PRE-REQUISITE(S)

No pre-requisite is required

CREDIT HOURS

3

SYNOPSIS

In a highly globalized business eco system the profound need to establish and manage a holistic stakeholder based corporate governance has become mandatory. Hence the need to create a synergistic approach to manage a company within the boundary of ethical conduct and at the same time ensuring sustainable contribution to its eco system. This has become a new norm for corporate decision makers. The aim of this module is to explore business situations, activities and decisions where the issues of rights and wrongs are addressed without compromising any stakeholders interest. Further the module will expose students with analytical framework to evaluate management practice in general and sustainability in particular. In line with this, three critical components of sustainability, which are, social, economic and environmental will be discussed at length, to provide a comprehensive understanding of the nature of business ecosystem which has become critical in corporate decision making.

LEARNING OUTCOMES

- Critically evaluate the theoretical concepts, frameworks and practices on business ethics and stakeholder commitment to sustainability within organisational contexts.
- Discriminate evidence presented objectively to justify for ethical decision made and stakeholder commitment to sustainability in an organisation context.
- Propose ethics programme, ethics audit and a strategy to gain ongoing stakeholder commitment to sustainability in an organisation setting.

TOPICS

Topic 1   The Importance of Business Ethics: (a) Efficacy of teaching ethics' (b) Reasons ethics matter; (c) Trust and values

Topic 2   Ethical Theories in Business: (a) Ethics and the individual – Deciding what's right: Consequential, Deontological theories and ethical decision-making; Ethical judgement, cognitive moral development and ethical behaviour

Topic 3   Ethics and Management of challenges of decision-making under pressure: Influence and power of stakeholders, cognitive limits and bias, bounded rationality, impartiality; Discrimination, Conflict of interest, Customer confidence and Corporate resources, Whistle blowing

Topic 4   The Ethical Decision-making Process/tools and techniques (strategic and operational): (a) A framework for ethical decision-making in business; (b) Using the ethical decision-making; (c) Normative considerations in ethical decision-making (d) Best Alternative to a Negotiated Agreement (BATNA)

Topic 5   Implementing Business Ethics in a global economy (for CSR/Sustainable Development Goals: (a) Developing an effective ethics programme; (b) Managing and Controlling Ethics Programme; (c) Globalisation of ethical decision-making

Topic 6   Managing for Organisational Integrity for sustainability: (a) Ethical Leadership; (b) Ethical Behaviours and Culture; (c) rationales for sustainability; (d) enablers, constraints & barriers and organisational commitment to sustainability

Topic 7   Managing and Controlling Ethics Programme: (a) implementing Ethics Programme; (b) The Ethics Audit; (c) Benefits of Ethics Auditing; (d) The Auditing Process; (e) The Strategic Importance of Ethics Auditing and Sustainability

Topic 8   The case for sustainability: (a) Alignment between proposed strategy and organisational goals and values; Impact on Operational activities, governance, leadership and management, resourcing, delivery partners; (b) Stakeholder mapping-analysis and engagement; implementation plan (c) implementation plan; (d) monitoring and evaluation of outcomes, measurement of impact; (e) cultural and diversity perspective in resolving ethical dilemma

ASSESSMENT DETAILS

Continuous Assessment	%
Literature Review Presentation (Individual Report)	30
Group Project Presentation	20

Final Assessment	%
Individual Project	10
Written Examination	40

PRESCRIBED TEXT

Main:

Crane, A., Matten, D., Glozer, S & Spence, L. (2019). Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization. (5th ed.) Oxford University Press.

Shaw, W.H. (2016). Business Ethics: A Textbook with Cases) (9th ed.). Cengage Learning.

Rendtorff, J. D. (2019). Philosophy of Management and Sustainability: Rethinking Business Ethics and Social Responsibility in Sustainable Development. Emerald Publishing.

Supplementary Reading:

Kibert, C.J., Monroe, M.C., Peterson, A.L., Plate, R.R., Thiele, L.P. (2011). Working Toward Sustainability: Ethical Decision-Making in a Technological World. (1st ed.). Wiley.