



AMERICAN COLLEGE
MGT404 BUSINESS ETHICS
ECTS Course Outline

of

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| Code MGT404 | Title Business Ethics | |
| ECTS Credits 6 | Department Business | Instructor Dr. Yiannos Rossides |
| Semester Fall 2020 | Cycle First | Language of Instruction English |

Description

The course focuses on the ethical dilemmas and moral issues, which individuals, managers and organizations face and supports how they might deal with them effectively. Concepts and strategies of ethical analysis applied to managerial and (international) business issues such as human resource issues, decision-making in business, managing stakeholders and shareholders, organizational culture and managing ethical conduct in a global business environment, are examined throughout this course.

Learning outcomes

By the end of the course, students are expected to:

- Apply suggestions of solutions to the ethical dilemmas that individuals, managers and organizations face, drawing conclusions and knowledge from 'president' cases;
- Develop a deep understanding of the philosophical and psychological factors of moral reasoning and moral issues in Business and Internalization of systems; and
- Demonstrate an ability to apply and exert business ethics reasoning on behalf of employees' duties, the manager and the organization as a whole.

Prerequisite(s): MGT101

Learning methods and educational activities

Lectures, case study discussion, discussing questions, preparation of project, project presentation, independent and private study.

Teaching hours: 39

Assessment methods and weight

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| Mid-term Examination: | 25% |
| Project/Case Studies: | 25% |
| Final Examination: | 50% |

Project: Students will be required to analyze and prepare written reports on cases which will be given in class throughout the term.

Mid-Term Examination: The mid-term examination will take two hours and thirty minutes. It will cover the material up to the mid-term examination.

Final Examination: The final examination will take two hours and thirty minutes. The final examination will be comprehensive.

Grading system

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| 90-100 | A | 85-89 | B+ | 80-84 | B | 75-79 | C+ |
| 70-74 | C | 65-69 | D+ | 60-64 | D | 0-59 | F |

Required book(s)

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| Title: | Business Ethics Now |
| Author(s): | Andrew W. Ghillyer |
| Publisher: | McGraw-Hill |
| Edition: | 3 th |
| Year: | 2012 |

Additional reading and other learning resources

Books

Title: Business Ethics and Values
Author(s): Fisher and Lovell
Publisher: Prentice Hall
Edition: 4th
Year: 2012

Title: Business and Society: Stakeholder Relations, Ethics and Public Policy
Author(s): Lawrence et al.
Publisher: McGraw-Hill
Edition: 11th
Year: 2004

Title: Contemporary Issues in Business Ethics
Author(s): Joseph R. Desjardins & John McCall
Publisher: McGraw-Hill
Edition: 5th
Year: 2004

Websites

- Centre for ethics and business: <http://www.ethicsandbusiness.org/whoweare.htm>
- Public concern at work: http://www.pcaw.co.uk/news/press/_14.html
- Institute for Business Ethics: <http://www.ibe.org.uk/>
- The Economist: <http://www.economist.com>
- Business Ethics Magazine: <http://www.business-ethics.com>

On-line database: <http://search.proquest.com/?accountid=176465>

Journals

- Journal of Management
- Harvard Business Review
- The Journal of Business
- Journal of Business Ethics

Periodicals

- Business Week
- The Economist

Newspapers

- The Wall Street Journal
- The Financial Times

Content

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| Week 1 | Understanding Ethics: What is Ethics? Understanding Right and Wrong, The Golden Rule, Ethical Theories, Ethical Relativism, Ethical Dilemmas, Ethical Reasoning. Chapter 1. Discussion and Questions. |
| Week 2 | Defining Business Ethics: Defining Business Ethics, Who are the stakeholders, An Ethical Crisis: Business Ethics an Oxymoron? The History of Business Ethics, Justifying Unethical Behavior, Building and Operating on Ethical Behavior. Chapter 2. Discussion and Questions. |
| Week 3 | Organizational Ethics: Defining Organizational Ethics, The Ethics of Research and Development, Ethics in Manufacturing, Ethics in Marketing, Ethics in Human Resources, Ethics in Finance, Ethical Challenges, Conflicts of Interest. Chapter 3. Discussion and Questions. |
| Week 4 | Corporate Social Responsibility: Defining Corporate Social Responsibility (CSR), Management without Conscience, Management by Inclusion, The Driving Forces behind CSR, The Triple Bottom Line, Jumping on the CSR Bandwagon. Chapter 4. Discussion and Questions. |
| Week 5 | Corporate Governance: Defining Corporate Governance, In pursuit of Corporate Governance, Governance methodologies: “comply or Explain” or “Comply or Else?” Chapter 5. Discussion and Questions. |
| Week 6 | The Role of Government: Key legislation, The FCPA, The Defense Industry Initiatives (DII), The U.S. Federal Sentencing Guidelines for Organizations, The Sarbanes-Oxley Act (SOX), Dispatch 2008. Chapter 6. Discussion and Questions. Project/Case Study. |
| Week 7 | Blowing the Whistle: What is Whistle-Blowing? The Ethics of Whistle-Blowing, When is Whistle Blowing Ethical? When is Whistle Blowing Unethical? The year of the Whistle-Blower, The Duty to Respond, Whistle-Blowing as a Last Resort. Chapter 7. Discussion and Questions. Revision for Mid-term Examination |
| Week 8 | Mid-term Examination. |
| Week 9 | Ethics and Technology: Introduction: Ethics and Technology, Do you Know Where your Personal Information is? The promise of the Increased Worker Productivity, When are you «at work»? The dangers of Leaving a Paper Trail. Chapter 8. Discussion and Questions. |
| Week 10 | Ethics and Globalization: The pursuit of Global Ethics, Enforcing Global Ethics, Global challenges and Ethical Relativism, The UN global Compact, The OECD Guidelines for Multinational Enterprises. Chapter 9. Discussion and Questions. |
| Week 11 | Making it Stick: Doing What’s Right in a Competitive Market: Key Components of an Ethics Policy, Establish a Code of Ethics, Support the Code of Ethics with Extensive Training for Every Member of the Organization, Hire an Ethics Officer, Celebrate and Reward the Ethical Behavior Demonstrated at your Employees, Promote your Organization’s Commitment to Ethical Behaviour, Becoming a Transparent Organization, Organizational Integrity. Chapter 10. Discussion and Questions. Project/Case Study. |

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| Week 12 | Discrimination and Affirmative Action: What is Discrimination? Sexual Harassment, Affirmative Action, Avoiding Discrimination and Harassment. Lecture Notes. Discussion and Questions. |
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| Week 13 | Revision for final examination. |
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Instructor contact information:

Office hours: By appointment only

Email: yiannos.rossides@ac.ac.cy

Notes

You can find the notes and assignments for this course on Moodle at <https://dl.ac.ac.cy/>

Other information

Class Attendance: Students are expected to attend the classes regularly and be punctual.

Office hours: Students are encouraged and advised to arrange meetings regularly with their instructor and discuss promptly any issue that seems to be important for the student and his/her success.

Humane Matters: Students should inform their instructor for any un-expectancies that may occur, and may not allow them to carry out their responsibilities.

Library: Students are advised to visit regularly the library of our College and read articles published in academic journals such as the Journal of Management, the Journal of Management Studies, the Academy of Management Journal, the Harvard Business Review, and the Journal of Strategic Management.