Syllabus

Course Overview

Ethical Decision Making Model

Transcript

This course defines the terms and the challenges of ethical decision making within the framework of stakeholders and issues. The focus of this course is on the economic, social, and environmental effects of business decisions and policies. You will identify significant ethical issues affecting today's multicultural business environment. In addition, you will explore other issues that affect today's multicultural business environment and evaluate how businesses have responded to them through policy development.

Managing and integrating the professional standards with the personal ones is your challenge in this course. The assignments in this course provide an opportunity to analyze the available data from companies that have distinguished themselves with policies that have become models for others, as well as companies and persons that have been the recipients of landmark penalties and sentences. Debating the issues and *fairness* with peers will be the central focus of your discussions with fellow learners.

You will also examine examples and case studies of current business practices and analyze successful and unsuccessful strategies for establishing ethical standards and corporate social responsibility.

Click **Ethical Decision Making Model** to view the presentation.

Course Competencies **(Read Only)**

To successfully complete this course, you will be expected to:

1   Evaluate the parameters for ethical decision making in 21st century multi-cultural business environments.

2   Assess the impact of corporate social responsibility policy.

3   Evaluate organizational policy within the framework of ethical standards.

4   Communicate effectively.

Course Prerequisites

There are no prerequisites for this course.

Syllabus >> Course Materials

Required

The materials listed below are required to complete the learning activities in this course.

Library

The following required readings are provided in the Capella University Library or linked directly in this course. To find specific readings by journal or book title, use Journal and Book Locator. Refer to the Journal and Book Locator library guide to learn how to use this tool.

- Banai, M., Stefanidis, A., Shetach, A., & Özbek, M. F. (2014). Attitudes toward ethically questionable negotiation tactics: A two-country study. *Journal of Business Ethics, 123*(4), 669–685.
- Floyd, L. A., Xu, F., Atkins, R., & Caldwell, C. (2013). Ethical outcomes and business ethics: Toward improving business ethics education. *Journal of Business Ethics, 117*(4), 753–776.
- Sobral, F., & Islam, G. (2013). Ethically questionable negotiating: The interactive effects of trust, competitiveness, and situation favorability on ethical decision making. *Journal of Business Ethics, 117*(2), 281–296.
- Weiss, J. W. (2014). *Business ethics: A stakeholder and issues management approach* (6th ed.). San Francisco, CA: Berrett-Koehler Publishers.

External Resource

Please note that URLs change frequently. While the URLs were current when this course was designed, some may no longer be valid. If you cannot access a specific link, contact your instructor for an alternative URL. Permissions for the following links have been either granted or deemed appropriate for educational use at the time of course publication.

- Burcea, N., & Croitoru, I. (2014). Business ethics [PDF]. *Journal of Public Administration, Finance and Law, 3*(6), 139–143. Retrieved from http://www.jopafl.com/uploads/issue6/BUSINESS_ETHICS.pdf

Suggested

The following materials are recommended to provide you with a better understanding of the topics in this course. These materials are not required to complete the course, but they are aligned to course activities and assessments and are highly recommended for your use.

Optional

The following optional materials are offered to provide you with a better understanding of the topics in this course. These materials are not required to complete the course.

External Resource

Please note that URLs change frequently. While the URLs were current when this course was designed, some may no longer be valid. If you cannot access a specific link, contact your instructor for an alternative URL. Permissions for the following links have been either granted or deemed appropriate for educational use at the time of course publication.

- The School of Life. (Producer). (n.d.). *Political theory – John Rawls* [Video]. Retrieved from https://www.youtube.com/watch?v=5-JQ17X6VNg

Projects

Project ❯❯ Addressing an Ethical Issue

Project Overview

The study of ethics becomes a purely academic exercise unless one can apply what is learned to professional life. This project will help you make this type of application.

To complete the project, you will:

- Identify that an issue in a company has potential ethical ramifications that you would like to see resolved by a corporate policy.
- Demonstrate why the issue is relevant and needs to be addressed.
- Examine the issue from all sides and from the perspective of all stakeholders.
- Evaluate different ethical decision-making models covered in the course. You will be asked to choose one model and apply it to the issue you identified.
- Recommend a corporate policy that the company can implement to addresses the chosen issue.

Ultimately, corporations are formed to make money. So, in your course project, you will balance the need to practice corporate social responsibility with the corporation's prime directive of increasing profits. Specifically, your project will weigh the impact of not having a corporate policy for the issue you have chosen against the cost of implementing one.

At the culmination of the project, you will recommend a policy that addresses the ethical issue chosen and that can be implemented by a company. The policy needs to be specific and address all stakeholders, as well as include provisions for monitoring the effectiveness of the policy, for dealing with employees who fail to comply, and for adapting the policy if it needs changing in the future. In recommending the policy, you will be expected to argue for your policy with well-reasoned analysis and specific examples. You are expected to synthesize much of the work done for the assignments in Units 2 and 7 into a cohesive proposal, supporting the need for your policy.

Project Requirements

To achieve a successful project experience and outcome, you are expected to meet the following requirements.

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Number of resources**: Minimum of four resources.
- **Length of paper**: 2,500 words, or 10 typed, double-spaced pages. Note that the final paper includes the project components completed in Units 2 and 7, as well as final content completed in Unit 10.
- **Font and Font Size**: Arial, 10-point.

Please see the individual assignments for the requirements of each.

Unit 1 ►► Myths and Realities of Business Ethics

Introduction

Click **Ethics and Enterprise** to view the presentation.

Ethics and Enterprise

Transcript

The word *ethics* usually evokes a strong emotional reaction or opinion from most business students, particularly as it has moved to center stage in the business curriculum. Respecting all these responses is a key piece of learning throughout this course, especially as you approach the initial activities. Having a keen eye and observing your reactions as well as others' in a nonjudgmental manner serves you best as you pursue the objectives of this course.

In this unit, you will begin to define the stakeholders, issues, and current perceptions surrounding business ethics. You are confronted with your beliefs as a comparative challenge to how different organizations have approached ethics and why some may have attained best rankings by those who categorize the corporate leaders and ethical practices.

Central to the approach for studying business ethics in this unit is realizing that it is a gray area and that as conditions, environments, people, and organizations change, their behaviors and the regulations that attempt to build standards for a fair-playing field in the world of business also change.

You are strongly encouraged to question the material presented in this course and participate vigorously in the discussions. It is through these questions and pursuits that we learn the multitude of gray areas that make up business ethics. As you uncover these hard-to-define zones, your perceptions and skills for analyzing the best solutions to ethical dilemmas increase.

Do not rush the unit readings. Take the suggested theories and myths to your inner circle of business associates, and test the relevance of these theories and myths in your work environment or with your family and social environments. Reflecting on those discussions is excellent preparation for the unit assignments and discussions as you begin to define business ethics and structure a framework for its relevance to your professional careers.

Learning Activities

u01s1 - Studies

Readings

Use your *Business Ethics* e-book to complete the following:

- Read Chapter 1, "Business Ethics, the Changing Environment, and Stakeholder Management". This chapter examines what business ethics is, the myths about business ethics, and how business ethics affect the changing environment.
- Read Chapter 2, "Ethical Principles, Quick Tests, and Decision-Making Guidelines". As you read this chapter, focus on the ethical dilemmas, decision criteria, moral creativity, and ethical reasoning.

Smarthinking

The Smarthinking writing evaluation service is available to help you with the assignments in this course.

u01a1 - Personal Ethical Views Essay

In this assignment, you will explore where you currently stand on ethics and write a paper based on a self-assessment.

Assignment Preparation

To prepare for your paper, complete the following:

• Review pages 47-48 in Chapter 1 of your *Business Ethics* text, which offers a quick test of your ethical beliefs. Complete the 10 questions and score yourself according to the instructions in the text.
• Review Section 1.4, "Five Myths About Business Ethics" on page 48 of your text. Take a minute to consider how, if at all, any of these myths are reflected in your current belief system.
• Reflect on this self-assessment and, if possible, discuss it with a professional associate or someone who knows you in your work environment, current or past. Consider in this discussion whether your ethical beliefs are well known to others you work with. If they are known, how do they manifest themselves?

Assignment Instructions

Using best practices for academic writing, prepare a personal statement of your current thinking about and understanding of business ethics. In this essay, please be sure to:

• Summarize the quick-test results (from Chapter 1, pages 47-48) and your own analysis of the validity of these results. Describe what seems valuable about the quick test, and what (if anything) you think might not be accurate.
• Apply one or more of the five business ethics myths described in your text to your own ethical perspective. The author of the text believes many people are victims of these myths. How might one or more of these myths affect you—or how might they not be accurate? Include a rationale for your answer.
• Describe some of the biggest internal and external influences on your decision making in moments when you need to act ethically.
• Discuss the parameters of business ethics as described in your text. In other words, according to your *Business Ethics* text, why is it absolutely necessary that all employees use careful ethical reasoning? **Hint**: Be sure to look at the section that presents the three reasons why we need ethical reasoning in the workplace.
• Evaluate the need for ethical behavior in our workplaces. What do you think should count as ethical workplace behavior, and what should be called unethical?
• Conclude your essay with a paragraph that summarizes your view of studying business ethics and its potential value for all business professionals. What are some of the biggest ethical challenges? Also, looking into your own professional career, explain what your challenges are and how solid your belief is related to what is considered ethical or not ethical, based on what you know thus far. Include three objectives for what you want to get out of this course.

Review the Personal Ethical Views Essay Scoring Guide to understand the grading criteria for this assignment.

Support your choices with cited concepts from reliable professional sources.

Submission Requirements

Your paper should meet the following requirements:

• **Written communication**: Written communication is free of errors that detract from the overall message.
• **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
• **Length of paper**: 750–1,250 words, or 3–5 typed, double-spaced pages.
• **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources

Business Ethics

APA Style and Format

Capella Online Writing Center

Smarthinking

u01d1 - Can You Observe Moral Maturity?

On pages 99-100 in Chapter 2 of your text, the author presents Kohlberg's three levels of moral development and the findings of a study of corporate managers. Several conclusions are offered in this study.

Based on your experience in business, answer the following:

- Do you believe Kohlberg's trends and findings are credible? State whether you agree or disagree, and why.
- Where do you think the moral barometer would hover in most large corporations in United States today? Level 1, 2, or 3? Stages 1, 2, 3, 4, 5, or 6?

Defend your answers in your initial post. It is recommended to post relatively early in the unit to allow time for peer responses. Refer to the Discussion Participation Scoring Guide for posting expectations. Unless otherwise stated, this will be the expectation for all discussions within this course.

Response Guidelines

Respond to the post of at least one other learner. In your response, either add an example that supports the learner's position or an example that could be considered an exception. Defend your response.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

u01d2 - Stakeholders, Issues, and Organization Goals

In this unit, you are learning about business ethics through the view of stakeholders. You examine how they manage issues in their environments.

Based on your experience, which dimension do you think has influenced the biggest changes in business ethics over the last decade? Has it been:

- Individually unethical persons?
- More complex situations without sufficient guidelines?
- Inadequate laws?
- Unreasonable organizational goals?

Offer your opinion and substantiate it with at least one example. Cite at least one reference you believe provides evidence that the factor you chose has most influenced our current standards.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, explain your point of view as it relates to the learner's analyses. Be specific in your response.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Introduction

In Unit 1, you assessed the broadest parameters of the whole topic of business ethics. In this unit, you will begin to define the characteristics of stakeholders and issues in a manner that allows you to analyze ethical dilemmas.

Understanding stakeholder needs as well as threats to the organization are key components of the entire process of managing ethical issues. Equally important is learning to identify issues and put them in a context or framework to facilitate management decision making. In this unit, you will review different approaches to both stakeholder and issues management.

No single approach is considered best for all situations, but studying the approaches and learning how to apply them to different ethical problems ultimately makes you a valuable voice at the table when participating in the solution.

Learning Activities

u02s1 - Studies

Readings

Use your _Business Ethics_ e-book to read Chapter 3, "Stakeholder and Issues Management Approaches". Pay particular attention to what a stakeholder management approach is and the benefits of this approach. In addition, examine moral responsibilities, how to execute stakeholder analysis, and integrating frameworks such as issues management, stakeholder approach, and ethics.

Note: Do not read this chapter with the objective of trying to become an expert on each approach, process, or method of analysis. This chapter is presenting different options. As you apply them to specific situations, you will become familiar with their practical uses and understand how they help in communicating with all interested parties when a real ethical dilemma arises in the workplace.

u02a1 - Company Issue Identification

This is the first component of your course project.

Identify an Ethical Issue

In the Unit 1 assignment, you were asked to discuss your personal ethical views. In this assignment, you should consider what a company-wide ethical dilemma looks like.

You will first need to identify a current or potential ethical dilemma at a real company. This could be a company where you are now employed, your former employer, a friend's company, or another company with which you are familiar. The issue should also be something that needs to be addressed with an organizational policy inside the company. In other words, you believe that a policy change would be better than other courses of action (such as disciplinary action toward an individual employee, or external action by the government or a nonprofit). You do not have to create a policy at this time, but be prepared to explain why implementing a policy would be the right choice. **Note**: The issue you select for this assignment will be used in the Unit 7 assignment and your final project in Unit 10.

For example, a company may choose to videotape the office and read employee e-mails. The conflict here may be that employees feel these practices are a violation of privacy and feel they have a right to a certain level of the privacy. However, stakeholders defend these practices because their concerns are whether the employees are getting their work done.

Assignment Instructions

Identify the ethical issue. Using best practices for academic writing, write an essay that covers all of the following:

- Explain why you chose this particular issue and why you believe it is important.
- Describe other stakeholders for this ethical issue, and what concerns they are likely to have.
- Explain why you believe that an organizational policy is the right way to resolve the issue.
- Describe how this particular issue might be related to larger problems that affect your community, the country, or the world. Is the issue currently in the media spotlight? Are there any recent incidents or reasons why this issue has come to the public's attention?

Support your choices with cited concepts from reliable professional sources.

Review the Company Issue Identification Scoring Guide to learn how to understand the grading criteria for this assignment.

Submission Requirements

Your paper should meet the following requirements:

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Length of paper**: 750–1,250 words, or 3–5 typed, double-spaced pages.
- **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources
APA Style and Format
Capella Online Writing Center
Smarthinking

u02d1 - Managing Hot Ethical Issues

In your assignment for this unit, you analyzed stakeholder approaches to ethical dilemmas. Your text devotes considerable time to how issues and stakeholders are interrelated. Typically, these issues are *hot* issues.

In your post, address the following:

- What hot ethical issue is emerging in the business world today?
- Which approach to analyzing ethical issues do you think would provide the soundest analysis of this issue, considering the different approaches your course text presents?
- How would you describe the ethical issue you selected for the project? Explain why the approach you chose to analyze this issue is ideal.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of one other learner. Offer comments and constructive feedback on whether the suggested approach leads to a fair and just resolution. Be specific in your point of view and response.

Course Resources
Undergraduate Discussion Participation Scoring Guide

u02d2 - Sharing Your Best Experience With Crisis Management

Your text recommends a straightforward approach to crisis management and implies the direct approach is best. Of course, there are many opinions on what is *fair* in crisis management. In your business experience, consider the number of situations you have experienced where a crisis occurred. Reflect on the response process and whether all stakeholders were well served in a fair and ethical manner. In this discussion, share the facts of the crisis and your analysis of whether it was the best response for all stakeholders involved.

Note: If you have not experienced a crisis in your workplace that is appropriate to share in the courseroom, refer to Case 7, "Mattel Toy Recalls" on page 183 of your text.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, offer your thoughts and opinions of the learner's analysis. Be specific in your explanation.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

Unit 3 ≫ Ethical Reasoning: Theory and Practice

Introduction

In Units 1 and 2, you analyzed the trends that have made ethics a key issue in the business world, and you tried some approaches to analyzing ethical dilemmas. This unit introduces you to the theories behind the issues and challenges you to assess your reasoning within prevailing theories.

The unit reading describes the differences in preferred modes of operating, but the learning for you is most rewarding if you take the time to assess your previous ethical decisions and reassess whether you would have acted differently given a second opportunity.

In Unit 5, you will be asked to use one of the models discussed in this unit to make a decision regarding the ethical issue you chose for your final project, due in Unit 10. This unit is a first step in familiarizing yourself with these models and using them.

Learning Activities

u03s1 - Studies

Readings

Use your _Business Ethics_ e-book to review Chapter 2, "Ethical Principles, Quick Tests, and Decision-Making Guidelines". As you read this chapter, focus on the ethical dilemmas, decision criteria, moral creativity, and ethical reasoning.

Note: Pay particular attention to the various models and rationales used to make decisions on ethical dilemmas. Start to work on finding one or developing one that suits you. This is important because the most crucial thing you can learn from this course is how to identify, analyze, and resolve ethical dilemmas. In addition, you are asked to evaluate different decision-making models and to use them to analyze dilemmas throughout the rest of the course, particularly in the Unit 5 project component and for the final project in Unit 10.

u03a1 - Ethical Motives

With this assignment, please direct your attention again to personal-level (not company-wide) ethical choices in the workplace. Motives are a key consideration in ethical decision making.

On page 96 in Chapter 2 of your course text, the author offers a four-step approach to analyzing your own ethical motives in a specific situation. In this assignment, apply this four-step process as a tool to determine your own motives. Applying this knowledge is a good first step toward building the skills necessary to complete this same type of process when analyzing your motives at work or your organization's motives in ethical decision making, designing social responsibility programs, and formulating organizational policy.

Support your choices with cited concepts from course readings and reliable professional sources.

Review the Ethical Motives Scoring Guide to understand the grading criteria for this assignment.

Submission Requirements

Your paper should meet the following requirements:

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Length of paper**: 500–700 words, or 2–3 typed, double-spaced pages.
- **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources

Business Ethics

APA Style and Format

Capella Online Writing Center

Smarthinking

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u03d1 - One Belief System, Many Situations

Look at Figure 2.1 on page 81 of your text, which compares the different belief systems as principles in making ethical decisions.

In your post, answer the following:

- Can one belief system fit all situations? Explain why or why not.
- If you had to choose one system to live by for all situations, where and when would it fail you?

Be clear on which of the five systems you are referencing, and provide a specific example to validate your post.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Read and respond to the post of at least one other learner. In your response, state and explain your alternative view to that of your peer.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

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u03d2 - Aaron Feuerstein Case Study

Figure 1.3 on page 46 of your text describes the actions of Aaron Feuerstein after his company, Malden Mills, burned down on December 11, 1995. Some might say his initial response to employees was an emotional reaction and not prudent. Others may say he was an inspired leader with uncompromising moral integrity.

In your post, answer the following:

- Do you think Feuerstein was a noble leader or very risky decision maker who got lucky, based on what you have learned about ethics, decision making, and analyzing stakeholders and issues? Be sure to research what happened to Malden Mills since 1995, and consider the position of all stakeholders in your analysis.
- Do you see any CEOs today who are prepared to do the same thing if faced with a similar crisis? If you do not see anyone in today's business world modeling Feuerstein, state why.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Read and respond to the post of at least one other learner. In your response, explain your point of view as it relates to the learner's conclusion. Explain your response.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

Unit 4 ≫ External Stakeholders: Board Members, Regulators, and Consumers

Introduction

Now that you have looked at the broadest dimensions in corporate and personal ethics, it is time to begin the discussion on specific stakeholder issues in the external environment. Board members, regulators, and consumers participate in the business process every day. To what extent should they shape or influence ethical behavior in business? This is the key question for this unit.

Learning Activities

u04s1 - Studies

Readings

Use your _Business Ethics_ e-book to complete the following:

- Read Chapter 4, "The Corporation and External Stakeholders: Corporate Governance: From the Boardroom to the Marketplace". Examine managing corporate social responsibility with external stakeholders, managing and balancing corporate governance, and managing external issues. Also, study the role of law and regulatory agencies in corporate compliance.
- Read Case 16, "Vioxx, Dodgeball: Did Merck Try to Avoid the Truth?," page 347. You will use this case in the second discussion in this unit.

u04s2 - Assignment – Preparation

Your A Different Approach to Ethical Decision Making assignment is due in Unit 5. Review the assignment instructions and scoring guide and begin preparing for the assignment.

u04d1 - Regulations and Ethical Companies

Chapter 4 of your course text discusses the Sarbanes-Oxley Act (SOX).

For this discussion, address the following:

- Consider whether the implementation of the SOX supports ethical behavior. Specifically, address Title 3 of SOX and whether you think SOX was effective for financial institutions in the recent financial crisis.
- Discuss, based on your experience, whether you think regulations work to maintain an ethical environment, or whether people are the central drivers of creating ethical cultures. Explain your reasoning.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. Explain how your post is similar and different from his or her post. Provide at least one reference or clear evidence to support your position.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

u04d2 - Case Study – Punishment and Settlement

Review Case 16, "Vioxx, Dodgeball: Did Merck Try to Avoid the Truth?," on page 347 of your text.

In your post:

- Offer an opinion on the outcome of the case.
- Explain whether you feel the consumer has any responsibility.
- Explain the role of the FDA.
- Assess the punishment. Is it too much or too little? Describe an appropriate punishment.
- Explain an appropriate reaction to deter future behavior in any corporation.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, explain your thoughts as they relate to his or her post. Address the following:

- Do you think the punishment recommendation proposed is practical? Explain.
- How does your peer's answer compares or contrasts with your answer?

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

Unit 5 ≫ External Stakeholders: Corporate Social Responsibility

Introduction

External stakeholders are not limited to directly involved individuals and groups who benefit from the corporation. Often the entire community is affected by a company's actions or lack of reactions. In this unit, you will examine the relationship between the corporation and the community in which it does business.

Learning Activities

u05s1 - Studies

Readings

Use your _Business Ethics_ e-book to read Chapter 5, "Corporate Responsibilities, Consumer Stakeholders, and the Environment". This chapter investigates topics such as corporate responsibility toward consumer stakeholders, corporate responsibility in advertising, and managing project safety and liability responsibility.

Optional – Readings

You may watch the video _Political Theory – John Rawls_ from the School of Life in preparation for this unit's first discussion.

u05a1 - A Different Approach to Ethical Decision Making

Chapter 2 of your course text discusses several different approaches for ethical decision making. For the Unit 3 assignment, you decided which of these ethical approaches most closely matched your own method for approaching an ethical dilemma.

For this assignment, you will test out a different ethical approach. Consider the options presented in Chapter 2 once again, and choose an approach which you did not explore in the Unit 3 assignment. Then, write a paper that responds to the following questions:

- State the ethical approach you selected. Explain why.
- Imagine someone had worked to resolve the ethical issue (the same one you discussed in the Unit 3 assignment), this time using the approach you have just described. What would be involved in using this approach?
- Compare this to what you described in the Unit 3 assignment. What might have happened differently if a person used this approach?
- Explain how this alternate approach might have been beneficial. To whom? In what ways might it have caused problems?

Support your choices with cited concepts from course readings.

Review the A Different Approach to Ethical Decision Making Scoring Guide to understand the grading criteria for this assignment.

Submission Requirements

Your paper should meet the following requirements:

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Length of paper**: 750–1,500 words, or 3–6 typed, double-spaced pages.
- **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources

Smarthinking

Business Ethics

APA Style and Format

Capella Online Writing Center

u05d1 - Theory of Justice As Fairness

On page 88 in Chapter 2 of your text, the author briefly mentions John Rawls and the principles of justice and fairness in the distribution of opportunities and hardships. Rawls' full theory of justice as fairness is a useful tool for ethical decision making. For this discussion, use the Internet to research beyond the text on John Rawls' theory of justice as fairness.

For a brief review of Rawls' concepts you are exploring in this discussion, you may watch the video *Political Theory – John Rawls*.

In your post:

- Summarize the concept of the *original position*.
- Summarize the concept of the *veil of ignorance*.
- Apply both concepts to an issue in today's society that you feel is important.

Your post must include information from your research from the Internet, not just from the text, and be at least 100 words.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, comment on whether you feel he or she applied Rawls' analysis correctly and whether you agree with the conclusion. If you disagree, explain why. If you agree, offer what you think is the best approach to solve the issue.

Your response should be a minimum of 50 words.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

Political Theory – John Rawls

u05d2 - Set Your Criteria

For this discussion, examine the criteria that should be considered when determining if a company is ethical. This discussion allows you to offer your opinion on the topic.

Explain what factors are important to you when determining the level of a company's ethics. Justify why these are important criteria. Consider both corporate and personal values in listing your criteria. Examples may include treatment of employees, compliance with laws, or treatment of environment (such as air quality).

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, compare your criteria to his or her criteria. Be specific in your comparison.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Unit 6 ➤➤ Internal Stakeholders: Organizational Values and Culture

Introduction

In Units 6, 7, and 8, you will move your study inside the company and consider internal stakeholders and issues that contribute to an ethical framework of operation. In this unit, you will consider organizational values and culture. To what extent does an organization walk its talk? Are values statements real and are people held accountable for them? Should values dominate an organization's culture?

Central to your study is the practical application and day-to-day reality of operating in an ethical company and what that means today. Finding what is not ethical is a great first step, but this unit pushes you to prescribe what can make it better.

Learning Activities

u06s1 - Studies

Readings

Use your *Business Ethics* e-book to read Chapter 6, "The Corporation and Internal Stakeholders: Values-Based Moral Leadership, Culture, Strategy, and Self-Regulation". Pay particular attention to leadership and stakeholder management, leading and managing strategy and structure, and leading and balancing internal stakeholder values in the organization.

u06s2 - Assignment – Preparation

Your Impact of Corporate Social Responsibility Policy assignment, which is the second component of the course project, is due in Unit 7. Review the course project information, assignment instructions, and scoring guide to begin preparing for this assignment.

u06d1 - The Values-Based Approach

Pages 406-407 in Chapter 6 of your text present a 13-point checklist for determining whether a company is ready for a values-based stakeholder approach for all internal operations. Review this checklist.

In your post:

- Consider which two points in the checklist are least practiced by companies today. State the two points and give examples.
- Explain why you think this is a common weakness for companies.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, suggest an action or policy that might turn the weakness into a readiness.

For example, if someone said, "I have worked for a financial company that was only concerned with bottom-line profits and never once cared about relationship building," your suggestion might be that the company needs awareness training on the demographics in the workplace and the cost of turnover. Or, you might suggest that a company that only focuses on the bottom line never projects a unified image to its customer.

Course Resources

Undergraduate Discussion Participation Scoring Guide

u06d2 - Regulating Advertisers

Sometimes, communications to the public can be misleading or do not provide complete information. Be aware of this and learn how to identify when this occurs.

For this discussion:

- Describe an advertisement that was misleading and did not provide complete and honest information about the product or service. Your example can be from print, television, radio, or the Internet. It can be local, national, or international.
- Summarize how its deception could have been harmful.
- Recommend an action that would deter this type of activity in the future.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, assess the practicality of the peer's recommendation. In your opinion, do you think it will achieve positive results? If not, is there another course of action you recommend?

Course Resources

Undergraduate Discussion Participation Scoring Guide

Unit 7 >> Internal Stakeholders: Encouraging Ethical Behavior

Introduction

In Unit 6, you studied ethical behavior as it applies to the values and culture of a company. This unit asks how leaders contribute to the ethical profile of an organization and how organizational structures can support or create vulnerabilities for operating in an ethically sound manner.

You will also examine where the gaps may be in creating an atmosphere that encourages self-regulating ethical behavior. Once you find these gaps, your challenge is to examine strategies that can remedy and even create model practices for maintaining an ethical base of operating.

Learning Activities

u07s1 - Studies

Readings

Use your *Business Ethics* e-book to read Chapter 7, "Employee Stakeholders and the Corporation". Examine topics such as sexual discrimination, the employer and employee contract, equal employment opportunity, and affirmative action.

Optional – Readings

You may want to review Case 3, "Ford's Pinto Fires: The Retrospective View of Ford's Field Recall Coordinator," on pages 113–119 of your *Business Ethics* e-book, in preparation for this unit's second discussion.

u07a1 - Impact of Corporate Social Responsibility Policy

This is the second component of your course project. In this assignment, you will return to the company-wide dilemma that you wrote about in the Unit 2 assignment. Please note that you will incorporate this paper into your final project, due in Unit 10.

For this assignment, consider how a company's social responsibility can affect the workplace, stakeholders, clients, and other outside parties.

In your paper, complete the following:

- Explain in general terms how a company's social responsibility policy can complement its obligation to maximize profits for shareholders. Where might these goals conflict?
- Explain how you think the ethical issue itself might be affecting employees, considering the specific company dilemma you discussed in the Unit 2 assignment. How about shareholders? Clients? Outside parties?
- State the approaches to ethical decision making (as discussed in Chapter 2 of your text) you would recommend for creating a policy to solve the issue. Explain.
- Write an overview of a company policy that could be created, based on this decision-making approach, to address the ethical dilemma.
- Explain the effects your policy might have on employees, if the company actually used the policy you just described. What would be the effects on shareholders? On clients? On other outside parties? Please consider both the potential positive and negative outcomes.

Review the Impact of Corporate Social Responsibility Policy Scoring Guide to understand the grading criteria for this assignment.

Submission Requirements

Your paper should meet the following requirements:

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Length of paper**: 750–1,500 words, or 3–6 typed, double-spaced pages.
- **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources

APA Style and Format

Capella Online Writing Center

Smarthinking

u07d1 - Ethics of Workplace Privacy

Your text discusses the issue of workplace privacy. Currently, this is a very hot topic and it continues to be a contentious issue because technology is outpacing the law. New technologies for communication and new technologies for surveillance go beyond what the law has previously addressed.

In your post:

- Explain what right to privacy you believe an employee should enjoy at work.
- Describe what right to surveillance a company should have in watching over its employees it is paying and the property it owns. If you are not in management or do not own a company, consider what rights you would want for surveillance with regard to a nanny you hired to watch your child in your home.
- Explain where you would draw the line with regard to workplace privacy, considering that the hardest ethical dilemmas to decide are ones that involve competing rights.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, respond to the learner's point of view as it relates to surveillance in the workplace. Explain how your point of view is similar to and different from that of your peer.

Course Resources

Undergraduate Discussion Participation Scoring Guide

u07d2 - Whistleblowing

Your text discusses whistleblowing by offering examples from people who paid with their lives to those who were rewarded handsomely for whistleblowing.

For this discussion, choose one of the following three scenarios:

- A real-life example of whistleblowing with which you are personally familiar.
- A case of whistleblowing you know about from a text or other source.
- A hypothetical example of something to which we can all relate. For example, catching another learner cheating.

In your post:

- Explain whether you did, or would, feel pressure not to report what you know. Explain why this is so.
- Explain what you did, what was done, or what you would do ultimately in the scenario you chose.
- Describe whether codes of ethics, such as those in schools or the military that require reporting of unethical behavior, would influence your decision.
- In preparation for this discussion, you may want to review Case 3 on pages 113-119 of your text, concerning the Ford Pinto.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. In your response, consider how your point of view on whistleblowing differs from that of your peer. Identify the points in which you both agree and disagree. Explain your agreements and disagreements.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

Unit 8 ▶▶ Employee Stakeholders

Introduction

Employee Stakeholders

Transcript

Click **Employee Stakeholders** to view the presentation.

Employees are a special group of stakeholders that deserve our attention. As at-will employment and outsourcing become more common, many employees who trusted their employers and expected a lifetime relationship have been shocked by the lack of relationship between themselves and their employer. At the same time, employers say that they have never paid more for benefits or been more accountable for their behavior toward employees.

In this unit, you will tackle some difficult issues within the changing 21st-century workplace—all of which speak to our personal and professional ethical boundaries.

Course Resources

Employee Stakeholders

Learning Activities

u08s1 - Studies

Readings

Use your _Business Ethics_ e-book to read Chapter 8, "Business Ethics and Stakeholder Management in the Global Environment". Examine multinational companies and ethics as well as cross-cultural ethical decision-making and negotiation methods.

u08s2 - Assignment – Preparation

Your Addressing an Ethical Issue assignment, your final project, is due in Unit 10. Review the course project information, assignment instructions, and scoring guide to begin preparing for this assignment.

u08d1 - Leaders and the Company's Profile

You course text lists a number of questions that ask you to reflect on the role of leaders in an organization and their influence on the ethical culture of the company.

For this discussion, choose one of the following situations:

- Consider your best experience in working for someone who demonstrated the best of ethical behavior.
- Consider what has been your worst experience in working for someone who demonstrated the worst of ethical behavior.

For the selected situation, describe the characteristics of each person from an organizational values approach. In other words, what stated corporate values were modeled or ignored by this person? What effect did it have on the organization?

Note: Do not use real organization or personal names in your post.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the posts of at least one other learner. In your response, recommend an action step that either further supports the ethical behavior or interrupts and calls for accountability of the unethical behavior, based on the scenario your peer selected.

Course Resources

Undergraduate Discussion Participation Scoring Guide

u08d2 - Instructor's Choice

Your instructor will post a current issue or question related to business ethics for discussion.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Your instructor will provide response guidelines for this discussion.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Unit 9 ›› Ethical Issues in the Global Marketplace

Introduction

One of the challenges of marketplace globalization is creating policies and guidelines that monitor how we do business in the global market. In this unit, you will apply your knowledge of ethics in business to the global arena. Because this is a relatively new area, consider that your participation in the discussions and assignments may very well contribute to how we do business globally. Weigh that responsibility seriously as you tackle the questions of this unit.

Learning Activities

u09s1 - Studies

Readings

Use the Capella University Library to complete the following:

- Read Banai, Stefanidis, Shetach, and Özbek's 2014 article, "Attitudes Toward Ethically Questionable Negotiation Tactics: A Two-Country Study," from *Journal of Business Ethics*, volume 123, issue 4, pages 669–685.
- Read Sobral and Islam's 2013 article, "Ethically Questionable Negotiating: The Interactive Effects of Trust, Competitiveness, and Situation Favorability on Ethical Decision Making," from *Journal of Business Ethics*, volume 117, issue 2, pages 281–296.

u09s2 - Assignment – Preparation

Continue preparing for the Unit 10 assignment, Addressing an Ethical Issue.

u09d1 - Ethics in Negotiations

Section 8.7 of your text, on pages 561-567, discusses ethical decision-making and negotiation methods. Negotiating has typically been viewed as a no-holds-barred game of liar's poker. In other words, we have the expectation here in United States that negotiators will conceal or distort information to get what they want. But is this always the case? Is it necessarily beneficial to the negotiator?

In your post:

- Explain the role of ethics in negotiations.
- Describe situations where it might not be best to take complete advantage of the other side in negotiations.
- Evaluate the win-win approaches to negotiations that watch for the best interests of both parties.
- Assess if ethical negotiations and win-win negotiations are feasible in the real world. Support your opinion with a recent real-life example such as UAW/Chrysler.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Respond to the post of at least one other learner. Explain why you agree or disagree. Cite examples and references that support your position.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Business Ethics

u09d2 - Instructor's Choice

Your instructor will post a current issue or question related to business ethics for discussion.

Refer to the Discussion Participation Scoring Guide for posting expectations.

Response Guidelines

Your instructor will provide response guidelines for this discussion.

Course Resources

Undergraduate Discussion Participation Scoring Guide

Unit 10 >> Personal Code of Ethics

Introduction

A Personal Code of Ethics

Transcript

Click **A Personal Code of Ethics** to view the presentation.

In today's business world, we can see that a policy can be an ideal vision of behavior. In this unit, you will draft your corporate policy to remedy an ethical issue that you find relevant. You have studied many ethical issues from many different perspectives and have evaluated the tools with which to make decisions concerning those issues. Now, it is time to act on that knowledge and recommend a corporate policy that will make a meaningful change concerning an issue you feel is important.

Learning Activities

u10s1 - Studies

Readings

Use the Capella library to read Floyd, Xu, Atkins, and Caldwell's 2013 article, "Ethical Outcomes and Business Ethics: Toward Improving Business Ethics Education," from *Journal of Business Ethics*, volume 117, issue 4, pages 753–776.

Use the Internet to read Burcea and Croitoru's 2014 article, "Business Ethics," from *Journal of Public Administration, Finance and Law*, volume 3, issue 6, pages 139–143.

u10a1 - Addressing an Ethical Issue

For this final project, imagine that the CEO has asked human resources department to review the company's policies. You have been personally asked to identify an issue you feel needs addressing, to evaluate different parameters for ethically deciding on how to address the issue, and then to evaluate various polices and propose a policy that the company can implement to addresses the chosen issue.

In your paper:

- Describe an ethical dilemma and its importance and relevance.
- Identify the various stakeholders and their positions.
- Evaluate an ethical decision-making model, apply it to the chosen issue, and analyze options for resolving this ethical dilemma.
- Recommend a corporate policy for resolving the issue and support the recommendation with well-reasoned analysis and specific examples, including the impact on various stakeholders.
- Analyze and recommend a strategy for communicating the policy to the organization in a manner that meets the needs of the audience.
- Specify potential limitations of the policy and strategies for monitoring and compliance.

As you can see, you have already accomplished many of these points in the previous components of the project (in Units 2 and 7). In this assignment, consolidate those pieces and add additional information to complete the evaluation and recommendation to the CEO.

Review the Addressing an Ethical Issue Scoring Guide to understand the grading criteria for this assignment.

Submission Requirements

Your paper should meet the following requirements:

- **Written communication**: Written communication is free of errors that detract from the overall message.
- **APA formatting**: References and citations are formatted according to current APA style and formatting guidelines.
- **Number of resources**: Minimum of four resources.
- **Length of paper**: About 2,500 words, or 10 typed, double-spaced pages.
- **Font and Font Size**: Arial, 10 point.

Once complete, submit your paper in the assignment area.

Course Resources

APA Style and Format

Capella Online Writing Center

Smarthinking

u10d1 - Putting It All Together

Throughout this course, you discussed business ethics as they apply to specific situations. Taking a step back, assess the role of ethics in business generally.

In your post, address the following:

- What are the biggest impediments to ethical behavior in business?
- How do you think ethical behavior can be instilled while trying to make profits for shareholders, based on what you have learned in the course?

Response Guidelines

Feel free to comment on the post of your peers, but responses are not required for this discussion.

Course Resources

Undergraduate Discussion Participation Scoring Guide

u10d2 - Ethics and Enterprise Learning

It is now time to reflect on how the information in this course may have personally affected you and your view on ethics.

Based on what you learned in this course, complete the following:

- Describe how your ethical decision making ability has improved.
- Explain what values, if any, you have adopted for your personal code of ethics.
- Describe what you feel is the most important thing you have learned in this course.

Response Guidelines

Feel free to comment on the posts of your peers, but responses are not required for this discussion.

Course Resources

Undergraduate Discussion Participation Scoring Guide