

## ETHICAL HRM PRACTICES IN INDIA: A CHALLENGE

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### ABSTRACT

Ethical challenges abound in HRM. Each day, in the course of executing and communicating HR decisions, managers have the potential to change, shape, redirect, and fundamentally alter the course of other people's lives. Managers make hiring decisions that reward selected applicants with salaries, benefits, knowledge, and skills, but leave the remaining applicants bereft of these opportunities and advantages. Managers make promotion decisions that reward selected employees with raises, status, and responsibility, leaving other employees wondering about their future and their potential. Managers make firing and lay-off decisions in order to improve corporate performance, all the while harming the targeted individuals and even undermining the commitment and energy of the survivors. Even when managers complete performance appraisals and deliver performance feedback, they may inspire one employee and devastate another. For each HR practice, there are winners and there are losers: those who get the job, or receive a portfolio of benefits, and those who do not. This paper explores and determines the standards which is very important to complete the entire task ethically and make a justified decision with each individual whether employee or candidate.

**KEY WORDS:** Ethical Challenges, HRM, Standard, HR Practices, Justified Decision.

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