

Facts:

- Jim is a ^{1.1} manager of sales personnel at a large car dealership.
- Mary is a new salesperson at the dealer, also she is the only female salesperson.
- Mary usually goes to training, but others don't.
- Jim knows most salespeople think the training seminars are meaningless and they don't take part in them.
- Jim's boss thinks it is important for salespeople and spend a lot of money on training.
- Many salespeople are uncomfortable with Mary and they think she's not suitable for learning to sell cars.

Ethical issues:

- Jim knows nobody go to training and they trick him to do other things. But Jim doesn't tell salespeople what they need to do.
- Jim doesn't manage Mary's relationship with other salespeople.

Harm:

- The companies: Upper management spend a lot of money on training and salespeople don't go to training, so they ^{1.2} don't know the information of car sales. The company can't sell more cars.
- Mary: Other salespeople were uncomfortable ^{1.3} with her. Because she is the only saleswoman and has no sales record.

Choices:

- Jim tells salespeople what they ^{1.4} need to do and don't be uncomfortable with Mary.
- Jim tells nothing about training and work. Don't care about salespeople's thinking of Mary.

Consequences:

- If choose the first one: Salespeople know what they need to do and more information of sell cars. It will help the company develop better. Mary can work better and maintain good relationships with other salespeople.
- If choose the second one: The development of the company will be affected. Salespeople don't know the information ^{1.5} about selling cars. Mary doesn't have a good relationship with other salespeople.

Action:

If I was Jim. I will choose the first one. I will tell salespeople what they should do and make them know more information about sales in the training. It is helpful for the company to develop. Also, I'll tell other salespeople not to be uncomfortable with Mary, even if she is a new saleswoman. But she has a good working attitude. I hope all salespeople can respect each other. This is

good for both the company and Mary.

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- 1.1 new
- 1.2 exactly!!
- 1.3 the harm is that she will probably leave. The case states that she wants to follow rules and the rules state that the training is required. If she feels she is the only one following rules, and no one else has to, she will lose motivation
- 1.4 there are usually three choices given
- 1.5 also, Jim's reputation is compromised since he isn't making his employees follow the rules...