

Names of individuals in your group:

1. Juan Callejas
- 2.
- 3.

Instructions: Break up into groups of two or three. Through consensus, resolve the following moral dilemmas in the workplace. Write a response. After present to the class. Use feedback to improve on your initial work.

Deontology and Utilitarianism are two ethical frameworks that offer different approaches to resolving moral dilemmas. Deontology is a moral theory that emphasizes following universal moral principles and rules, regardless of the consequences, while Utilitarianism is a moral theory that focuses on maximizing overall happiness or pleasure for the greatest number of people.

Here are three workplace dilemmas. Analyze them and identify the decision that aligns best with the (1) Deontology and (2) Utilitarianism perspective.

1. Layoffs: Suppose a company is facing financial difficulties and needs to lay off a significant portion of its workforce to stay afloat. The CEO must decide whether to lay off employees based on their seniority or performance.
 - a. Deontological Perspective: The company has an overall commitment to its entire stakeholder base. Stakeholders include not only shareholders and customers but also employees. To ensure its sustainability and generate long term profitability and positive returns to all stakeholders, the company has a moral imperative to perform at the highest level possible. For that reason, layoffs should be grounded on objective performance indicators.
 - b. Utilitarian Perspective: Because a company has a duty to its employees and there is a large base of employees of long tenure, what would generate the greatest happiness and also the greatest goodwill from the press and the local community, the best course of action would be to keep the most loyal employees.
2. Whistleblowing: Suppose an employee discovers that their company is engaging in illegal or unethical behavior, such as tax evasion or discrimination. The employee must decide whether to report the behavior to the authorities or keep quiet to avoid retaliation or negative consequences.
 - a. Deontological Perspective: Truth and integrity is the highest moral imperative in business. To know about wrongdoing and not doing anything about it, is to endorse it silently. The only course of action is to report the action.
 - b. Utilitarian Perspective: Because reporting a bad action in which one is not a part of can bring negative consequences to oneself and even to work friends, the best course of action is to keep quiet.
3. Safety regulations: Suppose a company is considering cutting corners on safety regulations to save costs and increase profits. The CEO must decide whether to prioritize the safety of their employees or the financial success of the company.

- a. Deontological perspective: Safeguarding human life and integrity is the highest moral imperative in this case. To cut corners to save costs in the short run can generate huge negative externalities in the mid and long run. The best course of action is to safeguard employees and look for other more innovative (and legal) solutions.
- b. Utilitarian perspective: The company must generate quick financial results for the CEO to ensure his job. The best course of action is to do whatever it takes to show quick financial improvement.

Overall, these dilemmas illustrate the contrasting perspectives of Deontology and Utilitarianism when it comes to moral decision-making in the workplace. While Deontologists prioritize universal moral principles, Utilitarians prioritize the overall good and happiness of society.