

CONTENTS

1	Introduction: Examining Ethical and Legal Issues in Human Resource Development	1
	<i>References</i>	4
2	Toward a More Specific and Collaborative Understanding of Ethical and Legal Issues in HRD	7
	<i>The Collaborative Role of HRD Professionals in Developing Ethical and Legal Standards Within Organizations</i>	16
	<i>Recognizing the Contributions of HRD Professionals in Developing Ethical Training Programs and Resources</i>	19
	<i>Economics of Ethical and Legal Workplace Policies</i>	22
	<i>Conclusion</i>	25
	<i>References</i>	25
3	Values and Decision-Making	31
	<i>The Role of Values, Ethics, and Ethical Decision-Making in the Workplace</i>	32
	<i>Historical Views of Ethics</i>	33
	<i>Principles and Theories of Ethics</i>	34
	<i>Ethical and Unethical Decision-Making</i>	35
	<i>HRD and Codes of Ethics</i>	37
	<i>Communication Through Codes of Ethics</i>	40
	<i>Accountability for Ethical Behavior</i>	41

<i>Ethical and Legal Issues as Core Values of the Organization</i>	42
<i>Conclusion</i>	43
<i>References</i>	43
4 Connecting Ethics and Diversity Using Diversity Intelligence	53
<i>Protected Class Groups in the Workplace</i>	54
<i>The Role of Self-Awareness, Buy-In, and Diversity Intelligence</i>	55
<i>Developing Leader DQ Using Communication Channels</i>	59
<i>Ethical and Diversity Training Methodology</i>	60
<i>What Role Does Power and Privilege Play in Determining Who Is Treated Ethically and Legally Fair in the Workplace?</i>	62
<i>Group Power in the Workplace</i>	63
<i>How Do Leader Perceptions Act as Barriers Affecting Protected Class Groups?</i>	67
<i>The Federal Mandate of Affirmative Action</i>	68
<i>Assess the Role of Affirmative Action in Overall Ethical Evaluation Perceptions as Barriers Pertaining to Protected Class Groups</i>	69
<i>Conclusion</i>	72
<i>References</i>	73
5 Workplace Hiring and Retention	79
<i>Hiring</i>	79
<i>Retention</i>	81
<i>Employee Rights in the Workplace</i>	86
<i>Differentiate Between Employee Security and Employer Rights</i>	89
<i>Noncompete Clauses and Their Impact on Worker Loyalty and Company Success</i>	91
<i>Downsizing Within the Workplace</i>	93
<i>Conclusion</i>	95
<i>References</i>	96
6 Laws, Ethics, and Policies	101
<i>Electronic Monitoring in the Workplace</i>	101
<i>Whistleblowing and Its Impact on Organizations</i>	104
<i>Intellectual Property Rights and Their Impact on Individuals and Organizations</i>	106
<i>Conclusion</i>	108
<i>References</i>	109

7	Research Ethics, Governance, and the Future	113
	<i>Institutional Review Board, Freedom of Information Act, and Research Ethics</i>	115
	<i>Are HRD Scholars and Professionals Practicing Appropriate Research Ethics?</i>	119
	<i>Training, Education, and Future Trends</i>	120
	<i>Governance</i>	126
	<i>Conclusion</i>	129
	<i>References</i>	129
	 Appendix A: Ethical Dilemmas in Human Resource Development	 137
	 Index	 143