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Ethical Issues in Hiring Procedures

Ethics plays a very crucial role during the hiring process. This is because organizations comprise of employees with diverse cultures and minority groups who need respect and protection. Legislative and other ethical requirements are thus necessary to ensure the psychological wellbeing of all employees. Such legislative requirements include equal pay for equal work Acts, Affirmative Action Legislation, EEO legislations, among others.

Discriminatory hiring practices inhibit the success of women and persons from minority backgrounds.

Affirmative Action is a political and moral question which seems to divide members of societies more than it unites them. This is because in a defensive side it may be seen as helping rectify racial, sex and other types of discrimination in hiring process which have been predominant in both the past and present. It ensures there is distributive justice where society's burdens and benefits are distributed equally among the members of the society. However, Affirmative Action is in itself another form of discrimination, which gives one group an extra advantage based upon nothing but skin color and sex. Consequently, a more just approach should be devised that ensures recipients of social benefits and burdens are treated as equal unless there are justifiable and morally relevant reasons for treating them otherwise. Past and present discriminations should not be rectified by measures likely to cause a potential for future discriminations.

All employees irrespective of their race or gender should receive equal pay for any equal work. However, any difference in pay among employees is only justified if the differences are clearly based on a bona fide merit system, incentive system or seniority system or any factor other than race or sex. This is because unequal pay for equal work is immoral since it deprives women and other minority groups of a payment that is genuinely and rightfully theirs. Additionally, it leads to unnecessary frictions and resentments in the work place unfairly penalizing the minority groups. Consequently, any program or measure that can help address the issue of equal work for unequal pay should be put in place.