

Importance of Accountability Essay Essay

Accountability is the willingness to accept responsibility for one's actions or behavior. Normally, both private and public enterprises find it necessary to apply accountability to the perspective of oversight. In this regard, employees are held responsible for successfully completing the task or for the failure to do so. Entities must also be answerable for any deviations from their stated values and goals and are required to compile and document factors that quantify their profitability, efficiency, and adherence to the budget. Accountability cannot be delegated, and it starts with everyone in an organization. This means that it is an aspect of collective responsibility that requires everyone to be personally answerable for his/her actions and results. Leadership defines culture, and if the management wants to create a culture of responsibility, then it has to model the recommended behaviors that are in line with the short-term and long-term goals of the enterprise. The best way to get people accountable is to set them up to be successful. In most companies, accountability comes as part of the job description.

Accountability is an important leadership principle because it builds trust, improves performance, inspires confidence, and promotes ownership. An accountable individual is one who is willing to make commitments and be responsible for his/her actions. It is critical that the foundation of most entities is built on integrity and accountability. Since leaders are entrusted to provide employees with a sense of empowerment and belonging, they are likely to make amends especially when the trust is broken, and this will allow workers not to fear retribution for their honest opinion or ideas. Similarly, accountable leaders will allow employees to exercise autonomy with the expectation that they will feel more invested in the entity and will perform better, efficiently, and creatively. In most organizations, some employees are likely to engage in ineffective behaviors. For the organizations which are committed to building a culture of accountability, there is the need to put the right people on the right jobs and to get rid of the ineffective behaviors that are not in line with the company's mission. Employees always value their work especially when they are made accountable for their actions. Through corrective actions and positive feedback, they will learn that their behaviors and actions have an impact on them.

When done in the right way, accountability can inspire confidence. The key is to give people the freedom to decide and challenge them to think of better solutions as a team. Employees are more likely to step up and do their best when they know the management can actually listen and engage them at all levels. In as much as there is the need to build a culture of accountability from the start, the goal of the management or any leader is not to punish or look for mistakes and errors. Since leaders serve as the foundation of the company, they should seek to open up multiple feedback mechanisms, improve on solutions, and reward productive behavior.

Accountability breeds excellence. It is the best way to encourage positive business outcomes while correcting performance that does not live up to the expectations. The focus should be on inclusive decision-making. When people operate more from a motivational or influenced-based perspective, they will draw their ideas and energy in and initiate programs which are friendly and are in line with what the entity believes. It is through accountability that the entity can easily meet its goals and objectives. Since the mission defines what the company does for its employees, customers, and its owners, an accountable manager will find it prudent to define the company's goals, ethics, culture,

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Daniel Cohen, Nick Trakakis



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Select Essays on Governance and Accountability Issues in Public Law Hennie Strydom, Joanna Botha, 2020-10-27
The essays in this book authored by academics from the Faculties of Law at the University of Johannesburg and Nelson Mandela University respectively emanate from a joint research project and conference arranged by the Faculties in 2018. The essays focus on public law issues impacting on governance and accountability in South African law and in international and regional law but with a specific focus on problems afflicting the African continent. Automated Essay Scoring Mark D. Shermis, Jill C. Burstein, 2003-01-30 This new volume is the first to focus entirely on automated essay scoring and evaluation. It is intended to provide a comprehensive overview of the evolution and state of the art of automated essay scoring and evaluation technology across several disciplines including education testing and measurement, cognitive science, computer science, and computational linguistics. The development of this technology has led to many questions and concerns. Automated Essay Scoring attempts to address some of these questions including: How can automated scoring and evaluation supplement classroom instruction? How does the technology actually work? Can it improve students' writing? How reliable is the technology? How can these computing methods be used to develop evaluation tools? What are the state-of-the-art essay evaluation technologies and automated scoring systems? Divided into four parts, the first part reviews the teaching of writing and how computers can contribute to it. Part II analyzes actual automated essay scorers including e-rater™, Intellimetric, and the Intelligent Essay Assessor. The third part analyzes related psychometric issues, and the final part reviews innovations in the field. This book is ideal for researchers and advanced students interested in automated essay scoring from the fields of testing and measurement, education, cognitive science, language, and computational linguistics. **Essays on Free Will and Moral Responsibility** Daniel Cohen, Nick Trakakis, 2009-05-05 The problem of free will has fascinated philosophers since ancient times. Do we have free will, or at least the kind of free will that seems necessary for moral responsibility? Does determinism—the idea that everything that happens is necessitated to happen given the past and the laws of nature—threaten the commonly held assumption that we are indeed free and morally responsible? Although these questions have been widely discussed in the past, the present volume offers a variety of new perspectives from philosophers who have made significant contributions to this debate over recent years, including Derk Pereboom, Robert Kane, Ishtiyaque Haji, Michael McKenna, John Martin Fischer, David Widerker, and Saul Smilansky. The emphasis in these essays is not merely on free will but on allied notions such as moral responsibility, moral obligation, fairness, and meaningfulness, and on whether any room can be made for these notions in a deterministic or an indeterministic universe. **Academic Research, Publishing and Writing** John Dumay, 2024-05-30 *Academic Research, Publishing and Writing: Critical Thinking and Strategies for Business Scholars* is designed for all scholars of business and management and outlines practical and proven ways of designing, developing, and executing impactful research and writing projects with a view to eventual publication. *Moral Responsibility and the Problem of Many Hands*

Ibo van de Poel, Lambèr Royakkers, Sjoerd D. Zwart, 2015-03-12 When many people are involved in an activity it is often difficult if not impossible to pinpoint who is morally responsible for what a phenomenon known as the problem of many hands This term is increasingly used to describe problems with attributing individual responsibility in collective settings in such diverse areas as public administration corporate management law and regulation technological development and innovation healthcare and finance This volume provides an in depth philosophical analysis of this problem examining the notion of moral responsibility and distinguishing between different normative meanings of responsibility both backward looking accountability blameworthiness and liability and forward looking obligation virtue Drawing on the relevant philosophical literature the authors develop a coherent conceptualization of the problem of many hands taking into account the relationship and possible tension between individual and collective responsibility This systematic inquiry into the problem of many hands pertains to discussions about moral responsibility in a variety of applied settings Essays in Political Economy and International Public Finance Áron Kiss, 2009 Coalitions and political accountability Divisive politics and accountability Minimum taxes and repeated tax competition Summary in German **Moral Responsibility** Nicole A. Vincent, Ibo van de Poel, Jeroen van den Hoven, 2011-08-17 It is well over a decade since John Fischer and Mark Ravizza and before them Jay Wallace and Daniel Dennett defended responsibility from the threat of determinism But defending responsibility from determinism is a potentially endless and largely negative enterprise it can go on for as long as dissenting voices remain and although such work strengthens the theoretical foundations of these theories it won't necessarily build anything on top of those foundations nor will it move these theories into new territory or explain how to apply them to practical contexts To this end the papers in this volume address these more positive challenges by exploring how compatibilist responsibility theory can be extended and or applied in a range of practical contexts For instance how is the narrow philosophical concept of responsibility that was defended from the threat of determinism related to the plural notions of responsibility present in everyday discourse and how might this more fine grained understanding of responsibility open up new vistas and challenges for compatibilist theory What light might compatibilism shed and what light might be shed upon it by political debates about access to public welfare in the context of responsibility for one's own health and by legal debates about the impact of self intoxication on responsibility Does compatibilist theory which was originally designed to cater for analysis of individual actions scale to scenarios that involve group action and collective responsibility e.g. for harms due to human induced climate change This book's chapters deal with a range of theoretical problems discussed in classic compatibilist literature e.g. the relationship between responsibility and capacity the role of historical tracing in discounting the exculpatory value of incapacities and the justifiability of retributive punishment But instead of motivating their discussions by focusing on the alleged threat that determinism poses to responsibility these chapters authors have animated their discussions by tackling important practical problems which crop up in contemporary debates about responsibility *Critical Essays on Resistance*

in Education David M. Moss, Terry A. Osborn, 2010 It is possible to say that resistance in education has always been resisted the point of course is who is doing the resisting Why they are resisting what they are resisting and whose interests are being served by these acts of resistance David M Moss and Terry A Osborn s provocative collection of essays on educational resistance gives new scope and meaning to the term resistance in the context of today s challenges to and on behalf of social justice education It is an important contribution to the field of critical education Peter McLaren Graduate School of Education and Information Studies University of California Los Angeles Book Jacket *Handbook of Automated Essay Evaluation* Mark D. Shermis, Jill Burstein, 2013-07-18 This comprehensive interdisciplinary handbook reviews the latest methods and technologies used in automated essay evaluation AEE methods and technologies Highlights include the latest in the evaluation of performance based writing assessments and recent advances in the teaching of writing language testing cognitive psychology and computational linguistics This greatly expanded follow up to Automated Essay Scoring reflects the numerous advances that have taken place in the field since 2003 including automated essay scoring and diagnostic feedback Each chapter features a common structure including an introduction and a conclusion Ideas for diagnostic and evaluative feedback are sprinkled throughout the book Highlights of the book s coverage include The latest research on automated essay evaluation Descriptions of the major scoring engines including the E rater the Intelligent Essay Assessor the Intellimetric™ Engine c rater™ and LightSIDE Applications of the uses of the technology including a large scale system used in West Virginia A systematic framework for evaluating research and technological results Descriptions of AEE methods that can be replicated for languages other than English as seen in the example from China Chapters from key researchers in the field The book opens with an introduction to AEEs and a review of the best practices of teaching writing along with tips on the use of automated analysis in the classroom Next the book highlights the capabilities and applications of several scoring engines including the E rater the Intelligent Essay Assessor the Intellimetric™ engine c rater™ and LightSIDE Here readers will find an actual application of the use of an AEE in West Virginia psychometric issues related to AEEs such as validity reliability and scaling and the use of automated scoring to detect reader drift grammatical errors discourse coherence quality and the impact of human rating on AEEs A review of the cognitive foundations underlying methods used in AEE is also provided The book concludes with a comparison of the various AEE systems and speculation about the future of the field in light of current educational policy Ideal for educators professionals curriculum specialists and administrators responsible for developing writing programs or distance learning curricula those who teach using AEE technologies policy makers and researchers in education writing psychometrics cognitive psychology and computational linguistics this book also serves as a reference for graduate courses on automated essay evaluation taught in education computer science language linguistics and cognitive psychology **Papers Read Before the Medico-Legal Society of New York from Its Organization** Medico-Legal Society, Medico-Legal Society of New York, 1882

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