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Ethics and Integrity: What Australian Organizations Seek and Offer in Recruitment Advertisements

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Despite widespread agreement surrounding the importance of ethical standards, little agreement exists as to how organizations should proceed. While some authors suggest that organizations are responsible for their ethical environment, others see individual ethical standards as more critical. General agreement does exist on the need for organizations to possess and communicate positive messages about their ethical precepts. Organizations seen in a positive ethical light will acquire enhanced reputations, and are more likely to attract ethical employees. This exploratory study examined Australian job vacancy advertisements, assessing organizational communication to potential employees in terms of ethics and related concepts. The study found that most organizations make little effort to communicate ethical requirements to potential employees or to address the importance of ethics in them. Implications for employers and for further research are discussed.

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