Organizational Ethics in Health Care Organizations

Student’s Name

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**Importance of Organizational Ethics in Health Care**

Organizational ethics are the principles and values used to govern organizational activities and make decisions on how to respond to internal and external stimuli. Organizational ethics expresses the organizational values to its workers and stakeholders at large.

Organizational ethics are essential in health care firms because they help to achieve organizational integrity. Ethics help shape individuals' behavior by incorporating good moral values to them, which they will abide by during their operations, thus achieving organizational integrity (Silverman, 2000). Another importance is that organizational ethics help monitor and evaluate the health care firm's ethical performance by determining the organization's effectiveness regarding its mission. Lastly, organizational ethics plays a role in linking the organization's values to its mission and vision (Cipriano, 1998). Articulating the organization's values to the mission and vision of the organization creates an ethical environment that will enable the accomplishment of the goals and objectives of the healthcare firm.

The health care executives set organizational ethics. They must be able to set ethical standards and demonstrate the importance of ethics in their own actions and integrate the ethical practices in the organization's culture. This will ensure that the employees adhere to the organizational ethics (*Creating an ethical culture within the healthcare organization*, 2020). My experience with organizational ethics is positive as it has helped improve my integrity standard. The values and principles have boosted my morale at work and increased my ability to make good decisions.

**References**

Cipriano, M. (1998, December). *Organizational and administrative ethics in health care: An ethics gap*. OJIN: The Online Journal of Issues in Nursing. <https://ojin.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Vol31998/No3Dec1998/EthicsGap.html>

Creating an ethical culture within the healthcare organization. (2020, October). <https://www.ache.org/about-ache/our-story/our-commitments/ethics/ache-code-of-ethics/creating-an-ethical-culture-within-the-healthcare-organization>

Silverman, H. J. (2000). *Organizational Ethics in Healthcare Organizations*. Springer. <https://link.springer.com/content/pdf/10.1023/A:1008985411047.pdf>

**Response to Howard**

I agree with Howard that organizational ethics helps individual employees to understand the organization's operations ways and help them focus on what is most important. It's true that healthcare generally focuses on patients, their safety, the prevention and management of diseases. Indeed, organizational ethics should be determined and set by the business stakeholders, and they need to be passionate about what the organization stands for. I think it is important to have executive committees that will help establish organizational ethics (*Creating an ethical culture within the healthcare organization*, 2020). I agree that when health care facilities, i.e., hospitals, practice organizational ethics together with the community, it positively affects the patients by enhancing medical care.

**References**

Creating an ethical culture within the healthcare organization. (2020, October). <https://www.ache.org/about-ache/our-story/our-commitments/ethics/ache-code-of-ethics/creating-an-ethical-culture-within-the-healthcare-organization>

**Response to James**

I agree with James that the organizational ethics concept is vital in healthcare since it sets the tone for the care of the patients. It also helps to show the employees the goals of the organization and how to accomplish them. It's true that the outcomes of patients are greatly influenced by the organizational dynamics of the healthcare facility compared to individual professionalism (Silverman, 2000). Thus, organization management should determine and set values to guide its staff members while offering service to the patients. I support the fact that healthcare workers should have personal values while treating patients the way James does as it sets a good example to other employees. By treating patients in the right way enhances medical care and positively affects the patients.

**References**

Silverman, H. J. (2000). Organizational Ethics in Healthcare Organizations. Springer. <https://link.springer.com/content/pdf/10.1023/A:1008985411047.pdf>