Rethinking ‘Loyalty’, ‘Integrity’ And Whistle Blowing Within The Organizational Discourse.

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Due to organizational shifts of the last two decades – also described as flexibilization and decentralization within the context of globalization – an organizational need has risen to institutionalize whistle blowing.

The literature on whistle blowing claims that a loyalty dilemma disrupts whistle blowing as a practice. As a consequence, the concept of loyalty within the context of whistle blowing has to be reconceptualized. This paper reframes ‘loyalty’ into ‘rational loyalty’ while maintaining – albeit indirect – its reciprocal character. Loyalty becomes rational loyalty in the sense that one is not loyal towards a corporation as such, but to the explicit goals and missions of the corporation. The corporation too has the duty to be loyal to the same explicit goals and missions. When this is no longer the case, in other words when there is a goal displacement, rational loyalty demands: 1) of the employee an integer act – the unity of judgment, action and speech – of blowing the whistle, and 2) of the company a procedure that reduces the risks for a loyal and integer individual.

KEYWORDS

loyalty, whistle blowing, organizational discourse