization leads to the rising demand for creating Sustainable Organizational Development.

Design/methodology/approach- A descriptive study is done using existing literatures on the implications of ethical human resource practices in the organization to creating sustainable organizational development are significant and needs to be critically analysed. This is a prominent gap in the literatures which needs to address. This paper makes a contribution towards addressing this gap.

Findings- The findings from the literature review was that ethical human resource practices are significant and plays a vital role in creating sustainable organizational development. Ethical human resource practices (HRP's) is positively associated with sustainable organizational development.

Originality/value- This study is significant as it contributes to theory by providing fresh insights on application of ethical human resource practices and its contribution in creating sustainable organization development. This study contributes to better understanding of ethical human resource practices and Sustainable organizational performance.

Keywords- Ethics, Human Resource Management Practices, Sustainable Organizational Development, Organizational Performance

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Assistant Professor-Business Management

Chhatrapati Shahu Ji Maharaj University, Kanpur Nagar

1. INTRODUCTION

Ethical HRM Practices consider various dimensions equity, equal opportunity, fairness, respect, honesty, basic human rights, civil employment, safety etc. accepted in both societal and organizational context. Every organization concerned with making positive contributions to environmental, social, and economic performance of the organization. Sustainability is the most important term that organizations have to deal with now and will have to deal with in the future too. There is many group of thought people that has differ in their viewpoint on role of ethics or ethics in human resource development who believes that markets claim profits for stakeholders. HR ethics are become inevitable. By utilizing human resources optimally, there is more value creation for the shareholders, organization and the society and since employees are part of the society or organization, they are indirectly benefited. Discussions in ethics in HRD stem from employee relationships and whether or not there can be a standard for the same. Employee rights and duties and freedom and discrimination at the workplace are issues discussed and covered by most texts on the topic. Some argue that there are certain things in employment relationship that are constant others disagree with the same. For example, right to privacy, right to be paid in accordance with the work (fair compensation) and right to privacy are some areas that cannot be compromised upon. HR is nothing but an arm of the organization through where major strategic and policy decisions are taken geared towards profit making. Thought there can be no single opinion on ethics in HR that is convincing. HR ethics should take care of things like discrimination (sexual, religion, age etc.), compensation, union and labour laws, whistle blowing, health and safety of the employees etc.

2. PURPOSE

To examine the mechanism through which the application of ethical human resource practice's (HRP'S) within the organization leads to the rising demand for creating sustainable organizational development.

3. RESEARCH QUESTIONS

How Ethical HRM's Practices contribute in creating Sustainable Organizational Development?

4. OBJECTIVES

- To study the relationship between ethical HRM's practices and sustainable organization development
- To ascertain the impact of ethical HRM's practices on sustainable organization development

5. METHODOLOGY

A descriptive study is done using existing literature on the implications of ethical human resource practices in the organization in creating sustainable organizational development. The data is taken from various sources such as refereed journals SAGE journals, Science direct, Springer Link, Wiley Online Library etc.

6. ETHICAL HRM PRACTICE'S

6.1 Social aspect of ethical dimension of HRM- To perform HRM functions ethically, there must be in order to maintain justice, fairness and well-being towards stakeholders. (Carroll,1979; Greenwood,2013).

To direct HRM functions towards creating, enhancing and maintaining ethicality within employees, in order to make an ethical workforce in the organization'(Silva,Opatha,Gamage,2016).

6.2 The relationship between Ethical HRM's practices and Sustainable Organization Development- Ethical decision making HRP's help to the organisations to create added value and optimize wealth creation while delivering quality services efficiently and effectively (Smith, Rohr, Panton, 2017).

Ethical HRM Practices and the ethicality of everyone who makes decisions in an organization, is one of the most important areas or practices of development that help to achieve the sustainability in the organization (Opatha, 2019)

6.3 The impact of Ethical HRM's practices on Sustainable Organization Development- Without creating and enhancing the ethicality of every HRM Practices, the realization of sustainability will become a goal that will never be reached sufficient (Opatha, 2019)

7. FINDINGS AND CONCLUSION

This study found that there is the relationship between ethical HRM's practices and sustainable organization development and it impact of ethical HRM's practices on sustainable organization development. Ethical human resource management practices are positively associated with sustainable organizational development and have a significant role in creating sustainable organizational development.

8. SUGGESTIONS FOR FURTHER RESEARCH

A need for the application of ethical HRM Practices in the organization which will see to be fair, respectable, justifiable & cover all basic human, civil, employment rights that leads to the rising demand for creating sustainable organizational development.

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