

HOW TO GET MORE INTEGRITY IN MANAGERIAL BEHAVIOUR? THE ROLE OF MORAL LEARNING IN MANAGEMENT MORAL CRISIS CONDITION

*The goal of manager ethical education is to incorporate such values
which will be the scope of prosocial behaviour.*

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Abstract:

Key influential factors for manager ethical behaviour in an enterprise can be settled into three areas: a) situational factors which make manager socialization; b) individual manager characteristics (manager personality); c) Structural characteristic of the organization (organizational climate and culture) which influence manager ethical behaviour.

Purpose of this paper is to discuss important role of moral learning in arising and resolving management moral crisis. Influencing on key factors of manager ethical behaviour can be offered some practice oriented instructions. The paper is structured in three basic segments. In the first segment there are discussed values as ethical basis and its manifestations (prosocial, asocial, antisocial behaviour) with factors which models such behaviours. In the second segment is discussed management moral crisis and its basic causes with suggestions for their resolving and elimination. Finally, in the third segment there are explored some important humanistic manager values (correct doing, truth, love, peace, nonviolence) and some of important values of old scientific management direct connected with managerial efficacy (responsibility, discipline, diligence, persistence) and possible ways of its practical ethical education in order to get more manager integrity (resolve present moral management crisis) in managerial behaviour. The conclusion is that manager moral crisis can be resolved by three main instructions:

- a) Managerial socialization through correct rewarding and punishing.
- b) Managerial selection according proper professional and psychological profile in order to promote manager capacity for prosocial (ethical) behaviour, and to decrease asocial and antisocial behaviour (especially by avoiding psychopathological manager profile).
- c) Value education in key humanistic values (correct doing, truth, love, peace, nonviolence) and other important values of scientific management (responsibility, discipline, diligence and persistence).

Key words: moral learning, manager socialization, management moral crisis, manager ethical education, value internalization, integrity.

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Ethics And Profit Amara Darwin,AI,2025-02-18 Ethics and Profit challenges the conventional wisdom that businesses must choose between ethical conduct and financial success arguing instead that ethical business practices are crucial for long term sustainability and enhanced profitability The book explores how integrating ethical frameworks into business strategy can attract and retain customers motivate employees and foster strong relationships with investors It highlights the shift from viewing ethics as a cost center to recognizing it as a value creator supported by case studies demonstrating improved brand reputation and market share through responsible marketing and fair labor practices The book begins by introducing fundamental ethical theories like utilitarianism and deontology bridging the gap between philosophical concepts and practical business decisions It then delves into specific areas where ethical practices drive business value such as transparent supply chains and sustainable sourcing Ethics and Profit culminates by offering a roadmap for organizations to integrate ethics into their core business strategies establishing robust compliance programs and fostering values driven leadership Designed for business leaders managers and students Ethics and Profit provides actionable insights and tools for creating a culture of integrity and accountability By drawing from academic research industry reports and real world case studies the book demonstrates the correlation between ethical behavior and financial performance guiding readers to navigate the complexities of ethical decision making in today s business environment

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