

Leading with Ethical Decision - Making

Parveen Suraiya

Assistant Professor, Lords Institute of Engineering and Technology, Hyderabad, Telangana, India

ABSTRACT

Making moral decisions is an essential part of leadership that guarantees an organization's viability and legitimacy. Leaders that put ethics first encourage responsibility, openness, and trust among their stakeholders and teams. This study examines the foundational ideas of moral leadership, frameworks for making decisions, and practical applications across a range of industries. It looks at how moral quandaries come up, how moral reasoning may help solve them, and how moral leadership affects an organization's ability to succeed. The study also covers current issues and methods for encouraging moral leadership decision-making. This study offers insights into how leaders can successfully negotiate ethical issues while upholding organizational integrity and social responsibility through a comprehensive assessment of the literature and analysis of case studies.

KEYWORDS: *Decisions, Moral Quandaries, Ethical Issues, Organizational Integrity*

INTRODUCTION

Ethics are the cornerstone of true influence and integrity in the leadership role. This quotation emphasizes how crucial ethical standards are in directing our choices and behaviors. Inspiring trust, encouraging accountability, and making decisions that are consistent with our basic values are all aspects of true leadership that go beyond simple management.

Making moral decisions is essential to effective leadership and the success of a company. Leaders must strike a balance between social duty and commercial goals as firms function in a world that is becoming more complex and interconnected. Making decisions that affect workers, stakeholders, and society at large while upholding moral standards is ensured by ethical decision-making. The notion of ethical decision-making, its theoretical underpinnings, influencing factors, and leadership implications are all examined in this research paper.

We use social learning theory (Bandura, 1977, Bandura, 1986) to explain the causes and effects of ethical leadership, in line with Brown et al. (2005). The social learning theory clarifies the relationship between followers' opinions of a leader as an ethical leader and certain personal traits of the leader as well as contextual factors. Social learning theory states

that leaders need to be likable and trustworthy role models in order for their followers to view them as moral leaders.

Theoretical Foundations of Ethical Decision-Making

Several ethical theories, such as deontology, utilitarianism, virtue ethics, and justice ethics, are fundamental to ethical decision-making.

1. Deontological Ethics: Immanuel Kant put out this philosophy, which places a strong emphasis on obligation and regulations. Leaders who adhere to deontological ethics base their choices not on outcomes but on accepted principles.
2. Utilitarian Ethics: This theory, which was put forth by Jeremy Bentham and John Stuart Mill, emphasizes the effects of decisions and promotes choices that optimize well-being for all.
3. Virtue ethics: This school of thought, which is based on Aristotle's ideas, places a high value on moral character development and the development of virtues like courage, honesty, and integrity.
4. John Rawls developed the idea of justice ethics, which emphasizes equality and fairness and

How to cite this paper: Parveen Suraiya "Leading with Ethical Decision - Making" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-9 | Issue-1, February 2025, pp.1024-1025, URL: www.ijtsrd.com/papers/ijtsrd75143.pdf



Copyright © 2025 by author (s) and International Journal of Trend in Scientific Research and Development Journal. This is an Open Access article distributed under the terms of the Creative Commons Attribution License (CC BY 4.0) (<http://creativecommons.org/licenses/by/4.0>)



makes sure that judgments don't favor one group over another.

Factors Influencing Ethical Decision-Making

Personal beliefs, organizational culture, situational context, and legal frameworks are some of the elements that influence ethical decision-making in leadership.

1. Own Values and Morality: A leader's ethical decisions are greatly influenced by their own convictions and upbringing.
2. Organizational Culture: Transparency and accountability are fostered by an ethical culture.
3. Situational Context: Time restraints, stakeholder interests, and scenario complexity all influence moral judgment.
4. Legal and Regulatory Frameworks: Laws and moral principles direct decision-makers to uphold moral principles and refrain from wrongdoing.

Ethical Decision-Making Models

1. To help leaders make moral decisions, researchers have created a number of models, such as:

Moral awareness, moral assessment, moral motivation, and moral action are the four components of Rest's model.

2. Trevino's Person-Situation Interactionism Model: This model highlights how situational and individual factors interact when making moral decisions.

3. Kidder's Ethical Decision-Making Process: This model offers a methodical way to use fundamental moral concepts to resolve ethical conundrums.

Implications for Leadership

Making moral decisions as a leader builds trust, boosts the organization's reputation, and guarantees long-term success. Leaders that put ethics first:

1. Establish Credibility and Trust: Stakeholder confidence and employee loyalty are fostered by ethical leadership.
2. Encourage a Positive Organizational Culture: Honest decision-making fosters an environment of responsibility and honesty.

3. Assure Sustainable Business Practices: When making decisions, moral leaders take social and environmental responsibilities into account.
4. Reduce Risks and Legal Concerns: Organizations can prevent legal ramifications and harm to their brand by upholding ethical standards.

Outcomes of ethical leadership

Because of the results it is believed to affect, ethical leadership is valued. According to a social learning theory, followers imitate the actions of moral leaders because they are likable and trustworthy role models who exhibit behavior that is acceptable in society. Furthermore, moral leaders utilize the performance management system to hold staff members responsible for their actions and emphasize the value of moral principles. There is no need for employees to learn about it.

Conclusion

Making moral decisions is a crucial part of being an effective leader. Leaders can successfully negotiate difficult situations while maintaining moral standards by incorporating ethical theories, comprehending influencing elements, and using ethical decision-making frameworks. Future studies should keep examining how leadership ethics are changing, especially in the digital age and international economy. In addition to being a moral requirement, ethical leadership is a competitive edge for sustained success.

References & Bibliography

- [1] Algoe S. B., Haidt J. (2009). Witnessing excellence in action: the 'other-praising' emotions of elevation, gratitude, and admiration. *J. Posit. Psychol.* 4 105–127. 10.1080/17439760802650519 [DOI] [PMC free article] [PubMed] [Google Scholar]
- [2] Arsenio W. F., Lemerise E. A. (2004). Aggression and moral development: integrating social information processing and moral domain models. *Child Dev.* 75 987–1002. 10.1111/j.1467-8624.2004.00720.x [DOI] [PubMed] [Google Scholar]
- [3] Banks, S., and A. Gallagher. 2009. *Ethics in Professional Life*. Basingstoke: Palgrave MacMillan.[Google Scholar]