

Unit 5 - Week 3

Course outline

How to access the portal?

Week 0 - Assignment 0

Week 1

Week 2

Week 3

● Lecture 11: Managing Ethics within the Corporation

● Lecture 12: Managing Ethics within the Organization : Formal Approach

○ Lecture 13: Managing Ethics within a Corporation : Formal and Informal Approach

● Lecture 14: How to Manage Inter - Personal Ethical Misconduct at Workplace

○ Lecture 15: How to Apply Ethics

● Lecture material week 3

○ Quiz : Assignment 3

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Week 4

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Assignment Solution

Live session

Assignment 3

The due date for submitting this assignment has passed. As per our records you have not submitted this assignment.

Due on 2019-08-21, 23:59 IST.

1) Choose the right option from the given that fills the blank correctly. 2 points

If corporation 'A' is *not* managing ethics properly within the corporation, then the employees are _____.

- (A) Less likely to violate ethical standards.
- (B) More likely to report misconduct that they see.
- (C) More likely to engage in misconduct.
- (D) Less likely to face retaliation for reporting.

No, the answer is incorrect.

Score: 0

Accepted Answers:

(C) More likely to engage in misconduct.

2) Match List I correctly with List II from the options given below 2 points

List-I		List-II	
a.	Applying Top-down approach	i.	Consider the facts, and then generate the action-guiding rule using normative theories.
b.	Applying Bottom-up approach	ii.	Try to generate an action rule that is based on balance economic and social concerns with the natural environmental.
c.	Applying Stakeholder management approach	iii.	Generate a theoretical rule that apply to the particular situation at hand. Refer to a 'paradigm' or a similar situation, and find out what was done in that similar case.
d.	Applying Sustainable development approach	iv.	Identify, and classify stakeholders with respect to the issue or situation, and include considerations for all who should be included.

- (A) a-iii b-ii c-i, d-iv
- (B) a-i, b-ii, c-iii, d-iv
- (C) a-i, b-iii, c-iv, d-ii
- (D) a-ii b-iii, c-iv, d-i

No, the answer is incorrect.

Score: 0

Accepted Answers:

(C) a-i, b-iii, c-iv, d-ii

3) Which of the following is **not** true? 2 points

- (A) Through the code of conduct, a corporation can communicate the action guidelines based on its preferred values and priorities.
- (B) The codes communicate the standards that the Corporations want to uphold.
- (C) For better and more effective implementation of the code of conduct, involving the employees when developing the code has been suggested as a measure.
- (D) The codes of conduct of corporations are applicable only to their employees.

No, the answer is incorrect.

Score: 0

Accepted Answers:

(D) The codes of conduct of corporations are applicable only to their employees.

4) Choose the correct answer from the following: 2 points

- (i) The Stakeholder who has the power to influence the goal of an organization, but does not have urgency or legitimacy is called a latent stakeholder.
- (ii) A market survey of stakeholders may also be considered as engaging with the stakeholders .
- (iii) Corporations should immediately address the concerns of those stakeholders who have immediate needs, or high urgency or great significance to the organization.
- (iv) A definitive stakeholder can be made to wait until the concerns of expectant shareholders can be met.

- (A) i-True, ii- False, iii-True, iv- False
- (B) i-True, ii- True, iii-True, iv- False
- (C) i-True, ii- False, iii-False, iv- False
- (D) i-True, ii-False, iii- True, iv- True

No, the answer is incorrect.

Score: 0

Accepted Answers:

(B) i-True, ii- True, iii-True, iv- False

5) In which one of the following situations the risk of interpersonal misconduct within an organization is **not** likely to increase? 2 points

- (A) A Corporation where lower level employees often see their higher authorities to bend the organizational rules to suit their self-interest.
- (B) A Corporation which rewards its employees for their success, measures their performance in terms of their success, and is not bothered about how that success was achieved.
- (C) A Corporation where the supervisors and managers demonstrate that they are concerned about interpersonal misconduct, and the organizational culture encourages speaking out against misconduct.
- (D) Corporation 'X' is going through a rough phase. There is an economic downturn; sales figures are not good; and a talk is going on about a possible merger with Corporation 'Y'. They both need to downsize their employees, and for that, they are only focusing on employee's performance.

No, the answer is incorrect.

Score: 0

Accepted Answers:

(C) A Corporation where the supervisors and managers demonstrate that they are concerned about interpersonal misconduct, and the organizational culture encourages speaking out against misconduct.

6) Which of the following is /are component in a Formal Ethics management program? 2 points

- (A) Ethics Forum
- (B) Ethics examination
- (C) Organizational Context
- (D) Risk-benefit analysis

No, the answer is incorrect.

Score: 0

Accepted Answers:

(A) Ethics Forum
(D) Risk-benefit analysis

7) Consider the ethical dilemma: 2 points

An international fruit juice company has a signature juice that it sells all over the world. In India, the juice complies with Indian Food safety standards; but it does not contain all the nutrients that the juice sold in the European market, where the standards are stricter, does. Now a NGO in India has raised questions about the 'double standard' in this, and there is a risk that they might organize public protests to demand consumer boycott and a public ban on the juice by the Government. What should the company do? Should it follow the European standards, even though it is not legally required? Or, should they continue as before arguing that they have not violated the Indian food safety norms? Choose the correct option for resolving this dilemma:

- (A) The company need not do anything; and should just ignore the NGO protest.
- (B) The company should shut down its operation in India, and go elsewhere.
- (C) The company should hire a big corporate lawyer to argue in court that different countries follow different food safety norms, and that the company is free to follow a more convenient norm as long as there are no legal norm violations.
- (D) The company should hold a dialogue with the NGO, the authorities, experts, about an acceptable standard in its juice, and if necessary be ready to provide the same quality drinks globally.

No, the answer is incorrect.

Score: 0

Accepted Answers:

(D) The company should hold a dialogue with the NGO, the authorities, experts, about an acceptable standard in its juice, and if necessary be ready to provide the same quality drinks globally.

8) Which of the following is **not** a marker of high quality ethics program? 2 points

- (A) Appropriate disclosures to the authorities, and to the stakeholders.
- (B) The Corporation could compromise with their core values when it comes to profit maximization.
- (C) Incentive for positive behavior, and integration of ethics in performance appraisal.
- (D) Disciplinary actions are taken consistently against those who violate the codes of the organization.

No, the answer is incorrect.

Score: 0

Accepted Answers:

(B) The Corporation could compromise with their core values when it comes to profit maximization.

9) Consider these claims, and identify the correct option that captures their truth / falsity in the right sequence: 2 points

- (i) Prevention of environmental damage is always less cost-effective for business than remediation after damage has done.
- (ii) Forceful land acquisition to set up a business plant comes under social risk.
- (iii) Financial risk is the inability of the firm to not being able to pay off the debt it has taken from the bank or the financial institution.
- (iv) At present, a company's future becomes at stake if they cannot manage their financial and social risk efficiently.

Options:

- A. (i) False, (ii) False, (iii) False (iv) True
- B. (i) True, (ii) True, (iii) False (iv) False
- C. (i) False, (ii) True, (iii) True (iv) True
- D. (i) True, (ii) False, (iii) True (iv) False

No, the answer is incorrect.

Score: 0

Accepted Answers:

C. (i) False, (ii) True, (iii) True (iv) True

10) To manage inter-personal misconduct within the organization, which of the measures among the following a corporation should apply? 2 points

- (i) Corporate leaders should encourage their employees being courageous to speak up about inter-personal misconduct happened within the organization.
- (ii) Corporations should conduct an ethical training program and put regular reminders about ethical conduct.
- (iii) Corporations should give promotion to the employees only based on their success and achievements.
- (iv) Corporation should disclose about the misdeeds previously happened within the organization in front of the employees.

Options:

- (A) (i), (ii) and (iii)
- (B) (ii), (iii) and (iv)
- (C) (iii) and (iv)
- (D) (i), (ii) and (iv)

No, the answer is incorrect.

Score: 0

Accepted Answers:

(D) (i), (ii) and (iv)