



**I. COURSE DESCRIPTION:**

This course explores business ethics from a managerial point of view. Through chapter content and case studies the course will provide the tools for future managers to make the tough practical decisions they can and will face in the practice of business and in making choices between alternatives.

**II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:**

Upon successful completion of this course, the student will demonstrate the ability to:

1. Apply ethical reasoning to everyday business management decisions, recognize and evaluate the consequences on affected stakeholders and avoid ethical problems, and be able to justify such decisions to others who are affected by these decisions.

Potential Elements of the Performance:

Chapter 1

- describe the three traditions in ethics and to establish their relevance to the domain of business.
- demonstrate how the three traditions provide meaningful guidance in managerial decision making.
- evaluate and use the three tests that are usually applied to establish whether managerial decisions are inherently fair and defensible.
- apply the concepts and perspectives embodied in the chapter to the analyses of Cases 1 and 2.

Chapter 2

- discuss the concept of human nature and self-interest in the context of the free enterprise economic system and explain how such self-interest could be pursued in a morally defensible way.
- explain the stages of moral development which seek to explain why and how ethical decisions are made.
- explain the central forces in contemporary business organizations influencing ethical decision making.
- discuss effective ways to avoid ethical problems in the management of the business enterprise.
- apply the concepts, theories, and perspectives embodied in the chapter to the analyses of Cases 3 and 4.

Chapter 3

- elaborate upon the managerial view of the business enterprise and to provide a critical assessment of its relevance to the contemporary publicly traded corporation.
- present an accurate description of the stakeholder framework of business and to assess whether it facilitates a sharper focus on ethical decision making.
- differentiate among the three levels of commitment considered in the stakeholder framework and to identify the ethical underpinnings of each level.
- apply the concepts and perspectives embodied in the chapter to the

analysis of Case No. 5.

These learning outcomes will constitute approximately 30% of the course grade.

2. Recognize the ethical and moral challenges for corporate behaviour presented by cultural, political, social, and economic differences in the global economy, discuss leadership styles that affect ethical behaviours, and communicate ethical issues relating to marketing and operations management.

Potential Elements of the Performance:

Chapter 4

- recognize and discuss questionable payments.
- engage in discussions on the matter of cultural, political, social, and economic differences in the global economy
- evaluate morally defensible corporate behaviour from the perspectives of moral relativism, ethnocentrism and principalism.
- elaborate upon the internationally accepted principles and benchmarks that govern the conduct of business in the globalized marketplace.
- apply the concepts, perspectives, principles, and benchmarks embodied in the chapter to the analyses of Cases No. 6 and 7.

Chapter 5

- recognize that existing theories on leadership sometimes do not consider moral issues.
- analyze, from a moral perspective, the contribution of values-based leadership theories.
- Using ethical leadership theories, provide some background for thinking about leadership and appreciate how to put ethics into the leadership role.
- outline the tasks which ethical leaders must undertake and to explain the underlying rationale for each task.
- apply the concepts, theories, and perspectives embodied in the chapter to the analyses of Cases No. 8 and 9.

Chapter 6

- analyze the key ethical issues that arise in the marketing function of the firm and to suggest how these issues should be handled in morally defensible ways.
- identify and elaborate upon the principal issues that arise in the operations management function of the firm and to recommend ways in which these issues should be handled in morally defensible ways.
- undertake rigorous analyses of Cases 10 and 11 through the application of the concepts, theories, and perspectives presented in Chapters 1 to 6.

These learning outcomes will constitute approximately 30% of the course grade.

3. Elaborate on the role of Finance and Accounting functions and reporting as both reflecting and reinforcing the goals, strategies and values of an organization. Describe the ethical challenges and practices around managing people. Recognize the difficulties firms face in creating value

while ensuring a sustainable environmental future for themselves and future generations. Apply new approaches to ethical management frontiers created by leading-edge technologies and innovation.

### Potential Elements of the Performance

#### Chapter 7

- provide a rational explanation of how finance and accounting exemplify and communicate the core values of the firm.
- discuss the ethical scope of the finance and accounting functions of the firm.
- evaluate the financial strategies of particular firms from the perspective of ethics.
- identify and pronounce upon the typical value judgments applied in valuation models.
- apply the concepts, theories, and perspectives embodied in the chapter and other chapters in the textbook to the analyses of Cases No. 12 and 13.

#### Chapter 8

- elaborate upon the management theories and practices presented in the chapter and to specify their respective ethical significance for individual employees, groups, teams, and for the enterprise as a whole.
- discuss diversity in the workplace in terms of age, gender, religion, ethnicity, place of birth, sexual orientation and abilities.
- conduct rigorous analyses of Cases No. 14, 15, and 16 by applying the concepts, theories, and perspectives presented in the textbook.

#### Chapter 9

- discuss the concept of environmental sustainability with respect to the management of the business enterprise.
- describe and evaluate the four mind-sets that characterize the contemporary debates on environmental issues and a proposed fifth mind set.
- elaborate upon the four primary approaches (“shades of green”) which firms could adopt in dealing with environmental issues.
- apply the concepts, theories, and perspectives presented in the textbook to the analyses of Cases 17 and 18.

#### Chapter 10

- identify a range of leading-edge technologies and innovations in a variety of industries and explain the characteristics of the ethical frontier which are being created.
- discuss the morally defensible approaches which managers could undertake in which they deploy these frontier technologies and innovations.
- conduct rigorous analyses of Cases 19, 20, and 21 by applying the concepts, theories, and perspectives presented in the textbook.

These learning outcomes will constitute approximately 40% of the course grade.

**III. TOPICS:**

1. The Language of Ethics
2. Sources and Prevention of Ethical Problems in Business
3. Ethics, Stakeholders, Corporate Strategy, and Value Creation
4. Business Ethics in a Global Marketplace
5. Leadership
6. Marketing and Operations
7. Finance and Accounting
8. Management
9. Environmental Sustainability and Its Challenges to Management
10. Managing on the Ethical Frontier

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:**

*Business Ethics A Managerial Approach, Authored by Wicks, Freeman, Werhane and Martin, Prentice Hall Publisher*

**V. EVALUATION PROCESS/GRADING SYSTEM:**

Test #1	Chapters 1,2,3	25%
Test #2	Chapters 4,5,6	25%
Test #3	Chapters 7,8,9,10	25%
End of Chapter case studies		<u>25%</u>
Total		100%

The following semester grades will be assigned to students:

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 – 100%	4.00
A	80 – 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 – 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a	

	student additional time to complete the requirements for a course.
NR	Grade not reported to Registrar's office.
W	Student has withdrawn from the course without academic penalty.

## VI. SPECIAL NOTES:

### Attendance:

Sault College is committed to student success. There is a direct correlation between academic performance and class attendance; therefore, for the benefit of all its constituents, all students are encouraged to attend all of their scheduled learning and evaluation sessions. This implies arriving on time and remaining for the duration of the scheduled session. At the end of class, late arrivers must provide an explanation to the professor for their tardiness.

Students are required to attend class on a regular basis because that is consistent with the "real world". Missed classes deprive others of your insight and perspective and you are deprived of their insight and perspective. Modern business practices and learning principles support the concept of participation. Attendance is recorded. To be excused students must provide an acceptable written and dated explanation of their absence – either before the absence (if it can be reasonably anticipated) or within a day or two upon returning. A verbal explanation is always appreciated but it is considered insufficient to change my records of your attendance. Chronic absenteeism may require further documentation.

### Missed Tests

Students are expected to be present to write all tests with the class. If a student is unable to write a test because of illness or legitimate emergency, that student must contact the professor prior to the class and provide an explanation, which is acceptable to the professor. Should the student fail to contact the professor, the student shall receive a grade of zero on the test.

Once the test has commenced the student is considered absent and will not be given the privilege of writing the test until the end of the semester. The late student must see the professor at the end of the class time and provide a suitable explanation to the professor in order to qualify to write at the end of the semester.

In order to qualify to write the missed test, the student shall have:

- a) Attended at least 80% of the classes.
- b) Provided the professor an acceptable explanation for his/her absence.
- c) Been granted permission by the professor.

NOTE: The missed test will be a comprehensive test. Should a student miss a second test the grade will be zero.

## **VII. COURSE OUTLINE ADDENDUM:**

The provisions contained in the addendum located on the student portal form part of this course outline.