

Unethical pro-organizational behavior

Improving accountability is a collective project [...] We should not allow incentives to crowd out [...] Our commitment to the social-benefit quest. (Novicevic, 2013)

Resisters yell [...]

Your business is unethical,

Your tactic shady,

Your account dubious,

Your acts wrong,

Your way(s) impure!

Supporters respond [...]

We are prone to human frailty,

We support the greater good,

We did nothing untoward,

We defend the oath avowed,

We are righteous!

Regulators claim,

"It is unethical!"

Employees claim,

"It's ethical by organization's norms."

Rivals contend,

"It violates laws!"

Proles contend,

"It increases shareholder value."

Realtors asseverate,

"It harms society!"

Workers riposte,

"It benefits the organization."

Where is the jury?

When did the organization inflict injury?

Why reduce business to penury?

Who accuses us of usury?

What did the organization bury?



Why claim we operate in luxury?
Economic exchanges
Built on [...]
social exchanges
accountability
trust
ethics institutionalization
organizational identification
and/or moral identification?!
It may be unethical [...]
But, is it illegal?
It may hurt a few [...]
But, does it not benefit a slew?
It may draw criticism from opponents [...]
But, are there not exponents?
Why?
But, why care?
Why government policing?
Why close business down?
Why create unemployment now?
Whew!
We made a “honest” mistake!
Why cry wolf?
“Unethical pro-organizational behavior (UPB).”
What a term!
Employees defending the organization
At theirs,
[...] and society’s expense.
Diligently
[...] recruit *good apples*!
Lest saints become sinners.
[...] And stakeholders pay.
Accountants call it [...]
“creative accounting”
Constabulary call it [...]

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“corruption”
Economists call it [...]
“shady policy”
Faith holders call it [...]
“sin”
Laymen call it [...]
“window dressing”
And legalists call it [...]
“bad faith”
Many (more) *skins* UPB wears.
But these remain true of it,
[...] it is unethical
[...] it benefits organizations
[...] it harms society
[...] it may harm employees

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Reference

Novicevic, M. (2013), “The creed of good governance”, *Accounting, Auditing & Accountability Journal*,
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