

## **SPIRITUALITY IN THE WORKPLACE CASE STUDY, 3/07**

Francine is a young, divorced mother of two. She has never really worked at a professional job, has no college education, but now finds herself in a position where she needs to be the primary provider for the children.

Through friends, she obtains a job in a medium-sized company where she is quickly able to learn about the business world, contribute, and prove to herself and others that she can be successful in the corporate world. As time passes, surprisingly, she is given more highly responsible jobs, since this company has a very low glass ceiling. Women are seen as secretaries or administrative assistants, or maybe a sales representative if she is pretty.

Francine is promoted to outside sales manager, supervising the activities of nine representatives (8 males and 1 female). Part of the job entails being responsible for all of the co-operative advertising that brings money back into the company from the product suppliers.

One day her manager approaches her and asks that she create a couple of “dummy” ads to submit to a major supplier since there is money in the supplier’s co-op ad fund that will be lost if it is not used timely. He explains that the company really does not want to run ads at this time; they just need the ad reimbursements to improve the profit margin. Francine was told by her manager and the supplier’s local representative not to be concerned about submitting fake ads, as it’s done all the time.

Francine knows this is unethical, but also knows that not cooperating could diminish future opportunities or even mean her job since she works in a “good ole boy” network. While this situation does not even begin to compare to events taking place in the corporate world that are ethically questionable, she stays awake at night worrying.

- How would you handle a situation like this knowing it could mean your job if you do not cooperate?
- Have you ever been faced with an ethical dilemma?
- As a Christian can you/how do you reconcile a situation that is ethically questionable?