



BCM210|BUS3123: BUSINESS ETHICS

ONLINE CLASS EXAMINATION

Instructions

- i) This exam paper contains SIX questions, each of which is marked out of 10 marks.**
- ii) Answer Question 1 (COMPULSORY) and any other THREE questions**
- iii) Read each question carefully before attempting.**

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QUESTION 1

Multiple Choice Questions (10 Marks)

- 1. A written statement of policies and principles that guides the behaviour of all employees is called
 - A. Code of ethics.
 - B. Basis of ethics.
 - C. Ethical dilemmas.
 - D. Work standard.
- 2. Human Resource policy which is based on the philosophy of the utmost good for the greatest number of people is covered under the
 - A. Approach based on rights.
 - B. Utilitarian approach
 - C. Approach based on justice.
 - D. Approach based on norms and values.
- 3. Which of the following is NOT usually the objective of a code of ethics?
 - A. to create an ethical workplace.
 - B. to evaluate the ethical components of the proposed actions of the employees.
 - C. to improve the public image of the company.
 - D. to enhance the profits of the business.
- 4. A whistle blower is an employee who
 - A. exposes organizational wrongdoing.
 - B. complains a lot to company management.
 - C. engages in unethical behavior.
 - D. refers disputes with other employees

5. Which one of the following is NOT recommended as a method for a company to protect itself against sexual harassment charges?
- A. Develop a zero-tolerance policy on harassment and communicate it to employees.
 - B. Retaliate swiftly against employees who bring forth charges of harassment.
 - C. Give swift and sure punishment to harassers.
 - D. Train managers at all levels on sexual harassment issues.
6. What is a consequentialist approach to ethics concerned with?
- A. The values that underpin our decisions.
 - B. Making correct decisions.
 - C. The consequences of our decisions
 - D. Evaluating our decisions.
7. Which of the following terms refers to standards of what a group or individual feels to be good or bad as well as right or wrong?
- A. Morality
 - B. Virtues
 - C. Standards
 - D. Values
8. Which of the following is an example of a moral standard?
- A. Moral standards are based on authority.
 - B. Moral standards deal with issues related to behaviour.
 - C. Moral standards are based on personal experiences.
 - D. Moral standards are based on personal beliefs.
9. Which of the following statements BEST describes the obligation of an organisation towards society.
- A. Ethics
 - B. Morals
 - C. Corporate Social Responsibility.
 - D. Values.
10. Which theory of Corporate Social Responsibility postulates that an organisation should operate in such a way that the best interest of anyone who can benefit is taken into consideration?
- A. Shareholder Theory
 - B. Normative Theory
 - C. Law of Agency Theory
 - D. Stakeholder Theory.

QUESTION 2

Read the article and answer the following questions.

Article

Ethics and Anti-Corruption Commission unveils national ethics, corruption survey 2023 on Wednesday 26th March 2024 by Felix Kipkemoi

The report provides data on the perceptions, magnitude, forms and levels of corruption in the country.

In Summary

- The overall aim of the survey is to establish the status of corruption and ethics in the country.
- The specific objectives are to establish the status of corruption and unethical practices, assess the nature, likelihood, prevalence and impact of corruption.

The Ethics and Anti-Corruption Commission (EACC) will on Wednesday, March 26 release the 2023 National Ethics and Corruption Survey. The report provides data on the perceptions, magnitude, forms and levels of corruption both in the county and national governments. It also ranks Ministries, Departments, Agencies (MDAs) and counties based on perceived corruption levels. EACC conducts surveys to establish the effect of its strategies on corruption indicators pursuant to the provisions of Article 254 (1) of the Constitution, Section 27 of the EACC Act, 2011 and Section 45(1) of the Leadership and Integrity Act (LIA) 2012.

The overall aim of the survey is to find out the status of corruption and ethics in the country. It further delves into the provision of national government services, and public support for anti-corruption initiatives. The specific objectives are to establish the status of corruption and unethical practices, assess the nature, likelihood, prevalence and impact of corruption in public service delivery based on individual experiences. It is also done to find out service areas most prone to corruption and unethical conduct in public service delivery and the level of corruption reporting among the general public. Other objectives are effectiveness and support for existing anti-corruption initiatives by public institutions, level of access to ethics and anti-corruption services and sources of information on corruption and unethical behavior by the citizenry.

The Commission has continuously devised various strategies to help in combating the emerging corruption cases in public institutions. The vice remains an endemic problem posing a major obstacle to development in all sectors. EACC fights the vice through four main strategies which are enforcement (investigations), prevention, public education and asset recovery.

Questions

- a) Citing this case study, explain unethical practices that are likely to happen. **(4 marks).**
- b) Discuss any **three** strategies for fighting corruption and unethical conduct in public service. **(6 marks).**

QUESTION 3

- a) Explain potential risks of an organization which fails to adhere to ethical standards. **(4 marks).**
- b) Discuss how an organization could ensure compliance to ethical standards. **(6 marks).**

QUESTION 4

- a) The micro environment has a direct and immediate bearing on the organization. Citing an organization of your choice, discuss its micro environment. **(4 marks).**

b) Supposing, you have been posted to the position of Chief Executive Officer of an organization in need of revamping. As part of your strategy, discuss the macro environment of the business with stakeholders. **(6 marks).**

QUESTION 5

- a) Upon reporting to your new station following recent promotion, you notice that basic human rights and pay are quite varied among employees of the same cadre. Discuss the theory that would be most appropriate to apply to remedy the situation. **(5 marks).**
- b) Apart from differential treatment of employees as mentioned in a) above, discuss other types of discrimination likely to occur at a work place. **(5 marks).**

QUESTION 6

- a) Citing an organization of your choice, discuss three societal issues which would resonate with its core values. **(3 Marks).**
- b) Discuss any potential risks involved in Corporate Social Responsibility and how they can be mitigated. **(7 Marks).**