Stories on Ethical Dilemmas at Workplace

Story 1 Liam worked at SecureBank, a firm specialising in financial services. One day, he noticed that the company's monitoring software recorded not only work-related data but also personal information, like employees' internet activity during breaks. Although intended for productivity tracking, the data felt intrusive. Some employees became uncomfortable, feeling their privacy was compromised and worried that personal information could be used unfairly. Liam wondered if he should raise the issue or keep quiet to avoid conflicts.

Question: What ethical issue does Liam's story illustrate?

Story 2 Ben worked at a busy restaurant where interactions between staff were casual but often crossed professional boundaries. One of his coworkers, Jake, frequently made comments that were offensive and unwelcome to others. While most employees brushed off Jake's behaviour to keep the peace, some felt uncomfortable and disrespected. Ben knew reporting the behaviour might cause tension in the team but felt that ignoring it allowed the problem to persist.

Question: What ethical issue does Ben's story highlight?

Story 3 Elena, who recently joined TechSphere, noticed that her department was dominated by a specific demographic. When a job opening came up, she saw that equally qualified candidates from diverse backgrounds were often overlooked during the hiring process in favor of candidates with similar traits to the current team. Elena wanted to raise the issue of inclusivity, but she was unsure if it would be welcomed by management or seen as her being confrontational.

Question: What ethical problem is illustrated in this story?

Story 4 At Apex Analytics, a competitive sales company, employees were under intense pressure to meet targets. Rob, an ambitious junior salesperson, discovered that some of his colleagues were manipulating sales data to inflate their performance numbers. Management seemed unaware of these unethical practices and continued to reward high sales figures. Rob felt torn—if he spoke up, he risked alienating his peers; if he stayed silent, the dishonest behaviour would continue unchecked.

Question: What workplace ethical issue is Rob facing?

Story 5 Sophie, an HR associate at a mid-sized marketing agency, was tasked with managing sensitive employee data, including salary information and performance reviews. One day, she overheard her manager, Mark, discussing this confidential information with another manager in an open office space. Later, some employees learned about pay discrepancies and felt betrayed by the breach of trust. Sophie wondered if she should report this incident to higher management or remain silent.

Question: What ethical issue does Sophie's story illustrate?

Story 6 Marianna, an experienced project manager at Creative Solutions, applied for a senior position that had just opened up. Despite her proven track record and recommendations from peers, the role was given to a less experienced colleague who had a close friendship with the department head. Other employees noticed this pattern, where promotions seemed to favour those with personal connections over merit. The practice was starting to demotivate the team and erode trust in management.

Question: What workplace ethical issue is Marianna facing?

Story 7 Jordan worked at a manufacturing plant where safety protocols were essential. One day, his supervisor, Dave, urged the team to skip certain safety checks to meet a tight production deadline. Although the workers knew these checks were crucial for their well-being, they felt pressured to comply to avoid Dave's criticism and potential disciplinary action. Jordan noticed the growing unease among his colleagues as safety was compromised for speed.

Question: What ethical problem is highlighted in this story