

Morality in Organization's Human Resource Management

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Morality can be defined as a series of rules—can be expressed in form of customs, beliefs and public opinions—that can be used to realign human's thoughts, notion and behavior. In organization's human resource management, morality will also play important role. Type of morality in organization human resource management can be classified in different manner. Morality can be classified as mission, develop prospect, value, obligation and outlook of value and so on according to content of morality in organization human resource management, and can be classified as unconscious value, basic conscious value, and forecast conscious value, and can be classified as public morality, vocational morality, family morality and personal morality according to realigning scope of morality. Morality in organization human resource management has many characteristics, sociality, particularity, generality, and level of morality all can be deemed as characteristics of morality in organization human resource management. Function of morality in organization human resource management refers to influence and effect of morality in organization human resource management, influence and effect mainly include realign workers' thought and behavior, and realign relation among people.

Keywords: morality, organization human resource management, type of morality, characteristic of morality, function of morality

Introduction

Morality can be defined as a series of rules—can be expressed in form of customs, beliefs and public opinions—that can be used to realign human's thoughts, notion and behavior (Xiao,1994). Morality can realign human's thoughts and behaviors and make sure human's thoughts and behaviors can meet certain standard and be maintained in order status. Morality can realign human's behavior in many areas. In public area, family area, and working area, human need morality to realign and control their behavior and make sure their behavior can meet certain needs. In any work or any behavior, human will emphasize exert of morality's function, effect and influence. In organization's human resource management, morality will also play important role. In every unit of human resource management, morality will play important role. Put emphasis on human's value, regard human as core of work, all these moral standards can exert important influence on human resource management's every unit. Human's value can be achieved by creating products and use products that they created to meet their needs. Products that human created can meet their needs in larger extent means products have larger value, and product's value is larger means human's value is larger because product's value can reflect human's value, and

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human's value can be measured by products—no matter material products or spiritual products—they created. We often say human is creating value and the value is reflected by products they created and dose is human's value. So, when organization's relevant workers tackle affairs of human resource management, they often evaluate human's value by evaluating value products they created have. For example, organizational recruitment will intervene with applicants or candidates should need what sorts of capacities and these capacities and skills can be reflected in what way or what manner, and can be evaluated in what way or what manner. In normal condition, applicants or candidates' capacities can be evaluated by evaluating value products they created have, value products they created have is larger, value their creators have is larger. When applicants or candidates' value is larger, they can be recruited easier. Examination, evaluation, promotion and other developing activities of workers all focus on humans' value or workers' value and the value can be evaluated by examining value of products they created. Here, we mainly discuss types, characteristics, and function of morality in organization human resource management, discussion will help us to deep understand on classification of morality, exert of influence of morality in organization human resource management, and on maintenance of workers' moral behavior and shape of organization's order.

Methods

Analysis of article mainly uses methods of philosophy, concretely speaking, mainly use methods of dialectical materialism and historical materialism of Marx. Theory of value is a important method that is used in this article. Value express a relation between subjective and objective. When objective's attributes can meet subjective's needs, objective can be deemed as have value, as be endowed value (Xiao, 1994). Meet of objective's attributes to subjective's needs symbols that objective is endowed with value, greater meet of objective's attribute to subjective's needs, greater value objective can have. Value create process is a process of labor, a process of practice. Human can create products to meet human's needs by labor, greater extent of meet products created by human to subjective needs, greater value products created by human have.

Theory of essence is another theory that is used in this article. Essence of a mater or a affair is necessary connection stuff within a matter have, necessary connection is objective and can not be influenced by human's subjective opinion. Necessary connection is based on realistic mater relation, realistic produce relation, realistic social relation, and can be reflect to realistic mater relation. When produce relation, economic relation, social relation change, necessary connection must change, regulatory relation have to matter can change, essence of matter can change. Essence of mater can determine mater's attributes, mater's characteristics, that is to say, regulatory relation have to matter can determine matter's attributes, matter's characteristics. Change of regulatory relation have to matter means change of matter's attributes, matter's characteristics. Theory of essence analyze relation between essence of matter and attributes of matter, reason of matter's attributes' change. Theory of essence can help us to deeply understand matter's attributes and reason of matter's attribute change.

Theory of moral function is a analyze method that is used in this article. Moral function is determined by moral structure, moral structure is constitute manner of factors within morality, change of constitute manner of factors within morality can lead to moral structure's change, moral structure's change can lead to moral function's change. So, constitute manner of factors within morality change can lead to moral function's change.

Morality can realign human's behavior, human's relation, can realign economic basis and social existence. Theory of moral function can help us to analyze source of moral function, and main expression of morality.

Results

According to theory of value, theory of essence, and theory of moral function, article can point out type of morality, characteristics of morality, and moral function in organization human resource management. Type of morality in organization human resource management can be classified as different results according to different classified standards. Type of morality can be classified as mission, develop prospect, value, obligation and outlook of value according to content of morality in organization human resource management, unconscious, basic conscious, and forecast conscious according to human's different information processing manner, public morality, vocational morality, family morality, personal morality according to realign extent of morality. Morality in organization human resource management has many characteristics, characteristics is determined by essence of morality, essence of morality is reflect on social relation and is determined by social relation, so, characteristics of social relation can determine characteristics of morality. Social relation has characteristics of sociality, particularity, generality, and level. Sociality express relation attribute of social relation, express essence of social intercourse behind social relation. Particularity and generality of social relation express social intercourse's particularity and generality, some of social intercourse is particular because social intercourse occurs in certain extent, certain environment, and certain group of people, some of social intercourse is generality because social intercourse occurs in general extent, general environment, and general group of people. social intercourse has characteristic of level, that is to say, people from different level should make social intercourse within their level, people can make social intercourse with people from other level, but level of social relation still exist. Sociality, particularity, generality and level of social intercourse determine social relation's sociality, particularity, generality and level. Social intercourse's sociality, particularity, generality and level determine morality's sociality, particularity, generality, and level. Function of morality can be conclude as realign worker's thought and behavior, realign relation among people.

Discussion

Type of Morality in Organization Human Resource Management

Type of morality in organization human resource management can be classified in different manner. Morality can be classified as mission, develop prospect, value, obligation and outlook of value and so on according to content of morality in organization human resource management, and can be classified as unconscious value, basic conscious value, and forecast conscious value (value consciousness is also a morality) according to physical basis of morality (Berman. 2008), and can be classified as public morality, vocational morality, family morality and personal morality according to realigning scope of morality (Liu, 2008).

Mission, develop prospect, value, obligation, and outlook of value can be regarded as moral rule (Berman, 2008) because these contents can realign workers' thinking and behaving manner, and make workers' thinking and behaving manner corresponding to moral rule and adaptive to organization's develop goal. Mission can describe organization's develop process and develop direction in the future. It can tell workers what should be done in the future on the basis of analyzing experience in the past and current situation, and direct and guide

workers' behavior toward a direction of being corresponding to moral rule and organization's develop needs. Develop prospect describes situation that organization and worker can achieve, and outcome that organization and workers can obtain in the future. Develop prospect not only portray a direction for organization and workers, but also tell organization and workers what should be done and what should not be done. Direct to organization and workers' behavior is basic function of develop prospect. Direct is influenced by rule, which can be traced back to moral rule. So develop prospect is also a important content of morality. Value can be regarded as a content of morality because value is meet extent of property of objective to subjective's needs. Property of objective can meet subjective's needs, objective is value to subjective, greater meet extent of objective to subjective's needs, greater value the objective have. Meet to needs can be regarded as contribution, assistance or help, and it obviously is a express form of morality. So, value is a content of morality. Obligation tell workers what should be done and what should not be done. It can promote workers to take certain work and offer service for other people positively. Here, we explain obligation as a sort of duty and the duty can promote workers behavior to take or carry some work. At the same time, we explain obligation as a sort of rule that can regulate workers' behavior and make sure workers' behavior can meet certain standard. Obligation can be deemed as a content of morality not only because obligation is a sort of rule, but also because obligation can realign workers' behavior and make sure workers' behavior can meet certain specification. Outlook of value is also a content of morality. Outlook of value can be explain as opinion on value, it mainly explain what is value and how to create value. Value can set specification and standard for people and opinion on value is a express on value, a summary on value. So, outlook on value is also a content of morality.

Value—a sort of morality—can be classified as unconscious value, basic conscious value, and forecast conscious value. Morality can also be classified as unconscious, basic conscious and forecast conscious because value is a sort of morality, value is also a standard and a specification, value also can realign people's behavior, and morality obey same physical mechanism as value. So morality can also be classified as unconscious, basic conscious, and forecast conscious. Unconscious system tackles information under condition of unconsciousness. Tackling process is out of people control, in other words, automatically operate. Value is also have the same characteristics. Part of value is also out of people control, attribute of objective can automatically meet subjective's needs, and no need conscious tackling. For example, food can meet human's starve-solving needs and digest process is automatical and no need people conscious control. Urinate aims at delivering some useless substances out of body and process is also automatical and out of people control. Food or urinate is value to human and part of value can not be awared by human. Part of unawared is unconscious value. Basic conscious value refers to a phenomenon that products created by human can meet human's needs and value of products or objective can be basically awared, but not fully awared by human. Under this condition, human can use but not fully use products. Forecast conscious value refers to a phenomenon that products created by human can fully meet human's needs. Human can use products or value to provide service for themselves and help them to tackle problems that can be encountered in the future. Under this condition, value is forecast conscious, and can be used to tackle problems that can occur in the future (Berman, 2008; Wang, 2018).

Morality can also be classified as public morality, vocational morality, family morality and personal morality according to realigning scope of morality. Public morality realigns workers' behavior in public area, and tell workers what should do, what should not do in public area, how to maintain public interests and how to avoid

loose of public interests. Vocational morality realign workers' behavior in vocational environment or in organization, and tell workers how to realign relation among individuals in organization. Vocational morality should be corresponding to social specification and social standard, at the same time, should be corresponding to organizational requirement and organization's develop goal. Family morality realign relation among family members and control behavior of members of family, and maintain stableness of family. Family morality can contribute to shape good family environment, and maintain family members' life. Personal morality aims at realigning worker's thought and behavior and make sure worker's thought and behavior can be corresponding to public morality, vocational morality and family morality, can adapt to social and organizational requirement (Liu, 2008).

Morality can be classified according to level. Basic level means basic morality that every worker in organization must obey, for example, do not hurt and kill other people. Higher level stands for morality that is more strict than basic morality and workers who insist the morality is less than workers who insist basic morality, for example, provide help for other workers. Highest level stands for morality that emphasizes providing service for other workers and do not require any returns.

Characteristics of Morality in Organization Human Resource Management

Morality in organization human resource management has many characteristics, sociality, particularity, generality, and level of morality all can be deemed as characteristics of morality in organization human resource management. Sociality is important characteristic of morality. Morality must be accepted by social members, must have feature of being able to realign social relation. Morality can realign social members' behavior and make sure social members' behavior can adapt to requirement of social development. Humans' many behavior can be regarded as behavior with natural attributes, these behavior that origin from human's instinct include eat, drink, sleep, urinate, mate and so on. Behavior with natural attribute must be realigned by morality and make sure behavior can adapt to social requirement. Eat is a sort of behavior that originate from humans' instinct, purpose of eat is to survive. Morality endow eat with many new meanings, eat means life, care, communication, growth and so on. Under influence of morality, eat is narrowed within certain scope and extent, eat become a sort of culture and not alone a sort of behavior that originate from humans' instinct. Morality make humans' behavior with natural attribute has new social forms and meanings—must be scrutinized from perspective of social relation, and must be corresponding to requirement of certain social relation, some forms of behavior can be corresponding to requirement of morality and social members can accept the behavior and retain these forms of behavior, behavior can not be corresponding to requirement of morality can not be accepted by social members and can not be retained in evolving process—and can be accepted by social members. So, sociality is important characteristic of morality.

Particularity of morality refers to differences exist in morality's express forms. Morality will express in different forms, these forms are morality particularity's expressing forms. Different region will have different culture and these culture stands for morality's different expressing forms, because morality determines culture's content and form. Concretely speaking, different region have different morality express form, adjacent region have similar morality express form, remote distance among regions means existence of morality's different

express forms. Every express form means a sort of morality particular express, and particular express means diversity of morality form.

Generality of morality refers to common place of morality specification, in other words, common attribute that abstract from moral specification. Generality of morality reflects a sort of care on human, a sort of respect on humans' value, a sort of maintenance on social relation, in other words, on relation among humans. Generality of morality exists in particularity of morality, and express by particularity of morality.

Level of morality. Morality can be classified as many levels, basic level, higher level, and top level is basic summary on level of morality, classification standard of morality level is humans' contribution. When humans' contribution is larger, level of morality is higher. Basic contribution can result in form of basic morality, do not hurt and kill other people is basic contribution and basic contribution can result in form of basic morality. Help other people is higher contribution, and higher contribution can result in form of morality's higher level. Provide service to other people and do not require any returns is highest morality, and highest morality can result in form of morality's top level. Level of morality can prove that humans' contribution has extent, larger extent is, higher level of morality is.

Morality in organization's human resource management also has same characteristics. Morality in organization's human resource management firstly have characteristic of sociality. Humans' relation, which is part of social relation, must exist in organization. Relation in organization can originate from produce activity—human will use produce tool to produce products they need—in this activity, human can form produce relation. At the same time, products they produce can be used to exchange for other products, and form exchange relation in process of exchanging. Produce relation and exchange relation constitute economic relation and other relations can form on the basis of economic relation, and these relations can be deemed as social relation. Morality is basis of social relations' forming, and morality must adapt to social relation. In any organization, morality is basis of workers' relation, workers' thoughts and behaviors must based on morality, and make sure workers' thoughts and behaviors can be corresponding to moral requirement.

Particularity is another important characteristic of morality in organization human resource management. Different organization will have different moral specification, these moral specification have different forms and contents, and have different emphasis and guide workers towards a certain direction. Some organizations put the emphasis on enthusiasm, erect control emotion, smile to customers and provide service positively as moral specification. Some other organizations put the emphasis on objective and justice, and regard objective and justice as moral specification. Moral specification of these organization are typical form of moral particularity, and these moral specification reflect common moral requirement of friendship, harmoniousness, positiveness, and optimistic. Common moral requirement will express in different forms, different forms are express of moral particularity.

Generality is a important characteristic of morality in organization human resource management, different organization has different moral requirement, but these moral requirement have common characteristics. These moral requirements can reflect common requirement of organizations' moral specification, common value notion, and common pursuits. When we abstract common moral requirement from concrete moral specification, we will obtain some general contents on moral requirement, these general contents reflect generality of morality, common contents of morality reflects general trends of moral development. In organization, generality of

morality not only reflects in organization's concrete moral specification, but also reflects in organization's develop goal.

Level of morality is a characteristic of morality in organization's human resource management. Level can be made according to requires' strict extent of morality to workers' behavior, more strict to workers' behavior is, more higher moral level is, strict extent is fairly low, moral level is fairly low, strict extent is fairly high, moral level is fairly high. Level of morality prove that improvement of human's morality is a continuous process, when human's thoughts and behavior can be corresponding with basic requirement of moral specification, human will have capacity to practice higher requirement of morality. If human's thoughts and behaviors can not be corresponding with basic requirement of moral specification, human can not practice higher moral requirement. Human firstly do not hurt and kill other people, then they have capacity to help other people, and it is possible for them to provide service to other people and do not require any returns under condition of practicing basic requirement of morality.

Function of Morality in Organization Human Resource Management

Function of morality in organization human resource management refers to influence and effect of morality in organization human resource management, influence and effect mainly include realign workers' thought and behavior, and realign relation among people, on the basis of realignment, workers' behavior can be corresponding with organizations' behavior, and corresponding to requirement of social development.

Morality in organization human resource management can express moral content in many forms. These forms include organization's moral specification, outlook of value, and organization's other requirements. Organization's moral specification can regulate workers' behavior, and tell workers what should do and what should not do. Organization's moral specification aims at telling workers how to adapt to social requirement, how to adapt to organization's develop requirement, and how to communicate with other workers. Outlook of value tells workers what is value and how to create value, and how to satisfy social needs, organization's needs and workers' needs. Organization's other requirements include organization's develop goal, mission, and prospects, and other relevant contents.

Morality in organization human resource management can realign thoughts and behaviors of workers. Morality can make workers think in perspective of adapting to social requirement and requirements of organizational development. Morality can realign workers' thoughts and make sure workers' thinking manner can be corresponding with organizations' develop requirement and social requirement. Organization needs to achieve goal of maximization of profits, in order to achieve goal of profits' maximization, workers should decrease cost of work and increase profits by creating. Workers should realize importance of decreasing working cost and value of creating, and strive to decrease working cost and create in a variety of ways. Morality can realign workers' behavior and make sure workers' behavior can promote achieve of maximization of organization's profits.

Morality in organization human resource management can realign workers' relation and can realign relation between workers and non-workers outside organization. People's relation, which bases on economic relation, refers to social relation among people. Form of People's relation must base on certain economic relation, form of certain economic relation depends on form of produce relation and exchange relation, produce relation that forms

in process of producing and exchange relation that forms based on produce relation constitutes economic relation of people. Form of other relations must based on economic relation, in other words, economic relation is basis of other relations, economic relation and other relations constitute social relation of people. Economic relation and other relations must be realigned by morality. Morality can realign people's produce relation and exchange relation, and realign other relations on the basis of realigning produce relation and exchange relation. In other words, morality can realign social relation of people. Morality can realign people's produce and exchange behavior, and realign people's produce and exchange relation, in other words, economic relation, on the basis of realigning people's produce and exchange behavior, and realign people's other relations by realigning people's other behaviors that based on economic relation. In organization, workers' relation can be realigned by morality. Morality can realign workers' economic behavior and realign workers' economic relation on the basis of realigning workers' economic behavior. Realignment on other relations must be based on realignment on economic relation, reasonableness of economic relation is the premise of reasonability of other relations.

Conclusion

Research in this article owe to research to dialectical materialism and historical materialism, morality, and human resource management. Research I do is aim at exploring morality's type, characteristic, function in organization human resource management.

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