

Relationship between Ethics and Good Governance in HRM Practices: A Case of some Selected Bangladeshi Private Organizations

Md. Maruf Hasan¹

Nahid Sultana²

Abstract

This paper examines the impacts of unethical behavior in organization through a multi-layered study of the six selected Bangladeshi organizations. By examining contemporary cases relating to ethics, we clarify the types of common unethical behavior happening within the organizations. We also describe the ethical view in Islam while working in any organization. How human resource management can be guided by ethics is the major concern of the study. The time period of studied matter is three years specifically in the year of 2011 to 2013. Observational and interview methods are used for collecting data. This report confronts the argument that ethics can act as good governance in practicing human resource management.

Key words: *Ethics, HRM, Unethical Behavior, Islamic View on Human labor*

Field of Study: *Human Resource Management*

1. Introduction

In Bangladesh many overseas and Bangladeshi private owned organizations are operating their business. People from different culture, class, age, religion and sex are working on those organizations. Success of any organization mostly depends on the cooperative and harmonious effort by its human resource. If human resource managed properly then goal achievement can be easy. So Human Resource Management (HRM) is an important term for accomplishment of an organization's objectives. Very important thing is that human are not

-
1. Sr. Executive - Crystal Group & Lecturer (Adjunct), DBA –IIUC, Contact No: +880 1818 604992, E-mail: mdmarufhasan3031@gmail.com
 2. Lecturer, DBA, IIUC +880 1818 935716, nstuhin2011@gmail.com

machine. Different man can react differently on same stimuli. Peoples have to work in a structure in any organization. He or she has to maintain different types of relation. Human behavior is the most important factor for maintaining this relation. Ethics is a term not fully forced by law but have an important concern to build up better relationship. Definitely ethical behavior helps to build up a nice relationship between many pairs such employers and employee, employers and employers, employee and employee. Ethical behavior ensures equality, integrity, justice and faith in working environment.

2. Objective

To find out:

01. How Ethics can govern Human Resource Management
02. Intimating people about Islamic view on ethics and Human labor
03. Common unethical behavior in the work place
04. Effect of unethical behavior in workplace

3. Literature Review

Ethics can be best meant by the word **Justice**. Ethics is that best inner virtue which helps a man to act with appropriate justice. Ethics helps a human to show his or her standard behavior. Important thing is that most of the religions advise people to act ethically for getting success. Ethics, or moral philosophy, asks basic questions about the good life, about what is better and worse, about whether there is any objective right and wrong and how we know it if there is (Barbara MacKinnon, 2009). Personal ethics refers to the set of moral values that from the character and conduct of a person. Organization ethics, on the other hand, describes what constitutes right and wrong or good and bad, in human conduct in the context of an organization (Fernando, 2009). Ethics and accountability are some of the corner stones of public management (MJ Mafunisa, 2000). Ethics is the science of morality of human acts. It is a science because it is a body of ordered truth, the order and the truth being supplied by rational analysis of evident fact (Patrick Noonan, 1985). A business organization owned by human and has to employ a lot of human in any organization. All of them give their best effort to achieve organizational goals. In any organization there always two parties. One party is in owner side and another one is in employee side. Both parties have to behave ethically otherwise success never come. On the other hand, each and everyone, working in the same organization, has to behave ethically with each other. Before taking any decision by employer of the company must consider the ethical welfare of the employees. Any unethical decision taken by employer against employee for the well being of the organization may bear a good result only for a few days but in long run certainly it will be act as boomerang.

4. Methodology

This research has conducted to get information about the unethical behavior and effect of those behaviors within the organizations. The population considered for this study is defined is the number of persons who have faced unethical behavior in those selected organization during the time frame of this sampling. Selected organizations are different types such as Buying House, Ready Made Garments, Engineering Firms, Fisheries Company and Educational Institution. Observational and interview methods are used to collect primary data. Secondary data are collected from books. This research has conducted during the year of 2011 to 2013 and directly collected information from the persons who faced unethical behavior. Behavior directed by Al Quran has considered as the standard behavior. Direction from The Prophet (peace be upon him) has also considered as the standard behavior. Collected events compared with the standard behavior. This comparison helps us to find out the possible ethical behavior can be done in any organization relating human resource management.

5. Limitation of the Study

In this study, there are some drawbacks. These are:

- a. The sample size of the survey was only six organizations, which limits the findings, and this cannot represent the view of a large population.
- b. The area was also specified. The survey was conducted only based on Chittagong and Dhaka based. So this doesn't represent the situation of the whole country.
- c. Time constraint is another factor. Time was very limited for this survey, which may badly affect the quality of the study.
- d. This study mostly covers those people who are involved in clerical jobs and not directly involved in production.
- e. The unwillingness of the respondents to provide information for their loss of goodwill. This also hampered the quality of the study.

6. Nature of Unethical Behavior

Optimistically discussion can be run using some examples.

Employer always thinks that he knows everything and employee doesn't know anything. Thus employer all the time scolds the employees without considering age, sex, race or situation. Always tries to dictating the employees by using organizational power. Most interesting thing is that the person who is scolding is less qualified in each and every side of than that the person who is being scolded. For doing so by top level; this type of behavior is practiced by all over the organization. Is it ethical to the employer? But how it can be? An

employee loses his pride and prestige in front of others. Always be in fear of bosses. For this reason participative decision never comes. No new idea gets chance for the fear of scolding.

If an employee does not be able to work according to the order of Bosses then in some cases he or she fired on the spot. Sometimes fired person do not get the proper compensation also. Some person gets compensation according to the rule. But in the era of unemployment is it possible to find out another job immediately? Who will give a job to a dismissed person? His social recognition, reputation and career may hamper. His family will face economical uncertainty. Mentally he will be weak for a period and create negative attitude about next employer also.

Most of the time people get promotion on the basis of nepotism and favoritism. The person who is the relative or being favorite person to the boss gets promotion or other appreciation by the top authority. But the person who is working very hard for the wellbeing of the organization will be depressed due to this unethical promotion. His motivation will be totally broken down and he or she will never try for showing his or her best performance. In the time of selection process sometimes personnel is selected on the basis of nepotism and favoritism. For this reason a qualified person will not get chance in the same position. This is totally unethical behavior as employers do not giving chance to apply or if being applied but not appointing though has the quality. Most interesting thing is that such appointed person shows extra power to the other employees as having the link with top level. This exercising of undue power creates negative thought about employer to the ordinary employees. They dishearten for this behavior and sometimes they also try to keep good relation with those key persons. So, culture of unethical influence spread all over the organization.

Most of the organization appoint employee on saying some specific type of job responsibility but after a few days employers start to increase responsibilities. Most important thing is that employer sometimes provides more importance on those extra works rather than the exact responsibility. An employee agrees with employer for certain responsibilities having fixed pay. But when extra responsibilities come then burden goes on and it becomes tough to perform the overall responsibilities. It is totally unethical to use employee for the purpose frequently not agreed to do so on the signed contract letter. This behavior loses his proper concentration on his work. Sometimes causes hazards on his actual works in long run. Make him unhappy to do so and dissatisfaction comes out.

Employees have to late in the office after finishing the working hours due to presence of bosses. More or less each and every employee has to face this awkward situation. Generally bosses or top management body has to busy inside or outside work every day. So after finishing those they present on office after working hours to finalize whole day process. They do it frequently. For this type of presence in office other employees must have to attain in office though they have actually having no works. At that time presence on office is just to avoid scolding by employer. Such a way they have to waste their valuable times. It is totally

unethical to keeping employees unnecessarily for getting the obedience only but not paying for that extra period.

Getting some specific leave is a right to the employees but some employers do not want to issue those. Ethically those leave must be provided as necessary. But most of the time employer does not want to permit for casual leaves though it is essential. Sometimes bosses shorten employees asked leave day. On the other hand in the sick day call employees time to time for unnecessary reasons without considering his health condition. These types of behave create high mental pressure on the employees thus later they do not be able to provide their full support.

Most of the time bosses misbehave with employees. They are short tempered. If an employee does a little mistake or cannot be able to follow the boss's instruction accurately then boss highly scolds him and suspended him up to ten days. No man is accurate so it is possible by an employee to make mistake but is it ethical to suspend a person for that reason?

Another unethical behavior often some bosses show by calling an employee using messengers or phone call during lunch, prayer, toilet work or in a holiday. They call so rashly that if not answered immediately then company will shut down.

Beside these, employers do some unethical behavior i.e. forgets own given order or direction to any employee and scolding him why he has done so, not having the ability of admit own faults, have absents in working hours without any reason, doing late in office habitually, smocking or drinking in office, willingly insulting employees in front of guests, relatives or even colleagues, not keeping any words given to any employees, not obeying any official rules which is applicable to all, performance appraisal based on nepotism and favoritism, providing extra financial or non financial incentives due to nepotism and favoritism, creating power clashes among bosses, influencing government regulatory bodies for not to providing employee's privileges properly, undue influence or secret liaisons with trade union leaders for not to providing employee's privileges properly, discriminating with employees due to gender, race, locality, religion etc. difference, unnecessary spying on employees, always keeping employees in pressure without appropriate reason, recklessly engaging for personal works.

Still provided some examples from the side of employers but this is also true that employees also behave unethically within the organization. Some examples as:

Criticizing the bosses and colleagues is a common unethical behavior. If they get chance just peeping to others desk and start criticizing about next colleagues or the boss. One person may not be hundred percent right but criticizing about his character, behaviors, decisions, personal life or any other thing is totally unethical. This hamper the working environment, prestige of criticized person and show a bad cultural image of the organization. If the criticized person hears about those then he or she may feel shy, may not participate for creative decision

making, can be shown anger with those bad guys etc. Most of the time bad guys will pass their time criticizing others. Thus valuable times spend away.

Another common unethical behavior we found in every organization is spying. Some people remain always busy with talking to others and collect information about others thought regarding organization, bosses, future plans etc. and when meet bosses lonely speak out those collected information with mixture of chill spice to please him. Sometime bosses directed those guys to do so. Both are unethical practice in the organizational arena. As boss may not be get the accurate information because of mixing spices. On the other hand these guys always spend their time to spying rather than doing the proper responsible jobs. Therewithal boss may angry against ordinary people and show negative response towards them. If so going on then dissatisfaction on working in the organization will arise.

Today is the era of internet. Most of the organization must have to provide internet access to its employees for performing day to day activities. Now it is common using unnecessarily the internet facility to connect in face book, twitter, messenger etc. during office hours. Some guys play games on internet, watch new movie, download games, download movies, check personal email, online apply for new jobs and visit off scene sites at working hours. How it can be ethical to the employees? These are totally unethical conduct by employees. Employers buy their working hours for a specific time. So he should not engage himself doing other jobs on that certain period unless it has urgency. If though they have no work on hand then must take a rest for while or think about the development for the organization. If they waste time then new idea never comes for development of the organization.

A big unethical problem by employees is late attendance. One or two days in a month for ten to twenty minutes can be accepted as any problem may occur on the way but frequently late coming and in addition it is for more than half an hour is totally unethical conduct by employees. This hampers production, create indiscipline, reduce unity of work etc. Productive results can't be expected from those guys.

Some employees working in the organization always try to use official telephone for personal necessity. Time to time they keep it engage for long time. Thus he or she wasting his or her working hours, increase organizational expenses and disturbing to outsider for urgent calling in the organization. This is totally unethical.

Always one will find some people in the organization who likes to gossip others. Gossiping is good for health but it should not be done in office period. Gossiping causes harm to his and others works. It persuades criticizing. Employers think that as employees are gossiping they might have no work load. Sometime employer may angry with this act of employees. Gossiping in tea break of lunch period is fine but at working hours not supported as ethical.

Sometimes employees provide false information to his employers about his location on phone, fake work progress, wrong information for late coming or absent etc. These are so bad unethical behaviors.

Most of the time we found that employees take official small stationeries for personal use. Use official computer, printer, scanner, photocopy machine, spiral binding machine for fully personal work. These types of work waste official valuable ink, papers or other stationeries. These are unethical behavior and must be correct them.

People are working any organization are highly involved with political parties due to get some extra benefits. This political power helps people to create undue influence within the organization. He or she become imperious and use his power for appointment, promotion, transfer and as well as dismissal. Having political choice is very good but using political power negatively is an extreme unethical showing.

Besides these employees are also show some non ethical conduct i.e. taking bribe from other on promising him or her to give any advantage within the organization, go slow, receiving more convenience bill than actual, getting commission from any type of seller on purchasing for office equipment, Not using personal protecting equipment, rubbing and changing document or any other information, using other peoples necessary things without his or her concerns, teasing other employees in front of others, shout to their juniors or sometimes with colleagues.

A notable unethical behavior in organization is sexual harassment made by both employer and employee. Generally its victim is female. In many ways employer and employees try harasses sexually. It may occur within the organization or outside of the organization. This behavior totally spoils the working environment of an organization. Female employees become dishearten to work. Her best effort never comes in to achieve organizational goals.

All above conducts are done by employer or employee as frequently as they become habituate on those. So they never feel these are unethical behavior. These create anarchy, indiscipline, misunderstanding, disobedience, depression, negative organizational culture etc. Most important thing is that no employee wants to be stay in the same organization for a long time. They always think when I will get rid from here. For this reason when he gets a little better opportunity in another organization or have a little hope to get better environment just jump for new place. In the long run both the parties do not get the good result. Employer loses his valuable employee and an employee again has to cope with a new environment. Time to time change the aim so no actual success comes.

This vulnerable condition is going on in most of the Bangladeshi private owned organizations. For unethical behavior most affect goes to on human resource of an organization. For unhealthy and negative working culture destroy the creativity of the human being. For getting the best result from an employee must need a healthy and positive organization culture. Positive attitude is a major factor to get the best. Because when an employee found that he is being praised by all of his colleagues and bosses for his hard try to get any achievement then he will get a sprit. This sprit will help him to achieve his aim. For creating this positive and healthy working culture only one thing must be followed by the

employer and employees to be habitual with ethical behaviors. Ethics will provide an inner guideline to both employer and employee about think others and how to behave cooperatively. Always cooperative efforts give the best results.

Ethics in Islam

One religion is totally based on proper and accurate ethics that is Islam. In every stages of human life it gives massive importance on ethical ideals. One can know the ethics from reading al Quran and Hadith.

One can find in Holy Quran:

"You are the best nation that has been raised up for mankind; you enjoin right conduct, forbid evil and believe in Allah. (Al-'Imran, Ayah 110).

"O you who believers, Stand out firmly for justice, as witnesses to Allah, even as against yourselves, or your parents, or your kin, and whether it is (against) rich or poor: for Allah can best protect both. Follow not the lusts (of your hearts); lest you swerve, and if you distort justice or decline to do justice, verily Allah is well-acquainted with all that you do." (Surah al-Nisa, Ayah 135)

Allah commands doing justice, doing good to others, and giving to near relatives, and He forbids indecency, wickedness, and rebellion: He admonishes you so that you may take heed. (Surah An-Nahl, Ayah 90)

Allah says: *"And the word of your Lord has been accomplished in truth and justice; there is none who can change His words, and He is the Hearing, the Knowing."* (Surah al-Anam, Ayah 115).

Allah says: *"O you who believe! Stand out firmly for Allah, as witnesses to fair dealing, and let not the hatred of others to you make you swerve to wrong and depart from justice. Be just: that is next to piety: and fear Allah. For Allah is well-acquainted with all that you do."* (Surah al-Maidah, Ayah 8)

The Prophet (peace be upon him) said,

"You should pay the laborer his wages before his sweat dries." (Sunan Ibn Majah, No: 2443)

"The best of you are those who have the most excellent morals." (Bukhari 61: 23)

"I have been sent for the purpose of perfecting good morals." (Ibn Hambal, No: 8595).

How Human Resource Management (HRM) can be guided by Ethics?

To do the best thing one must know, what the best thing is. This best is the standard that one wants to achieve. Ethics can show that standard. Everybody may know about having a manual in any business organization. This manual helps to operate the organization. Other may follow

some specific rules or regulation to run business organization. If no manuals, rules, regulation or code of conduct then people just behave and work their willful mind. Some may behave and work good and some may work on bad way. Misconduct and misbehavior one may found everywhere. Working environment will be hampered. Some may not be interested to work with the same organization. In this context a specific case can be shown; newly joined human resource executive leaved his job from a renowned organization due to misbehave of his senior in Confidence Steel Ltd. He left the job after tenure of one and half month because his senior behaved very rudely with scold for any of occurrence. Any person may does mistake but at first he should not be scolded or punished rather have to give him time or if necessary providing counseling to do the job accurately. This is one of the most important parts in HRM that is Industrial Relation or Labor Relation.

Good Labor Relation in any industry or organization is very much important. Employer and employer, employer and employee, employee and employee must keep good relation otherwise it is not possible to achieve the goal of the organization. So if ethics exist in the mind of employer and employee then good behavior can be ensured within the organization. If ethics does not exist then employers always try to suck the blood of employees to get better result. Never show any kindness, pity or sympathy as a human being. On the other hand employees always try to be relax and remiss on work. Negligence will be common thing for them. Easy goal achievement of the organization will not be possible in the above conditions. For this reason labor unrest is going on in our industrial sectors and private organizations. Always blame game to each other by the employer and employee is going on here. Physically all become sick and they feel pressure inside of them. Always a hurry for employer to get accurate job by the employee; on the other hand always a thinking tendency by employee is that employers are assigning more tasks than the ability have. This situation only can be removed by ethical practicing.

Keeping an aim on achieving organizational goal efficiently concern human resource planning, selecting, training, developing, retaining, compensating, facilitating proper working environment, managing proper labor relationship using motivation and separation if necessary can be define as Human Resource management.

For running any type of organization human need is the first priority. So after registration of a company it's major headache of **planning** proper people for a company. Not only for a newly registered company but also a running company always need for human to keep their process running and expansion of business. Planning must be done considering proper humanity and aiming at providing them the competitive packages.

One can say **selection** as the initial part of human resource management process. At the time of selection ethics plays a vital role. For the selection process it is necessary to ensure that only the deserving candidates can apply for any post and to them the recruitment circular

reached. No nepotism or favoritism should enter here. Because if some selected candidates are called for interview then the actually deserving candidates are facing injustice. From the company point of view; company will lose the competitive candidate. For that reason, company will suffer in long run. So for both parties it will be reasonable to think ethically. If employer and employee think ethically then employer will get the best employee and the employee will be able to earn enough what he or she deserves for his or her effort. At the time of recruitment some things must be expressed properly e.g. circular, place of interview, place of appointment, salary, other benefits. After the appointment changing any of the above terms will be totally unethical.

Selection and appointment is the initial part of HRM. Further it has to train newly appointed employees. Some organization's top body thinks that **training** is not mandatory. Newly appointed employee will learn everything by himself by asking others or at the time of performing job. Again some provide just a little orientation and think that orientation is training. For these reasons newly appointed employee faces a lot of problem during performing his job and gets scolded from bosses and is criticized by colleagues. His or her image becomes worse within the organization. Another interesting thing can be mentioned specifically that some organization top body arrange proper training programs but the responsibility whom it delegated shows negligence in this work due to being busy with his actual work. Very few organizations have specifically training department. But almost all multinational company has isolated training and development department. If a person is trained properly whether he or she is a fresh one or experienced from other organization then it will be easier for him or her to cope with the current organization, he or she will feel comfortable and can be able to show his best performance. Again he or she feels hesitate and sometimes shows ignorance or negligence due to not getting proper training. Though it is related to expense of money on providing training but from the ethical point of view how long it can be possible for an organization to provide training it must serve it. Because giving a comfort in working environment is the responsibility of the organization. Besides these if a person is not trained properly he or she may do minor or major mistakes in the working environment which may suffer the organization and as well as the country also. He will be scolded and criticized by colleagues. So in this regard ethics is a major concern.

For the proper organizational growth it is mandatory to keep going on the **developments** programs within the organization. Development programs are necessary to know the best way of doing a job. Besides these after getting promotion to a new responsibility; it is must know how to perform that job. In this circumstance development programs help a lot. Choosing of participations is a major concern for employers. Sometimes biased on nepotism and favoritism some selected person gets chance for those development programs. This is totally unethical. Chance should be provided on the basis of competitiveness. In this point one

specific example can be mentioned from a renowned organization that; three persons are applied for a training program. But two of them get the chance based on favoritism. Last one didn't get that chance. Both of them completed that development program valuing 18000tk each given by the company. This totally hurt mentally third one and by his own cost he manage another development program valuing 3000tk. Before going to that development he asked for organization to finance it but ignore by top authority. What happened later? One of the lucky persons left the organization after a few months of that development programs as he got a better opportunity. One the other hand the third person also left the organization due to deprived by the organizational attitude. Both of the employees were valuable to the organization. But for choosing wrong person for development programs it loses both of them. So it is necessary to follow justice on the base of ethics. A little injustice can depress and break down the mental strength of the employees.

One organization must emphasize to **retaining** its valuable employees at any cost. It should keep such an environment that employees generally do not want to leave the organization. Here, specifically mention about two low paid organizational examples, one whom 80 to 90 percent of employee are aimed at to change the organization after getting a better chance due to its unethical behavior and bad working procedures and conditions and second one is where only 3 to 5 percent are aimed at to change the organization after getting a better chance due to its unethical behavior and bad working procedures and conditions. (Data provided here on sampling basis). One thing should be mentioned here that in this comparison the first one is a Bangladeshi organization and the second one is a multinational organization. So by practicing the ethical or rational behavior it is very much easy to retain its employee with a greater satisfaction.

A major concern for both of the organization and employee is **compensation**. Before starting any organization or for running organization it must be planned every year that how much currency should be expense for the workforce. If this calculation is not accurate then proper person certainly not be able to hire for the right place. Compensation must be competitive according to the job market. If it is competitive to the job market, has proper annual increment and accurate promotion system then no employee think about shifting his job from current organization. If any organization has not the ability to compensate the competitive person properly then it must go for a little bit lower grade candidate thus his compensation expectation will not beyond the organizations ability. This will keep stable both the organization and its employees. It is the ethical concern for an organization. Another important ethical concern for an organization is; discrimination in compensating due to nepotism, favoritism, political influence or others. This creates highly negative impact in the mind of employees. For the same post and job responsibility with due consideration on age the compensation must be justified both to the organization and employees.

Now a burning issue in organization is the maintaining good **relationship between employer and employees**. Labor unrest is going on in most of the private organization. For occurrence of this labor unrest; proper payment of compensation and other benefits is taking a vital part. The Prophet (peace be upon him) said, *"You should pay the laborer his wages before his sweat dries."* (Sunan Ibn Majah, No: 2443). So, why employers procrastinate to pay the proper compensation on due time? If employers follow the above Hadith properly then chance of occurring conflicted relationship between employer and employee will be reduced. Employer may not pay the salary on daily basis but they should ensure weekly or monthly and on time basis compensation payment. The Prophet (peace be upon him) said, *I will be foe to three persons on the Last Day: one of them being the one who, when he employs a person that has accomplished his duty, does not give him his due.* (Bukhari, No: 2109). Emphasis has created here to be makes human ethical. If all responds ethically the industrial or organizational conflicts will be abolished.

Now a day a major concern of human resource management is providing some **benefit packages** to the workers. Employers also procrastinate to providing those benefits. Some benefits are forced by law but though employers try to skip some of those. This is totally illegal and as well as unethical. To be making ethical sense among human; The Prophet (peace be upon him) said, *those are your brothers (workers under you) who are around you; Allah has placed them under you. So, if anyone of you has someone under him, he should feed him out of what he himself eats, clothe him like what he himself puts on, and let him not put so much burden on him that he is not able to bear, (and if that be the case), then lend your help to him.* (Bukhari, No: 2359). If any employer thinks properly about the Hadith then he will certainly behave ethically towards the employees and will be provided different privileges to employees as much as possible. Special policy can be made to provide these services.

To control human properly sometimes it's need to be a little rude and take some necessary **disciplinary actions** against employees. But it must be done on following the proper governmental and organizational rules. It is also mandatory to keep an eye on ethics on doing so. If the disciplinary action follows the combination of ethics, governmental and organizational rules and regulation then all the employees will be tried to act rationally. They never create anarchy, sabotage, fighting, destroys office equipment, go slow, strike etc. They try to give proper concentration on work in office hours. They will think organizational property as their own and will not waste those things. Theft done by employees will be reduced. Employees will try to behave ethically as the employers are doing so. Misconduct by both the employer and employee will be reduced. Good organizational culture will establish in the premises.

Human become old after a certain years of working or sometime they do not best fit for any job for their ability or sometime misconduct by employee make comply an employer to make

separation from the organization. Whether it is retirement or termination; **separation** from the organization is a common matter. Retirement after certain period has done by the organization but sometimes force retirement or resign has become common now a day. Political undue influence, life threat etc. make an employee to go for early retirement or resign. These types of behaviors are totally unethical act. According to the law nothing can be done. But in the ethical point of view these should not be done. This damages the organizational image and its culture. Following the ethical psychology this should be protected.

Employee's **health, safety and security** issue is a major concern of human resource management. Now a day those have become legal part of organizational procedure. Though those are legal issues but most of the employers do not show importance on those issues. Always they show ignorance on these matters. So this type of behavior has become unethical and as well as illegal also. Employers do not provide proper working space, hygienic working environment, safe passage, drinking water, food, safe transport, security of life and valuable materials etc. For this reason different types of accidents occur in different organizations. Sometimes minor and sometimes major accidents occur. Mentionable accidents are: On 24th April 2013, Rana Plaza, an eight-story commercial building, collapsed in Savar, a sub-district in the Greater Dhaka Area, the capital of Bangladesh, killed 1129 peoples, injured 2500; fire broke out at a factory belonging to the Tung Hai Group, in the Mirpur area, the capital of Bangladesh, kills 8 just 2 weeks after deadly building collapse; on 24th November 2012 Tazreen Fashions Ltd. factory, located outside Dhaka in Bangladesh, leading to the death of 112 workers in a raging fire. All the accidents are proven that accidents are the ignorance of workers' safety. Only for the ignorance of such mean employers those innocent life and as well as their family destroyed totally. Most mean matter is that those workers and their family didn't get the proper compensation. Like the above accidents many other accidents and compensation condition is also almost same. Ethics is dying slowly among the people thus this kind of accidents happening. If the employers think the workers as the family members then how can they be able to let those peoples die? Certainly they took necessary steps before to skip from accidents. Before Rana plaza collapse, a big crack was found but employers pressurized the workers to work there. Later the bad new came. If the employers think ethically then never such massive accident can occur.

7. Recommendations

It is not easy to solve those unethical behaviors over night. Day by day realization must be arising within one self to perform ethical behavior. Both employee and employer must try to understand the expectations from each others. As a human must read the Islamic books to know about ethics and justice. Specific guideline has given in Quran about this matter. The character of Prophet (peace be upon him) can be cultivated to be an ethical person. One

should create humanity inside of him. Arranging awareness programs related to ethics within organization can reduce unethical behavior. Proper Human Resource manual must developed by the organization. Not only developed but also follow the manual properly can ensure ethical behavior. Those who do unethical behavior should try to make understand him not to do so. If he doesn't understand then abhor him. This type of culture should create within the organization. For creating such type of culture top level management should come forward first. It can be started from the any other level. But to get the best result cooperatively and coordinately everybody should start and follow this culture then breeze of ethics will be found everywhere of the organization.

8. Conclusion

Any sort of human resource related problems can be solved by the employer if they act ethically. On the other hand employees also have to be ethical when they work for any employer. Both the parties should think about the opposite party's best interest. If they do so then industrial relation and financial progress will improve. Organization can be able to achieve its goal easily. In every stages of HRM must follow the ethics. Actually ethics is humanity and justice. So for human resource management this ethics can help the best for greater success.

Reference

- Barbara, MK 2009, *Ethics: Theory & Contemporary Issues (2nd ed.)*, Wadsworth, Cengage Learning, Boston, USA.
- Fernando, AC 2009, *Business Ethics: An Indian Perspective*, Dorling Kindersley, New Delhi, India.
- Mafunisa, MJ 2000, *Public Service Ethics*, Juta & Co. Ltd., Berne Convention, Kenwyn, South Africa.
- Noonan, JP 1985, *General and Special Ethics*, Loyola University Press, Chicago, Illinois, United States.