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HUMAN-RIGHTS –A CORE ASPECT OF MANAGEMENT PRACTICES

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Abstract:

All management-theories and discussions, by and large, tend to place the 'management' at the centre of all organisational activities, which are vested with unequal power and authorities with the responsibilities to accomplish the organisational-goals with efficient use of all resources including man-power management. Here, the moot point is whether in pursuit of organisation goals, 'management' can be practiced in such a way instrumental to promote and respect human-rights.

KEY WORDS:

Human Rights, Management, Social.

INTRODUCTION

The term 'human-rights' has become the buzz-word and has occupied such a strong place at the national and global platform that no organisation can afford to ignore it. In fact, human-rights are considered as the parameters or standards of treating human-beings in all walks of life so as to ensure them a respectful and dignified life irrespective of cast, creed, race, gender, colour and geography.

Efficient utilization of the factors of production implies the ways which are the most prudent, economical and the optimum ways of employing all resources including the human-resources.

There are well designed technical and non-technical organisational procedures as regards utilization of resources but there can be no stringent parameters to treat 'human-resources' in a stereotype manner. Human-resources are the 'human-being'the living creatures gifted with the Almighty with body and soul with which there are associated sentiments, emotions, needs and aspirations. Here, no management-practices or theories can be considered as strictly ideal for all people and in all circumstances. Within the ambit of organisational policies and procedures as regards management of human-resources, the managers have to tailor-made such practices most compatible with the moral considerations too. There may, of course, arise such situations which would warrant or even justify exercise of power and authority for dealing with instances of indiscipline, non-ethical behaviour and dereliction of duties on the part of employees. But utmost care must be exercised in dealing with such matters and while delivering judgments or taking course of action.

Other management practices may also promote or hamper human-rights in an organisational-setting. The policies and practices that offer maximum opportunities of workers' participation in management and decision-making, the adoption of sound work-practices, proper care of occupational health and safety, policies against child labour and bonded labour, child and maternal care, non-discrimination and sympathetic treatment to workers may be deemed as important initiatives undertaken by the managers in human-rights perspective.

Human-rights orientation also extends to all stakeholders which envisages policies and procedures that would ensure respect and dignity in treatment of all stakeholders and that would offer them

HUMAN-RIGHTS –A CORE ASPECT OF MANAGEMENT PRACTICES



maximum opportunity of expression as regards product and services.

Human-rights must be a core aspect of overall corporate-social responsibility programme. It not only legitimizes the organisational-operations but also creates an environment subservient to augment of brand-image which enhances greater public acceptability, talent acquisition and retention leading to more profitability and organisational growth. Respect for human-rights would equip the organisation with a competitive- advantage over competitors which would help attracting investment.

It is pertinent to mention that human-rights are not the integral part of only business management practices but equally applicable to all type of organisations, be it military, police, democracy and all organisations operating in financial or non-financial domains.

In conclusion, with globalisation of business, communication and human-rights awareness, the effective presence of NGOs and media, a plethora of national and international treaties and conventions [most prominently being the Universal Declaration of Human-Rights 1948, and the two covenants declared in 1966, ILO Conventions etc] on promotion and protection of human-rights, the managers of today need to be fully aware of human-rights impact of their organisational-decisions. It is now not a matter of choice but an imperative to align their policies and day to day practices with universally accepted human-rights standards which would only justify their way of operation and even growth and survival in the long run.

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