MGMT 321 INTERNATIONAL BUSINESS ETHICS

Fall 2018

Instructor: Ray Shaw

Office hours: The instructor will be available from 11.30 am to 12.30 pm after class or at a mutually convenient time by appointment.

Email: ray.e.shaw@gmail.com

Telephone: +393932763612

COURSE DESCRIPTION:
The course will investigate topics in Business in an International context. In particular the course will focus on justifications and critiques of market Capitalism, economic rationality as opposed to moral reasonableness, justice, property rights, the notion of externalities, conception of responsibility, and various specific ethically sensitive issues.

COURSE FORMAT:

1) In-Class lecture and discussions
2) Case Studies
3) Student presentations
4) Business Films and Documentaries – these will be screened in the class however DVD recordings of these will be available in the IC.
5) TED.com videos which the student will be expected to download and review outside of class time.

Classes will be held twice per week and last 75 minutes each. Participants are required to read the materials and prepare cases prior to coming to class. The course will be given in modules. These modules will consist of two or three lessons. In the case of modules consisting of three lessons, the first class in each module will consist of a lecture/discussion and/or study of a TED video. The second lesson will consist of the students working in groups on a case study issued by the instructor. The third lesson will consist of the groups presenting the results of their group work to the assembled class. In the case of the modules consisting of two lessons the first module will consist of the students working in groups on a case study issued by the instructor. The second lesson will consist of the groups presenting the results of their group work to the assembled class.

LEARNING OUTCOMES:

- to properly identify cultural models and philosophical variables explaining the business decision
- quantify the impact of “ethical approaches”.
- To evaluate objectively and subjectively, the impact of the selected alternative strategy.
- To set realistic strategies under a well defined context
- To categorize variables leading to a defined business ethics situation.
Recommended Readings

These readings are designed to help students in a more in-depth comprehension on some of the subjects and topics that will be dealt throughout the class sessions:

The electronic file of the book is stored in the “Shortcut to Courses” folder accessible from the student’s computer lab. “Business Ethics – A textbook with cases” William H. Shaw.

Halbert/Ingulli. “Law and ethics in the Business environment”

FURTHER MATERIALS WILL BE ANNOUNCED AND DISTRIBUTED BY THE INSTRUCTOR

Online Reference & Research Tools:
Business Ethics
http://www.depaul.edu/ethics
Institute for Business & Professional Ethics at DePaul University, Chicago
http://www.pitt.edu/~ethics/
International Business Forum
http://www.us.kpmg.com/ethics/
KPMG Business Ethics
http://www.emory.edu/ETHICS/
Center for Ethics in Public Policy and the Professions, Emory University.
http://www.indiana.edu/~poynter/index.html
The Poynter Center for the Study of Ethics and American Institutions, Indiana University.
http://www.dartmouth.edu/~7Ethics/about.html The Institute for the Study of Applied and Professional Ethics.
http://www.gloabalhetics.org/ Institute for Global Ethics
http://www.josephsoninstitute.org/ Josephson Institute for Ethics
http://www.iit.edu/~csep/ Center for the Study of Ethics in the Professions
http://rider.wharton.upenn.edu/~ethics/ Wharton Ethics Program
www.ghber.org/ The Greater Houston Business Ethics Roundtable (GHBER)
http://www.ethicsweb.ca/resources/ W. Maurice Young Centre for Applied Ethic

Additional Sites

http://www.scu.edu/Ethics Ethics in Organizations
http://www.med.upenn.edu/~bioethic Center for Bioethics, University of Pennsylvania

GRADES AND DISTRIBUTION:

Various elements will be taken into account when determining your final grade. The instructor will explain in detail the content, criteria and specific requirements for all assessment categories but the basic breakdown is as follows below.

Class Participation 20%
Group Presentations 30%
Weekly Review Essays 20%
Final Exam 30%
GRADING

Your grade will be calculated to reflect your participation in class discussions and presentations, your capacity to introduce ideas and thoughts dealing with the texts, your ability use language effectively, and to present your analysis in intellectual, constructive argumentation.

<table>
<thead>
<tr>
<th>Criteria for Assessing Grades</th>
<th>Grade</th>
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<tbody>
<tr>
<td>You make major and original contributions, offering both critical and analytical comments clearly based on readings and research and displaying a working knowledge of theoretical issues.</td>
<td>A (9.40–10.00)</td>
</tr>
<tr>
<td>You make significant contributions that demonstrate insight as well as knowledge of required readings and independent research.</td>
<td>A- (9.00–9.39)</td>
</tr>
<tr>
<td>You participate voluntarily and make useful contributions that are usually based upon some reflection and familiarity with required readings.</td>
<td>B/B+ (8.40–8.99)</td>
</tr>
<tr>
<td>You make voluntary but infrequent comments that generally reiterate the basic points of the required readings.</td>
<td>C+/B- (7.70–8.39)</td>
</tr>
<tr>
<td>You make limited comments only when prompted and do not initiate debate or show a clear awareness of the importance of the readings.</td>
<td>C/C- (7.00–7.69)</td>
</tr>
<tr>
<td>You very rarely make contributions and resist engagement with the subject, attending class having manifestly done little if any preparation.</td>
<td>D+/D (6.00–6.99)</td>
</tr>
<tr>
<td>You make irrelevant and tangential contributions, are disruptive to class discussion, a result of frequent absence and complete un-preparedness.</td>
<td>F (0–5.99)</td>
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Attendance and punctuality are expected and do not count positively towards the participation grade. However, laxity in these areas will have a negative effect on your grade.

Class Participation (20%): When determining your class participation grades, traditional criteria such as coming to class well prepared, having read the recommended materials for the class, being willing and capable of interacting with class mates under a team approach, as well as an active, and a meaningful participation are all evaluable criteria shaping the final participation score. Course participants need to be prepared to discuss the assigned cases. Comments or questions about current events in Business Ethics situations, current new articles, books or readings, are also appreciated.

Group Presentation (30%): Group Presentations of practical cases
You and at least one other student will be assigned one or more cases for analysis, discussion, presentation and defence. Students will work in their groups to analyse situations outlined in specific case studies and develop their recommendations. The groups will present their conclusions to the assembled class. The assigned grade will depend on the ability of the student to present (33%), analyse the situation described in the case study (33%) and develop an effective course of action to resolve the described problem (33%). All work must be ready by the beginning of the class on the date assigned and any late work will result in a zero (0) not just an F. If you are having any problems contact your instructor at least 24 hours in advance.
**Weekly Review Essays (20%)**: Each week the students will be required to prepare an essay explaining the most important things that the students has learnt from the Film and Videos they will be instructed to watch as well as the required readings for that week.

**Final Exam (30%)**: The Final exam will consist of a case study that students will have to resolve individually – no presentation is envisaged for this exam. The final exam is designed to establish and communicate the progress the student has made towards meeting the course learning objectives listed in the syllabus above. The exam is designed to test the student’s ability in three important areas of competency: the amount of information mastered; the accuracy in interpreting and discriminating information; the ability to categorize business ethics problems into existing conceptual philosophical models; and the managerial ability to present pertinent and relevant information in an attractive manner and format.

**ATTENDANCE POLICY**
In accordance with the JFRC mission to promote a higher level of academic rigor, all courses adhere to the following absence policy:

- For all classes meeting once a week, students cannot incur more than one unexcused absence.
- For all classes meeting twice a week, students cannot incur more than two unexcused absences.
- For all classes meeting three times a week, students cannot incur more than two unexcused absences.

This course meets twice a week, thus a total of 2 unexcused absence(s) will be permitted. Unexcused absences beyond these will result in a lowering of your final grade.

**ACADEMIC HONESTY**

The basic principles and definitions are available in the subsection on "Academic Integrity" in the General Academic Standards and Regulations and the College of Arts and Sciences' Academic Integrity Statement. Any practice of academic dishonesty (cheating, plagiarism, obstructing the work of other students, etc.) perpetrated in this course will result in failure of the course. Loyola University requires that all instances of academic dishonesty must be reported to the chairperson of the department involved and to the academic Dean of the student's College.
<table>
<thead>
<tr>
<th>Session No</th>
<th>Topic</th>
<th>Activity</th>
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</thead>
</table>
| 1          | Introduction to the course   | Lecture / Discussion  
  - Changes occurring in business  
  - Relevance of Business Ethics  
  - Overview of study material  
TED Videos:  
  1. Damon Harowitz, “We need an ethical operating system”  
| 2          | Approaches to Ethics         | Lecture / Discussion: Frameworks for ethical analysis  
TED Videos:  
  1. Alex Edman, “Social Responsibility of Business”  
  2. Bhu Srinivasan, “Capitalism isn’t an ideology – it’s an operating system” |
| 3          | Presentation of Group work (Development of an Ethical Framework) | |
| 4, 5, 6 and 7 | Film “The Organisation”   | |

**CLASS SCHEDULE:**

**Session No** | **Topic** | **Activity**
---|---|---
1 | Introduction to the course | Lecture / Discussion  
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| 8 Sept 27th, 2018 | Relationship of Management Factors on Ethical Standards | Ethical Leadership    | Simon Sinek “Responsibility and Leadership”  
2. Simon Sinek “How great leaders lead”  
3. Axel Zein: “The Perfect Boss” |
Kerry Goyette: “Stop trying to motivate your employees” |
<p>| 10 Oct 4th, 2018      |                                                                     | Myers – Briggs Concept |                                                          |
| 11 Oct 9th, 2018      |                                                                     | Group work             | Film “William Wallace – Braveheart”                                      |
| 12 Oct 11th, 2018     |                                                                     | Presentation           | Group work                                                                |</p>
<table>
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<tr>
<th>Date</th>
<th>Event</th>
<th>Details</th>
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<tbody>
<tr>
<td>23rd Oct, 2018</td>
<td>Differences in National Business Cultures and their effects on Ethical Standards</td>
<td>Lecture / Discussion: National Business Cultures</td>
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<tr>
<td>26th Oct, 2018</td>
<td>Presentation of Group Work</td>
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| 30th Oct, 2018 | Effect of Corporate Culture on the Ethical Standards of the Organisation | Lecture / Discussion: Corporate Cultures TED Videos:  
  - Simon Sinek: “Restoring the human in humanity”  
  - Andrew Sillitoe: “How to create a High Performance culture” |
| 1st Nov, 2018  | Group work: Social Enterprise CASE STUDY                              |                                                                                             |
| 6th Nov, 2018  | Presentation of Group Work                                           |                                                                                             |
| 8th Nov, 2018  | Business Ethics and Product Sourcing                                 | Groupwork: Geeta Singh and Indu Perepu, “IKEA’s Ethical Procurement Practice” CASE STUDY    |
| 13th Nov, 2018 |                                                                                             | Presentation of Group Work                                                                 |


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<th>Details</th>
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<tr>
<td>21 15th Nov, 2018</td>
<td>Ethics in Marketing</td>
<td>Groupwork: CASE STUDY “Compassion vs Competitivity – dilemma at Novo Nordisk”, Purkayseth Delapratim, IBS, 2014</td>
</tr>
<tr>
<td>22 20th Nov, 2018</td>
<td>Ethics in Marketing (cont)</td>
<td>Presentation of Group Work</td>
</tr>
<tr>
<td>23 27th Nov, 2018</td>
<td>Ethics and Shareholder Interests</td>
<td>Lecture and Discussion</td>
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<tr>
<td>25 4th Dec, 2018</td>
<td></td>
<td>Presentation of Group work</td>
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<tr>
<td>26 6th Dec, 2018</td>
<td>REVIEW SESSION</td>
<td>TED Videos: TED Videos:</td>
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<tr>
<td></td>
<td></td>
<td>1. Nancy Duate, ”Ideas that change the World”</td>
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<tr>
<td></td>
<td></td>
<td>2. Riccardo Semler, “ New Philosophy for companies, schools and society”</td>
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</tbody>
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**Final Exam**