

Student's Name

Professor's Name

Course

Date

Personal Ethics Reflection

Experiences, decisions, and actions play a role in shaping one's growth and character. Looking back at past events and practices helps to understand one's deeds and things they would do differently in the future. As individuals grow, their values and beliefs change. At a young age, people make selfish decisions that are influenced significantly by others, but this should change as they mature. Reflecting on past practices helps a person evaluate things they did wrong or right based on their values. Individuals can use these self-assessments to improve their value systems, interactions with others, and engagements in life or the workplace. Society and organizations expect people to be responsible for their actions and uphold high moral standards to promote peace, coexistence, and success. In doing so, individuals can contribute to the well-being of everyone as they pursue their life goals and ambitions. Different events have impacted my life and continue to shape my moral values and future practices.

One incident where I failed to live up to my values was when I did not report the embezzlement of funds at the company for which I worked. When I joined the firm, I discovered that the workers misappropriated money set out for general purposes in the department. For instance, the organizers of events and fieldwork activities outside the company premises inflated expenses or went to luxurious establishments that charged sky-high prices. Moreover, the number of people going to these events was much higher than required. Employees also

manipulated their work records to claim increased overtime allowances undeservedly. For instance, some delayed the completion of their tasks to finish beyond the official working hours and earn overtime allowances. Many workers participated in weekend activities, as there was no restriction on numbers. As a result, they would receive high overtime payments while doing little work. Some employees could lie about having participated in overtime work. Moreover, some included tasks that they had not performed to justify their overtime claims. These employee malpractices increased departmental expenses and labour costs.

I did not report to the management despite learning about the financial malpractices. Instead, I ended up taking part in some of them. For example, I joined some colleagues in events outside the company, fieldwork tasks, and weekend activities, even though I was aware of the excessive numbers. I was included on the list of participants in these events. I benefited from the allowances offered for these activities. However, I did not adjust my work records to claim undeserved overtime payments. I executed my tasks efficiently to complete them within official working hours. Also, I did not include activities I had not done to claim overtime benefits.

After some reflection, I realized that my conduct went against the values I consider important in life. I did not exhibit honesty, a sense of responsibility, fiduciary duty, or other ethical practices expected in the workplace. As a professional, I should have been honest, responsible for my actions, and observant of the duty of protecting the interests of the company and shareholders. I failed to do this by not reporting malpractices. Power differences also played a role, as the more established employees had greater influence over recruits and how things ran. Besides, reporting my colleagues would have ruined my relationships with them and caused unending conflicts or a lack of cooperation that would have hurt my performance. The principle

of egoism influenced my decision. Employees sought to maximize their own benefits from the company at the expense of the profits that benefited more stakeholders. I also wanted to keep good relations and enjoy more experiences with colleagues, which is egocentric.

I felt less responsible for engaging in financial malpractice and the need to report. Participating in activities just because I was invited showed displacement, diffusion of responsibility, and the attribution of blame to others (Stachowicz-Stanusch and Amann 228). I felt better and less guilty for not adjusting my work records like other employees. My failure to report colleagues in order to protect them from losing their jobs or facing other disciplinary actions showed moral justification on my side. I also felt the extra costs that the company incurred were insignificant compared to its revenues, which distorts the consequences of employee actions and the seriousness of the issue for one to report. Thus, my decision not to tell on my colleagues disengaged my ethical values, as I yielded to pressures surrounding the situation.

In the future, I will strive to apply ethical principles in all situations, including issues of people with whom I interact in social circles or at the workplace. I hope to exercise individuality and follow my values to make decisions without letting others influence my actions. As I do this, I have to apply a broad approach to factor in many perspectives and stakeholders to make the most ethical choices. I will place myself in the positions of all parties involved to understand how each will be affected, then decide what will promote the best interests of the majority. I will endeavour to incorporate practices of responsibility and accountability into my value systems to enhance my decision-making processes and actions.

Works Cited

Stachowicz-Stanusch, Agata, and Wolfgang Amann, editors. *Contemporary Perspectives in Corporate Social Performance and Policy: The Middle Eastern Perspective*. Information Age Publishing, Inc., 2018.