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The Analysis on the Practices of Organisational Behaviour in Human Resource Management

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Abstract:

Today businesses have established a thin line by describing that human resources management should not only be based on the administrative organisations but to be business partners in ensuring a sustainable business human resource management and drive proper performances in organisations. The paper provides analysis on organizational human resource in relation to business ethics engagements in the food industry. Today businesses are encouraged to enforce ethics and leadership in their operations and ensure that they contribute to the sustainable human resources management and practices. The paper orchestrates principles which needs to be raised and be utilized sustained solutions for ethics and leadership in 21st century business world. The study provides theory on the important understand of how businesses can have best exercise equally to their human resource practices in a significant manner.

Keywords: *ethical principles, corporate social responsibility, Business Environment, Operations, Training, Code of conduct, Competitive Advantage*

1. Introduction

The paper provides a McDonald's critical analysis in terms of its ethical and business operational performance. McDonalds is one of the estates which delivers the fast foods services around the world. However, there have been rumors through word of mouth across societies. Most of the customers have been writing complain about McDonalds being unethical in its process and commitments to true business principles. The investigation in this paper has provided a clear theory with reference to various reports by McDonald executives and scholars who have conducted research and development of information across universities. It's revealed that the organisation McDonalds is one of the committed organisation in which professionalism is practiced and implemented at a high level of corporate social responsibilities (CSR) despite the rumours. Moreover, the paper displays a developed code of conduct which is created reference to a variety of ethical principles which needs to be incorporated.

2. Reports Analysis

2.1. Critically Examine the Ethical Environment in Which McDonalds Operates

McDonald has been one of the organisations with vicious reports and publications with regards to ethical development around the world. However, they have been critics in terms of its goods to the society. Despite the rumours and fake news across the societies in which McDonalds operates still there have been more positive reports in terms of McDonald's ethical dilemmas which appear to be positives. This has had a positive impact in terms of McDonald performance units and development and much of the consumers from different societies have applauded the organisation for the good works.

2.2. Ethical Analysis in the Operational Business Environment

Reference to the reports by McDonald it's one of the organisations which is committed to the practices and the implementation of ethical behaviour in terms of its performance. McDonalds offers training and developments to its employees and ensure growth of ethical and leadership development which leads to greater output of an organisation across the world in relation to its partnering process. McDonald also engages in the creation and promotion of sustainable development in the business environments of its operation and this leads the organisation into a positive word of month in terms of its consumers (Beeck & Neiss, 2016:1-11).

2.3. Ethical principles and behaviour development and implementation by McDonald Significance of beef production by McDonalds

McDonald is one of the organisation in the food industry which allows growth to happen within the country of its business operation, the organisation had develop an idea of sustainable animal production in which the animals health is improved. Mean that total quality management is assured in terms of animal carrying at their farms. This allows animals to be free from all types of diseases and offers notorious meat towards its customers across the world. With reference to

McDonald reports in 2016 was one of the organisations which was classified as one of the best meat (Beeck & Neiss, 2016:1-11).

2.4. Employees Strategic Training and Growth under McDonald

According to the McDonalds report, it's one of the organisations with diversity of employee's which allows transparency within the organisation. Employees at the McDonald organisation receives training in which employees are shaped and groomed on how to offer best and sustainable services within the communities of operations and this have improved its performances(Beeck & Neiss, 2016:1-11).

2.5. The Implementation of Recycling Management by McDonald

It's with regards to the reports by McDonald that the organisation is committed in setting up sufficient dustbins in which wastes is stored at every bus stop around the communities. The organisation trains its employees to pick up every waste with a brand of McDonald which promotes community services and ethical actions in the society.

2.6. The Promotion and Implementation of Environmental Protection by McDonald

After the international meetings with regards to the sustainable environmental around and foreign policies implementation, McDonald has shown its carrying parts in terms of the environment trying to prevent global warning in the world in which it uses the natural energy in terms of energy creations to operation the business. Example in 2016 the organisation successful implemented the LED lights in which 60% of the energy was saved. In which Air conditioners systems were also replaced (Beeck & Neiss, 2016:1-11).

2.7. The Creation and Placement of Waste Containers around the Restaurant

McDonald has showcased its actions of clean environment in terms of placing waste containers in each of its buildings to avoid the littering activities from happening. Moreover, this enforces the ethical acts of business principles across its operations. This creates the corporate social responsibilities somehow (Beeck & Neiss, 2016:1-11). McDonald partnering with local municipalities and councils in waste management This one of the organisation which in terms of its franchisees have created relationships with the authorities in towns which it operates to prevent the littering and promote clean and health environment around the communities. The organisation with its innovative ideas had decided to launch campaigns and functions which brings and engage in health society.

2.8. McDonalds Consumer relation- win –win Situation Promotion

The organisation in 2016 report had develop the idea of customers to bring their own cups in which it saves some bucks and save the environment in which customers were given 10%discounts of the payments. This keeps the environment free from all dirt heaps development within the operation societies (Beeck & Neiss, 2016:1-11).

2.9. The Talk of Customers' Nutrition and Healthy News

McDonalds is one of the fast food organisations which is committed to making sure that the customers are health in terms of the foods that they buy and consume. The organisation insiders in terms of its health and safety expertise come in the production services in which they offer recommendation to management and its employees. However, McDonalds organisation with its experienced expertise promotes and offer exercise services to its customers in which they deliver seminar advice to the customers and communities around that "eating fast food is not harmful" provided that they exercise or go to the gym continuously(Beeck & Neiss, 2016:1-11).

2.10. Health and Nutrition Civil Education across McDonald's Restaurant

McDonald is one of the organisations which are committed to providing civil education to the community with regards to fast food production. The organisation is friendly with information which relates to the fast food knowledge to the customers. In addition to that customers display appreciation for which they make the right choices when it comes to the fast food production or usage in the market. The organisation McDonalds is one of the multinational companies in terms of providing fast food to the business world and advice from its Global Advisory Council (Beeck & Neiss, 2016:1-11).

2.11. Corporate Social Responsibility through Donations

Reference to various scholars who have written about McDonald is one of the organisation for the past decade have plough back to the communities in which it operates through supports in terms of sports and educational programmes which alleviate poverty and illiteracy across the communities or areas of its operations. According to the UK essay, (2015: Online) states that McDonald is one of the organisation example had provided support again in cases of natural disasters in countries like Asia and India.

2.12. Situational Analysis: Ethical Principles Impact on McDonald's Performance

Theories by researcher and reports by executives operating a variety of franchisees across the world the organisation have the evidence to positive reports in terms of its ethical performance and approached and how this have created and illuminated lots of millions for and organisation.

2.13. McDonald Awards in Terms of Its Performance

According to Andria, (2013) the organisation has won a variety of awards in terms of environmental protection gain global warning across the world. The organisation is rated to provide the best of green in which energy is saved. Reference to that the organisation won several awards in terms of the environmental protections and this has created a positive impact in terms of ethical enforcement. Employees working for the McDonald organisation have appraised it as one of the best employer in the world of business reference to the development which the organisation provides.

2.14. A Strong and Developed a Competitive Advantage for McDonald

According to Tirintetaake (2017:1-10) McDonald is one of an organisations with a distinction advantage in terms of its operation and the market share coverage. McDonald is one of the organisations with strong corporate governance which engage in strategic leadership development. On a high level McDonald is one of the organisation which incorporate all types of actions and ensure them they improve the organisational performance.

2.15. Improvements and Growth

McDonald is one of the organisation which is continuously have been improving expanding across Europe and America in which big investments are being made and green leadership have taken place. The organisation with its governance tools and management has launched a process of renewable energy and packaging (Business Policy and Strategy: Online).

3. This With Reference to Pissens, (2003) and Miller (2002) Code of Conduct for JT Security Services

3.1. Mission

Our mission at JT Security Organisation is to stimulate and shape on the national and state philosophy of security services in relation with other security firms for safekeeping. In the process of achieving our aims and objectives the JT Security Organisation seeks to serve the interest of its clients enforcing in the rules and regulations by means ethical behaviour.

3.2. Valued Code of Conduct by JT Security Organisation

The JT Security Organisation is highly committed in providing security and safety to all full time and part time employees and clients and the society at large. Moreover, the organisation exercise the principles of promote safety and security. The organisation involves itself in actively promoting crime prevention and protection. The organisation is ready and available to go beyond extra miles in ensuring security.

3.3. JT Security Organisation ethical Principles:

Security Industry in Namibia is one of the state complex corporations with industrial conflicts in terms of employees and employers. But JT Security organisation has the following features for its code of conduct in promoting integrity and honesty. The successful implementation of the outlined standards will depend on the commitment of each individual action.

3.4. Accountability and Effectiveness at Work

As an organisation at work offering security services, we are responsible and dedicated to our actions regards of the level of a particular employee and this allow us to promote good governance and eliminate bad faith in terms of our service practices on the national and international level.

3.5. Applications of Compliance Orders

Namibia is one of the nations with a distinguish security activities in terms of enforcing the legislations by security organisations. We are committed in applying all regulations enacted by Namibia and our organisation. This allows transparency and openness in terms of our employees and clients actions both private and public sector. The organisation is committed in promoting and enforcing rules and regulations which protects the interest of our customers and clients both private and public.

3.6. Discipline and Confidentiality at Work

As an organisation we value discipline at all levels of employment within the company. All our employees are to refrain from sharing any information which concerns the organisation and customers. Moreover, employees sworn a statement of oath of not to lie but nothing is to tell the truth at any occasion.

3.7. Transparency and Openness System

As an organisation we enforce and encourage transparency and openness in terms of our rules and regulation application to all parties involved without discrimination. Equally, it's the responsibility of our employees and the organisation as whole to apply clearness in terms of procedures and regulations at a company level.

3.8. Clients and Customer Satisfaction

As an organisation we operate legally and satisfy the national requirements in terms of service delivery. Our service delivery without doubts meets the set standards by the organisations. Customer satisfaction is our strength and committed in fulfilling that.

3.9. Recruitment and Selection of Employees

Recruitment process is one of the core functions and valued process in our organisation. We are committed in hiring skilled and experienced employees in the same sector. In relation to that the organisation had set up an evaluation systems for all new employees. The organisation determines the required aptitude for all professional security officers.

3.10. Strategic Training and Development of Employees

Our organisation is committed in training all its security officers at work through its vocational school to avoid misconducts by employees. In the process of training this improves reliability in terms of their services deliver and its employees. The organisation provides license to all trainees who have passed security services training. Our training most focused on the enforcement of regulations correctly both private and public sector.

Our organisation offers different training for different departments with a variety of operations which distinguish us from all security companies and we eliminate all types of mistakes by our employees. We are committed in providing an ongoing training and professional development to all our employees in terms of security development technology and promoting career development for all our employees which outlines and reflects a positive image and become a leading security company.

3.11. Professionalism at the Organisation

Our organisation values the importance of social relation which are productive and promoting professionalism within the organisation at all states of employment nationally and international. The organisation is committed in satisfying the needs and concerns of its employees in which good faith is developed between employees and the management of the organisation as well as the external parties representing the employees interest such as trade unions.

3.12. Employees Basic Working Conditions:

Our organisation commits itself in applying the good working conditions which has become an important component in terms of development. The organisation incorporates the labour act in terms of its operation in which contractual employment conditions are written. This allows the organisation in making its work more eye-catching and professional and makes its employees feel valued and deliver quality services at all levels of employment.

3.13. Watchfulness and Willingness

Our organisation security officers always ready and vigilant in terms of attempts and bridges of any aspects that poses threats for our client. In the process the officers develop or draw up conclusions in terms of suspicious aspects of an organisation.

3.14. Readiness for Self-Sacrifices:

Our security officers are trained in assuming situations which appears to have risks or encounters any kind of danger to the business of the client. Furthermore, our officers are committed by displaying honesty in all sphere of business environment.

3.15. Respect Fundamental Democratic Values

As an organisation we are tasked and mandated by law to respect human being as a natural persons and juristic persons. Our security officers are trained in valuing every Human being and not to abuse their powers in terms of delivering security services for our clients.

3.16. Business Relationship with Clients and Organisation at Work

We at JT Security Organisation believe in a balance of trade between our clients. Our organisation respects and values the principles of our clients in terms of their operation in which we abide to the instructional rules of the clients. Moreover, our employees are provided with the organisational protections in terms of their privacy and dignity both private and public sector.

3.17. Organisational Labour Relation and Diversity Management

Our security services are in conjunction with the state police officers in which we promote cooperation and national security. As an organisation we are committee in providing services free from misconducts by either party of our organisation employer or employee. We have an open door policy in which democratic leadership style is practiced and applied whereby equal employment opportunity is provided.

As an organisation employee's health and safety is one of the underlying principles in which the organisation ensures that maximum professional prevention risks are applied to protect employees from any harmful event. Income and salaries, the organisation provides measurements in terms of salaries allocation in terms of the areas of an employee's performance in which employees work efforts is recognised.

3.18. Code of Conduct Summary

There is a relationship between organisational development and corporate social responsibility which creates social and economic risks for the society. It's imperative that the organisation engage and practice the ethical principles which create and promotes professionalism. Corporate social responsibility is one mark which needs to be practiced by large multimillion dollar companies for social development and improvement of their lives.

4. Conclusion

After all the analysis with regards to the operational functions of McDonalds in the business world in accordance to the criticism which appears to be untrue and bias. McDonalds is one of the designated and professional organisations in the world. Moreover, the evaluations inserted in a variety of reports seem that is an organisation with strong worth ethics in term of its commitment to plough back in the society. It's equally, important that Other fast food organisations needs to re-establish themselves in terms of implementing corporate social responsibility not only back to the society but also its employees to promote organisational development and change in terms of its operations. Similarly, codes of conducts are partially important in terms of organisational professional promotions with regards to its conducts. Organisations need to incorporate variety of principles which promotes good governances and developmental projects across departments.

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