EASTERN ARIZONA COLLEGE
Business Ethics
Course Design
2013-2014

Course Information
Organization: Eastern Arizona College
Division: Business
Course Number: SBM 221
Title: Business Ethics
Credits: 3
Developed by: Mike Fox
Lecture/Lab Ratio: 3 Lecture/0 Lab
Transfer Status:

<table>
<thead>
<tr>
<th>ASU</th>
<th>NAU</th>
<th>UA</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGB Dept Elective</td>
<td>MGT Departmental Elective</td>
<td>Elective Credit</td>
</tr>
</tbody>
</table>

Activity Course: No
CIP Code: 52.0703
Assessment Mode: Pre/Post Test (25 Questions/50 Points)
Semester Taught: Fall
GE Category: None
Separate Lab: No
Awareness Course: No
Intensive Writing Course: No

Prerequisites
None

Educational Value
To acquaint students with the concepts and practices of current business ethics. This course will focus on identifying and solving real world ethical dilemmas present in everyday life and will evaluate and recommend a variety of individual decision-making models. Case studies will be drawn from real life examples of ethical failures and successes.

Description
Improving the quality of business decisions and enhancing long-term business success through understanding ethical dilemmas, moral philosophy, character development, social responsibility, organizational culture, and special issues in a global economy.

Supplies
None
**Competencies and Performance Standards**

1. **Explore foundations of business ethics**

   **Learning objectives**
   
   What you will learn as you master the competency:
   
   a. Understand the link between business ethics and social responsibility
   b. Examine the foundations and evolution of business ethics
   c. Gain insight into the extent of ethical misconduct in the workplace and the pressures for unethical behavior
   d. Understand why business ethics initiatives are needed in both small and large organizations

   **Performance Standards**
   
   Competence will be demonstrated:
   
   o on satisfactory completion of case assignments on either an individual or group basis
   o on completion of case presentations related to topic
   o on satisfactory completion of written exam

   Criteria - Performance will be satisfactory when:
   
   o learner understands the link between business ethics and social responsibility
   o learner examines the foundations and evolution of business ethics
   o learner gains insight into the extent of ethical misconduct in the workplace and the pressures for unethical behavior
   o learner understands why business ethics initiatives are needed in both small and large organizations

2. **Explain the ethical issues in business**

   **Learning objectives**
   
   What you will learn as you master the competency:
   
   a. Explore the diversity of ethical issues
   b. Understand the role of organizational culture and relationships in ethical behavior
   c. Relate key organizational stakeholders to ethical issues in the organization

   **Performance Standards**
   
   Competence will be demonstrated:
   
   o on satisfactory completion of skills assignments on either an individual or group basis
   o on completion of case presentations related to topic
   o on satisfactory completion of written exam

   Criteria - Performance will be satisfactory when:
   
   o learner explores the diversity of ethical issues
   o learner understands the role of organizational culture and relationships in ethical behavior
   o learner relates key organizational stakeholders to ethical issues in the organization

3. **Apply moral philosophies to business ethics**

   **Learning objectives**
   
   What you will learn as you master the competency:
   
   a. Understand the concept of moral philosophy
b. Compare and contrast moral philosophies used in business

c. Examine teleology, deontology, and relativism

d. Consider virtues ethics as a philosophy for understanding business ethics

e. Discuss the impact of the philosophy of justice

**Performance Standards**

*Competence will be demonstrated:*

- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

*Criteria - Performance will be satisfactory when:*

- learner understands the concept of moral philosophy
- learner compares and contrasts moral philosophies used in business
- learner examines teleology, deontology, and relativism
- learner considers virtues ethics as a philosophy for understanding business ethics
- learner discusses the impact of the philosophy of justice

4. **Understand social responsibility**

*Learning objectives*

*What you will learn as you master the competency:*

a. Examine the complementary concepts of social responsibility and business ethics

b. Understand the legal dimension of social responsibility

c. Understand the economic dimension of social responsibility

d. Understand the philanthropic dimension of social responsibility

**Performance Standards**

*Competence will be demonstrated:*

- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

*Criteria - Performance will be satisfactory when:*

- learner examines the complementary concepts of social responsibility and business ethics
- learner understands the legal dimension of social responsibility
- learner understands the economic dimension of social responsibility
- learner understands the philanthropic dimension of social responsibility

5. **Develop a framework for ethical decision making in business**

*Learning objectives*

*What you will learn as you master the competency:*

a. Provide a comprehensive framework for ethical decision making in business

b. Describe the stages of moral development for individual ethical decision making

c. Examine the impact of ethics evaluations and intentions

d. Explain how knowledge about ethical decision making can be used to improve business ethics
Performance Standards

Competence will be demonstrated:
- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

Criteria - Performance will be satisfactory when:
- learner provides a comprehensive framework for ethical decision making in business
- learner describes the stages of moral development for individual ethical decision making
- learner examines the impact of ethics evaluations and intentions
- learner explains how knowledge about ethical decision making can be used to improve business ethics

6. Explain the relationship between organizational culture and ethical decision making

Learning objectives
What you will learn as you master the competency:

a. Determine how leadership, motivation, and power relate to ethical decision making in organizations
b. Explore how the work group influences ethical decisions
c. Discuss the relationship between individual and group ethical decision making

Performance Standards

Competence will be demonstrated:
- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

Criteria - Performance will be satisfactory when:
- learner determines how leadership, motivation, and power relate to ethical decision making in organizations
- learner explores how the work group influences ethical decisions
- learner discusses the relationship between individual and group ethical decision making

7. Explain organizational relationships and conflicts in ethical decision making

Learning objectives
What you will learn as you master the competency:

a. Assess the organizational pressures that influence ethical decision making
b. Determine the role of opportunity in influencing ethical decision making
c. Explore the varying levels of conflict within the organization
d. Understand the ways of improving ethical decision making in the organization

Performance Standards

Competence will be demonstrated:
- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam
Criteria - Performance will be satisfactory when:
- learner assesses the organizational pressures that influence ethical decision making
- learner determines the role of opportunity in influencing ethical decision making
- learner explores the varying levels of conflict within the organization
- learner explores the varying levels of conflict within the organization

8. Develop an effective ethics program

Learning objectives
What you will learn as you master the competency:
- Understand the seven minimum requirements for an ethical compliance program
- Know the role of codes of ethics in identifying key risks
- Understand top management's role in supporting ethics programs
- Identify the keys to successful ethics training
- Examine the monitoring, auditing, and enforcement of ethical standards

Performance Standards
Competence will be demonstrated:
- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

Criteria - Performance will be satisfactory when:
- learner understands the seven minimum requirements for an ethical compliance program
- learner knows the role of codes of ethics in identifying key risks
- learner understands top management's role in supporting ethics programs
- learner identifies the keys to successful ethics training
- learner examines the monitoring, auditing, and enforcement of ethical standards

9. Understand business ethics in a global economy

Learning objectives
What you will learn as you master the competency:
- Gain an appreciation of culture as a factor in business ethics
- Explore cultural relativism as a framework for global business ethics
- Examine attempts to establish a universal set of ethics for global business

Performance Standards
Competence will be demonstrated:
- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

Criteria - Performance will be satisfactory when:
- learner gains an appreciation of culture as a factor in business ethics
- learner explores cultural relativism as a framework for global business ethics
- learner examines attempts to establish a universal set of ethics for global business
10. Explain the relationship between business ethics and organizational performance

**Learning objectives**

*What you will learn as you master the competency:*

- a. Provide evidence that corporate ethical value systems support business performance
- b. Show the relationship among business ethics, customer satisfaction, corporate quality, and employee commitment
- c. Relate corporate citizenship to financial performance
- d. Assess the relationship of a firm’s reputation and its economic standing

**Performance Standards**

*Competence will be demonstrated:*

- on satisfactory completion of skills assignments on either an individual or group basis
- on completion of case presentations related to topic
- on satisfactory completion of written exam

*Criteria - Performance will be satisfactory when:*

- learner provides evidence that corporate ethical value systems support business performance
- learner shows the relationship among business ethics, customer satisfaction, corporate quality, and employee commitment
- learner relates corporate citizenship to financial performance
- learner assesses the relationship of a firm’s reputation and its economic standing

**Types of Instruction**

Classroom Presentation

Group Work

**Grading Information**

**Grading Rationale**

One-hour tests and final exam - 50%

Skills Assignments - 15%

Case presentations - 25%

Post-test - 10%

Total possible - 100%

**Grading Scale**

- A  90-100%
- B  80-89%
- C  70-79%
- D  60-69%
- F  Below 60%