

Reaction Paper

The article shows how codes of conduct have become essential in the activities of corporations. Over the years, all kinds of companies have come up with codes of conduct. The article is of the point of view that these codes are essential. They have grown to be more than just regulatory tools in organizations. Governing of corporate behavior leads to regulation of a sector or industry. Issues like corruption are effectively dealt with using guidelines in codes of conduct. There is an emphasis on the point that codes of conduct aid in checking of excesses. The authors argue that very few companies want to operate without such a code. The sources used in the article make it credible and logical. There is a reference to Sarbanes-Oxley regulations and NYSE rules. The article is based on the analysis of selected sets of codes. However, there is a need to analyze different kinds of codes from various organizations to come up with comprehensive findings.

The article recognizes the importance of ethical code of conduct in the contemporary business world. In all sectors, whether public or private, a high level of professionalism is required. Corporations are thus expected to behave in an ethical manner by conforming to some moral standards or code of ethics. The main rationale behind professional code of ethics is to protect the interests of stakeholders by offering what benefits them. The laws together with the professional codes are used to regulate ethical issues in organizations. In the modern business panorama, organizations have become adept at enhancing customer relationship. With respect to it, companies across the globe have adhered to the set code of conducts in search of a competitive advantage. Failing companies, on the other hand, do not bother to look at ethics scenario.

According to the article, organizational leaders are confronted with ethical dilemmas in their course of duty. How managers solve those dilemmas have an impact on various stakeholders. According to the article, managers should act in a professional manner. By not complying with the policies, managers violate the principle of doing good unto others, which has many implications as far as organization's performance is considered. The ethical dilemmas and conflicts can be solved through effective communication. The workers should be encouraged to exchange information as much as possible in order to come up with reasonable solutions. Also, managers should ensure that workers understand the ethical codes and principles well.

According to the article, legal concepts and laws can also be used to guide the senior leadership team on how to solve ethical conflicts and dilemmas. Law is normally set in order to protect both consumers and workers' interests. Consumers should be educated about their rights, such as the right to respectful care, the right to be informed about various usages of goods, the right to receive continuous supply of goods among others. The employees are required to treat every consumer in a respectful and dignified manner. A staff can, therefore, face legal consequences if they breach any of the codes of conduct.

The presentation of findings in the article is in the codex form. The Global Business Standards Codex is provided as a benchmark used in the creation of codes by organizations. According to the authors, the codex needs to be tailored to suit the characteristics of an organization. However, there is no comprehensive explanation of the crucial distinctive elements. An opposing view to the information in this case will show that codes of conduct are not essential in corporations. In addition, different organizations need not have varying codes of conduct. A counter-argument in this case would show how codes of conduct make very little

contribution in corporations. Additional information on real cases needs to be gathered to back up all the claims in the article.

The discussion relates to the issues of organizational culture and management. For public companies in the United States, codes of conduct are a legal necessity. The authors use this point to prove that all organizations need to have sets of guidelines to guide their conduct. Reference to federal guidelines improves the credibility of the content. The article argues that codes of conduct are a sign of commitment to responsible practice. Counter-arguments would show that codes of conduct do not necessarily lead to responsible practice by corporations. The importance of codes of conduct stated includes uniting of diverse workers in a corporation. Furthermore, the code is seen as a decision making aid. There is an argument that in the management of conflict, risks, crises, and other challenges, codes of conduct are efficient reference points. The objective of using a systematic analysis of different codes was to find the driving force beyond them.

There is a need for inclusion of additional information about similarities and differences of various groups of codes. Examining the benefits and contributions of codes of conduct requires extensive research. Opposing arguments may show that some companies without clear codes of conduct are operating efficiently. In addition, opposition to the author's point of view may show that codes of conduct do not have much influence on the workers in organizations.

Generally, the paper has good logical flow of ideas. The sources used improve the quality of the paper. The arguments in the article are valid because they rely on the research and systematic analysis. The main point is on the growing importance of having codes of conduct.