



---

*Eleni Regli Toronto, August 2012*

## Striving the Best Code of Ethics for your Human Resources Policy

---

The highly complex issues faced by Human Resources managers in companies raise many questions about the place of fairness, integrity, honesty, self-discipline, and the very concerning consequences of everyone's behaviour. Since the Human Resources department assumes a crucial role in the stakeholder dialogue of the company, there is very particular task of Human Resources managers to choose responsibly the best way between what is legally and social morally best case for the employee and financially advantageous to the company. Human Resources recognised as professional management business occupation became formally in many companies the turning point of the global sustainable development of a company. Therefore a Code of Ethics for Human Resources Managers gives an orientation and a solid ethical framework for exercising this job with best professional skills and with the whole social responsibility.

### *Prepare for High Standards of Professional and Personal Conduct*

Human Resources decision makers must intervene on a daily basis that implies employee wishes, perceptions and claims versus company policies and procedures. By making one or another choice in personnel decisions, the professional and personal conduct of the manager might play a major role for a sustainable solution for both employee and company. With the consideration of applicable laws, organisational standards of ethical behaviour formulated by the Code of Ethics of the company the Human Resources Manager will be able provide a ethically response to personal dilemmas. The high standard of professional and personal conduct of a Human Resources Manager is given by the amount and quality of the most possible human solutions offered in scary employment market. The rest is just rhetoric.

### *Greeting Professional and Personal Growth*

Like a marathon runner the Human Resources Manager needs a long breath and steadiness in the narrow treadmill of the HR-market. The feature of the skills luggage of human resources is performs new acknowledgements with a new perception on companies' sustainable development. A professional human resources manager needs to come along with the best commitments towards education and updates of his certifications.

The two types of certification for human resources professionals define the degree of experience. Professional in Human Resources and Senior Professional in Human Resources require experience and/or formal education. Corporate social responsibility practices in Human Resources require an **added dimension**: the ethical approach. A “humanly” valuing of the employees, providing safe and healthy workplaces, plus a good work/life balance, embracing diversity in teams and enable skills development for all employees. To extend all these practices even to a supplier partner the company need best ethically qualified Human Resources managers.

### *Beyond Law, Norms and Regulations related to Employer's Activities*

Human resources of the company needs always remember the “H” of its denomination. One “H” for “Humanity”, “Human”, “Hospitality”. It is the duty and responsibility of the Human Resources manager to be knowledgeable of all laws, norms and regulations pertaining to the hiring, training, compensating and disciplining of employees. While maintaining strictly loyalty to the company/employer, the Human Resources manager must comply and adhere to all state laws regarding the treatment of employees. The Human Resources manager, seldom or often must take a stand with the employers to inform these of possible consequences inherent with certain violations of confidence, any other conflicts and acts.

The positive shapes of a good informed ethical Human Resources management beyond laws and regulation include the enhanced engagement of employees, less fluctuation of the staff turnover, higher availability for greater innovation in team work, as the employees feel their

work is worthy. The successful relationship to employees has eminently positive impact on the relationship quality to all stakeholders of the company.

### *Confidentiality of Privileged Information needs high Ethical Consciousness*

Most information about employees, whether might be civil stand, gender orientation, religion, medical issues, compensation or discipline, is considered highly confidential and must be protected by all means. In special cases, this might include the kind of information from an employee's direct supervisor or principal as well as releasing data in a lawsuit, etc. This kind of situations call for a special commitment to behaviours and actions related to the highest moral principles which may shake decision's making. The best advice is to respect following the letter of the law. As additional helps the Code of Conduct and Ethic Codex's instructions. The company policies give more transparency to this issue.

### *Check Personal Attitude for good Intention*

A Human Resources manager might be perceived as one with fully decision in the company. Trust and supervisory as supportive stuff, give indeed the shape of power to the Human Resources manager. For this there are monitoring systems on work in order to imbalance the decision's making. They include other decision's players in the process for diversified checks and balances. It might be tempting to use one's position to influence decisions, it should be used transparently and only for the good of both employee and company. Human Resources managers should not allow favouritism of an employee because of a personal relationship. Ethical Human Resource Management in 21<sup>st</sup> Century understands that employees are unique value-adding dimension of wealth, and not a cost paragraph in the budget.