

**Course Outline**

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**Department of Management  
School of Business and Economics**

**MNGT 3710-3  
Business Ethics and Society (3,0,0)**

**Calendar Description**

Students explore the complex business environment and the relationships organizations have with each other, civil society, and the natural environment. Through this examination, students learn how critical ethical decision-making is to the successful management of any organization. Topics include elements of critical thinking, business ethics fundamentals, frameworks for ethical thinking, awareness of ethical pitfalls, ethical reasoning, ethical principles, drafting a code of ethics, illustrating an ethical decision-making process, applying ethical decision-making skills, ethical decision-making in the workplace, corporate social responsibility and sustainable development, and stakeholder theory.

**Educational Objectives/Outcomes**

Upon completing this course, students will be able to:

1. Apply critical thinking to management problems.
2. Recognize the importance of ethics in business organizations.
3. Discuss different ethical frameworks.
4. Illustrate an awareness of the ethical pitfalls that we face.
5. Describe the distinctions needed for rational ethical thinking.
6. Identify and critically examine ethical principles.
7. Draft a personal code of ethics.
8. Illustrate an ethical decision making process.
9. Apply ethical decision-making principles for improvement.
10. Develop effective decision making skills for the workplace.
11. Explain the need for corporate social responsibility and sustainable development.
12. Employ stakeholder theory in dealing with management issues.

**Prerequisites**

CMNS 1290

**Co-requisites**

None

**Texts/Materials**

## Student Evaluation

Tests/quizzes	20-40%
Case studies/research projects/assignments	20-40%
Final exam	30-50%

## Course Topics

1. Critical Thinking
  - Elements of critical thinking
2. Business Ethics Fundamental
  - History of ethics in business
  - Role of ethics in decision making
3. Frameworks for Ethical Thinking
  - Egoism
  - Utilitarianism
  - Ethics of duties
  - Ethics of rights and justice
  - Virtue ethics
  - Feminist ethics
  - Discourse ethics
  - Post-modern perspective
4. Awareness of ethical pitfalls
  - Lying, deceiving, stealing, harm
  - Desensitization
5. Ethical Reasoning
  - Distinctions between prudential, legal and, ethical dimensions
  - Distinctions between positive and negative ethics
  - Distinctions between action-based and consequence based frameworks
6. Ethical Principles
  - What ethical principles do we have and where do they come from?
  - Ethical touchstones
7. Drafting a Code of Ethics
  - Process of developing an ethical code
    - Drafting standards
    - Testing the code
    - Refining the code

8. Illustrate an Ethical Decision Making Process
  - Clarify the ethical issue
  - Create alternatives
  - Evaluate the alternatives
  
9. Applying Ethical Decision-Making Skills
  - Finding the whole truth
  - Framing issues as relationships
  
10. Ethical Decision-Making in the Workplace
  - There is only one you!
  - The right profession
  - The right affiliation
  - Choice at work
  
11. Corporate Social Responsibility (CSR) and Sustainable Development
  - Define CSR and what it means for organizations
  - History of sustainable development
  - Implications for today's business organization
  - Triple bottom line and the product life cycle
  
12. Stakeholder Theory
  - Introduction to stakeholder theories
    - Freeman (1984) - What is a stakeholder?
    - Clarkson (1995) - Primary & secondary stakeholders
    - Mitchell, Agle & Wood (1997) - Stakeholder salience
  - Application of stakeholder theories to the business environment

**Methods for Prior Learning Assessment and Recognition**

As per TRU policy

**Attendance Requirements – Include if different from TRU Policy**

As per TRU policy

**Special Course Activities – Optional**

**Use of Technology – Optional**