Student 1:

No, I do not feel like lying is ever acceptable, especially in a professional setting. Truthfully neither the internship nor the GPA is what ultimately landed Johnny the job, so lying about something that minute just adds more questioning into his character.

He absolutely has something to worry about now that he is hired. The business world is a huge network with many of the higher-ups having relationships with each other.  All it takes is Johnny's boss to mention or ask the company of his made-up internship about him and Johnny's whole story is exposed.

If I was HR for Johnny's company I would first inform the head of his department. Secondly, I would organize a meeting with Johnny and the head of his department. Making sure we emphasize the need for honesty and transparency inside the workplace, I probably would not suggest firing Johnny. We most likely saw something in Johnny other than a high GPA or internship that made us feel like he would be an asset to our company. This situation would present the need for our company to verify credentials future employees may present on their resumes.

Student 2: It is worth noting that Johnny was not justified in his actions. This is primarily because if employees cannot be honest with their employers, how then are they going to be honest with their work .  
Even though Johnny has been hired, he has to be worried because he is not qualified as per the documents or in other words, the information he provided to the company. He has a great responsibility of working hard in order to meet the expectations of the employer ). If it occurs that he does not meet the expectations, his employer might doubt him, something that may force him to revisit the documents that were presented. Therefore, Johnny has to ensure that he does everything possible within his reach with the sole intention of ensuring that the boss does not discover that he did not edge out his competitors during the interview.  
If I were in the human resources at this organization and just uncovered the information, I would not hesitate to call Johnny and get to know his story as well as his motivation. I would then discipline him based on the organization’s guidelines and also warn him against being dishonest.

Student 3 :Johnny was definitely not justified in his actions.  What Johnny did was dishonest in that he exaggerated his GPA and listed an internship he did not get hired for.  Johnny does have to worry about his dishonesty if the issue of his GPA ever comes up.  Sometimes copies of transcripts are needed by HR when filling out new hire paperwork.

If I worked in human resources and uncovered the information, depending on my position, I would definitely point it out to my supervisor and call Johnny in for a meeting.  A written warning would be signed and placed in his file and a correction of some form as well to show what his GPA really is and an explanation showing that he was never hired for the internship.

Honesty is always best policy.  Johnny should have stuck with the correct information so he would not have to worry about it in the future, whether at his current place of employment or future endeavors.