

Moral Reasoning at Work: Rethinking Ethics in Organizations

Øyvind Kvalnes



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Moral dilemmas are a pervasive feature of working life. *Moral Reasoning at Work* offers a fresh perspective on how to live with them. How do we cope with situations where no matter what we decide to do, something will be wrong? How do we live with the moral dissonance between what we are tempted to do and what is in line with our moral convictions? What can organizations do to establish a foundation for responsible decision-making and conduct? This book combines research streams from ethics and moral psychology using extensive experience of sessions of moral reasoning with leaders and employees in organizations. It argues that there is a need to go beyond compliance and traditional approaches to ethics in order to prepare decision-makers for moral dilemmas. Organizations can do that by encouraging people to become actively and regularly involved in moral reasoning at work.

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