

**Title of Article :** The Role of Human Resource Development Practitioners in Solving Ethical Concerns in Mentoring.

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**Abstract:** There are many benefits of mentoring relationships which were documented in researches. These mentoring relationships sometimes however become dysfunctional. Thus, the paper explored some common ethical issues in the mentoring process which are grouped into three related classes namely; power, access and cultural replication were considered. They were considered in terms of how human resource development can take an interventionist position to address these ethical issues. Therefore, to promote healthy, productive relationships and to prevent the potential for these issues of concerns to arise, four initiatives were suggested. These include; recruitment and selection, organizational analysis, training and follow-up/ evaluation.