**THE HR PROFESSIONAL**

**Learning Outcome 4: ACTIVITY 4**

**SMALL GROUP ACTIVITY**

**The contribution of HRM to ethical practice**

**Aim:**

### The aim of this activity is to critically explore the contribution of HRM to ethical practice in organisations.

**Objectives:**

* To identify and explain the contribution of HR in the pursuit of ethical practice.
* To identify best practice examples in relation to CSR and whistleblowing.
* To assess approaches in terms of their impact on organisational perception and brand.

**Task brief:**

Imagine that ABE is holding a student conference on “Ethical Professionalism” in light of a developing perspective that the scrutiny placed on "our behaviours, our mindset, our judgments" (Rice 2015) could make or break an organisation. Alongside a number of presentations there will be three key debates titled:

* Corporate Social Responsibility - PR or more?
* Whistleblowing – moving beyond rhetoric on paper.
* Rules and metrics work against ethical practice.

Your class has been asked to open each debate with a short (15 minute) balanced synopsis of the arguments relating to these topics. The organisers have expressed a desire for speeches to be both informative and thought provoking to ensure that the subsequent debate is lively and meaningful.

Working in groups of 4 – 6, prepare an outline and justification of the content which would be included. (**Note**: you are not required to develop the presentation.)

**Outcomes:**

Outline balanced arguments in relation to each of the three conference debates will be prepared.