Learning Unit
Week 4: Business Ethics

Name: ……………………………………..   **Student Number: …………….…………..**

People who work in business frequently encounter and must deal with on-the-job ethical issues. Being ethical is important to the individual, the organization and the global marketplace in today's business climate. Managers and employees alike must learn how to recognize ethical dilemmas and know why they occur. In addition, they need to be aware of the role their own ethical character plays in their decision-making process, as well as the influence of the ethical character of others. Managers and employees must be able to analyze the ethical problems they encounter at work to determine an ethical resolution to these dilemmas. Finally, organizations must act and organize to achieve the best possible ethical performance.

Faced with increasing pressure to create an ethical environment at work, businesses can take tangible steps to improve their ethical performance. The organization's culture and ethical work climate play a central role in promoting ethics at work. Ethical situations arise in all areas and functions of business, and often professional associations seek to guide managers in addressing these challenges. Corporations can also implement ethical safeguards to create a comprehensive ethics program. This can become a complex challenge when facing different customs and regulations around the world.

To prepare for this learning unit, you will need to read:

- Chapters 5 & 6 of Lawrence and Weber (2017)
- The Case Study: **Aloca's Core Values in Practice** Lawrence and Weber, (2017), pp. 131-132.

To complete this case study, you will need to answer one (1) skill building activity and three (3) analysis questions relating to the course content, key concepts and theories covered in the assigned readings.

Skill Building Activity

1. Referencing

   a. Find three different sources from a scholarly journal, trade journal newspaper, a report or a dissertation/ thesis relating to: "Why ethical problems occur in the workplace".

   b. Search for your sources using the ABI/INFORM Collection database found on the UQ Library site.

   c. At least one of your references must be a *peer reviewed* source.

   d. Create a "List of References" by providing the appropriate reference for each of your three sources using the APA 6th edition Referencing guide. (Remember to list them alphabetically)

List of References

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Analysis

1. What is Business Ethics? List and describe the reasons why businesses should be ethical.

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2. **Lawrence and Weber state that: "Managers are key to whether a company and its employees will act ethically or unethically" (Lawrence & Weber, 2017, p 102).**

    Do you agree or disagree with this statement?

    Identify and describe the four methods of ethical reasoning that business managers can apply when faced with an ethical dilemma? What are some of the limitations of each method?

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3. **Doing business in a global context raises a host of complex ethical challenges. One such ethical challenge is bribery.**

   What is bribery and why does it pose an ethical dilemma to businesses?

   Explain the purpose of the: "Say No Toolkit". What ethical issues does this social media app try to address? What do you think is the biggest challenge to the success of this app?

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