



Approaches to Ethical Decision Making

Utilitarian Approach

The action taken is ethical if it produces the most good and the least harm for everyone affected

Focus is on the results of the action, not on how the results are achieved

Rights Approach

An action is ethical because the individual engaging in the action has a moral right to do so

The Golden Rule - you should engage in an action only if you agree everyone else should do it too

Virtue Approach

The morally correct action is the one that displays good character virtues

Respond to situations based on who you are or want to be

Fairness Approach

Do actions treat everyone equally

Recognition of other's dignity and need to treat everyone equally

Common Good Approach

Benefits all people in a community

All members of the same community but respect and value individual freedoms

Care Ethics

The morally correct action is to care for the good of particular individuals

This emphasizes special relationships

References:

SHRM (2010). Ethical HR Management. www.shrm.org

Ethical decision making. Ethical Decision Making - Markkula Center for Applied Ethics. (n.d.). <https://www.scu.edu/ethics/ethics-resources/ethical-decision-making/>