BMA735
Management Ethics
12.50 Credit points

Semester 1, 2019

Unit Outline

Bernard Mees
# Contact Details

## Unit Coordinator

<table>
<thead>
<tr>
<th>Unit coordinator:</th>
<th>A/Prof. Bernard Mees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus:</td>
<td>Hobart</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:Bernard.Mees@utas.edu.au">Bernard.Mees@utas.edu.au</a></td>
</tr>
<tr>
<td>Phone:</td>
<td>Please use email</td>
</tr>
<tr>
<td>Room location and number:</td>
<td>317 Centenary</td>
</tr>
<tr>
<td>Consultation hours:</td>
<td>By appointment</td>
</tr>
</tbody>
</table>

## Other Teaching Staff

<table>
<thead>
<tr>
<th>Lecturer:</th>
<th>Mrs Toby Newstead</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus:</td>
<td>Newnham</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:Toby.Newstead@utas.edu.au">Toby.Newstead@utas.edu.au</a></td>
</tr>
<tr>
<td>Phone:</td>
<td>Please use email</td>
</tr>
<tr>
<td>Room location and number:</td>
<td>A248</td>
</tr>
<tr>
<td>Consultation hours:</td>
<td>By appointment</td>
</tr>
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WHAT IS THE UNIT ABOUT?

Unit description

Being a successful manager and leader requires engagement with the ethical aspects of business management and consideration of the broader socio-political role that organisations play in contemporary society. The primary focus of this unit is the ethics of business and the application of moral norms to management practice. The unit begins by providing you with an understanding of the major international ethical traditions and their application to business management. The unit provides you with a thorough understanding of ethics and morality in organisations, and explores the key ethical issues facing contemporary managers. Topics include: ethical leadership; ethics codes; whistleblowing; corporate social responsibility; sustainability; diversity and social license. You are given the opportunity to analyse a wide range of contemporary case materials and explore how value-driven decision-making can occur in dynamic, complex and diverse environments.

Intended Learning Outcomes

On completion of this unit, you will be able to:

1. describe and apply a variety of approaches to management ethics.
2. critically reflect upon the ethical dimensions of business management.
3. communicate an informed view of contemporary business ethics.
Graduate Quality Statement

Successful completion of this unit supports your development of course learning outcomes, which describe what a graduate of a course knows, understands and is able to do. Course learning outcomes are available from the Course Coordinator. Course learning outcomes are developed with reference to national discipline standards, Australian Qualifications Framework (AQF), any professional accreditation requirements and the University of Tasmania’s Graduate Statement.

The University of Tasmania experience unlocks the potential of individuals. Our graduates are equipped and inspired to shape and respond to the opportunities and challenges of the future as accomplished communicators, highly regarded professionals and culturally competent citizens in local, national, and global society. University of Tasmania graduates acquire subject and multidisciplinary knowledge and skills, and develop critical and creative literacies and numeracies and skills of inquiry. They demonstrate the ability to apply this knowledge in changing circumstances. Our graduates recognise and critically evaluate issues of social responsibility, ethical conduct and sustainability, are entrepreneurial and creative, and are mindful of their own wellbeing and that of the community. Through respect for diversity and by working in collaborative ways, our graduates reflect the values of the University of Tasmania.

Alterations to the unit as a result of student feedback

In line with student feedback, the readings for this unit (accessed via MyLO) have been sorted into two categories: essential and optional. Essential readings are vital to your understanding of the unit and to you achieving the required learning outcomes. Recommended reading will add depth to your learning. For assignment work you will be expected to go beyond the relevant essential readings in order to obtain better than a pass grade.

Prior knowledge &/or skills

Nil
HOW WILL I BE ASSESSED?

Assessment schedule

<table>
<thead>
<tr>
<th>Assessment task</th>
<th>Date due</th>
<th>Percent weighting</th>
<th>Links to Intended Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessment task 1: Essay</td>
<td>April 28</td>
<td>40</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>Assessment task 2: Case Studies</td>
<td>June 2</td>
<td>60</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

Assessment details

Assessment Task 1: Essay

Task Description: For this assessment item, you are required to prepare and submit an essay on one of the following topics:

1. Do psychological understandings of moral judgement make normative approaches to business ethics obsolete?
2. Should managers attempt to inculcate ethical behaviours in employees or is business ethics primarily a matter of personal integrity and autonomy?
3. Is the Confucian tradition a sound basis for business ethics in contemporary China?
4. Will it be necessary for you sometimes, as Ian Narev reportedly said, to “temper your sense of justice” as a manager?

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Displays a comprehensive and critical understanding of ethical theories and traditions.</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>2</td>
<td>Demonstrates the application of academic research skills in the preparation of the assignment.</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>3</td>
<td>Presents a clearly articulated and appropriately referenced assessment of the topic.</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

Task Length: 2000 words, +/- 10%.

Due by date: April 28
Assessment Task 2: Case studies

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Prepare and submit analyses of three business ethics case studies</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Identifies key ethical issues in the case studies</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>2</td>
<td>Proposes and justifies strategies and recommendations to address identified ethical problems</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>3</td>
<td>Analyses and responds to the case studies using appropriate academic referencing and language</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Task Length</th>
<th>3000 words, +/- 10%</th>
</tr>
</thead>
</table>

| Due by date | June 2 |

How your final result is determined

To pass this unit, you need to demonstrate your attainment of each of the Intended Learning Outcomes.

Your grade will be determined in the following way:

Your overall mark in this unit will be determined by combining your results from each assessment task. These marks are combined to reflect the percentage weighting of each task. You need to achieve an overall score of at least 50% to successfully complete this unit. It is expected that you will seek help (from the unit coordinator in the first instance), well before the due date, if you are unclear about the requirements for an assessment task.

- PP (pass) at least 50% of the overall mark but less than 60%
- CR (credit) at least 60% of the overall mark but less than 70%
- DN (distinction) at least 70% of the overall mark but less than 80%
- HD (high distinction) at least 80% of the overall mark

All grades are provisional, until confirmation by the Assessment Board at the end of semester.
Submission of assignments

The act of submitting your assignment will be taken as certification that it is your own work.

Assignments must be submitted electronically through the relevant assignment tab in MyLO. You must ensure that your name, student ID, unit code, tutorial time and tutor’s name (if applicable) are clearly marked on the first page. If this information is missing, the assignment will not be accepted and, therefore, will not be marked.

Where relevant, Unit Coordinators may also request you to submit a paper version of your assignment. You will be advised by the Unit Coordinator of the appropriate process relevant to your campus (Hobart, Launceston or Cradle Coast).

Please remember that you are responsible for lodging your assessment items on or before the due date and time. We suggest you keep a copy. Even in a perfect system, items sometimes go astray.

Requests for extensions

In this Policy:

1. (a) ‘day’ or ‘days’ includes all calendar days, including weekends and public holidays;
   (b) ‘late’ means after the due date and time; and
   (c) ‘assessment items’ includes all internal non-examination based forms of assessment

2. This Policy applies to all students enrolled in TSBE Units at whatever Campus or geographical location.

3. Students are expected to submit assessment items on or before the due date and time specified in the relevant Unit Outline. The onus is on the student to prove the date and time of submission.

4. Students who have a medical condition or special circumstances may apply for an extension. Requests for extensions should, where possible, be made in writing to the Unit Coordinator on or before the due date. Students will need to provide independent supporting documentation to substantiate their claims.

Penalties

Late submission of assessment items will incur a penalty of 10% of the total marks possible for that piece of assessment for each day the assessment item is late unless an extension had been granted on or before the relevant due date.

Assessment items submitted more than five (5) days late will not be accepted.

Academic staff do NOT have the discretion to waive a late penalty, subject to clause 4 above.
**Review of results and appeals**

Review of Assessment is available to all students once the University has released the final result for a unit. If you are dissatisfied with your final result, you may apply to have it reviewed. Applications for a review of assessment are due within 10 working days of the release of the final result in the unit. When applying for a review, you must pay a $50 fee.

If you wish to have a piece of internal assessment reviewed as part of the review process, please state this clearly on the application form referred to above and include that assessment item with your application.

Please read and follow the directions provided by the University at:


**Academic referencing**

Before starting your assignments, you are advised to familiarise yourself with the following electronic resources.

The first is the Harvard Referencing System Style Guide, which can be accessed from the UTAS library: http://utas.libguides.com/content.php?pid=27520&sid=199808. The Harvard style is the appropriate referencing style for this unit and the guide provides information on presentation of assignments, including referencing styles. In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others and maintain academic integrity.

Failure to appropriately acknowledge the ideas of others constitutes academic dishonesty (plagiarism), a matter considered by the University of Tasmania as a serious offence.

The second is the Tasmanian School of Business and Economics' Writing Assignments: A Guide, which can be accessed at: http://www.utas.edu.au/business-and-economics/student-resources. This guide provides you with useful information about the structure and style of assignments in the TSBE.

In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others, and how to maintain academic integrity.

The University library provides information on presentation of assignments, including referencing styles and should be referred to when completing tasks in this unit.

Please read the following statement on plagiarism. Should you require clarification please see your unit coordinator or lecturer.
Plagiarism

Plagiarism is a form of cheating. It is taking and using someone else's thoughts, writings or inventions and representing them as your own; for example, using an author's words without putting them in quotation marks and citing the source, using an author's ideas without proper acknowledgment and citation, copying another student's work.

If you have any doubts about how to refer to the work of others in your assignments, please consult your lecturer or tutor for relevant referencing guidelines. You may also find the Academic Honesty site on MyLO of assistance.

The intentional copying of someone else's work as one's own is a serious offence punishable by penalties that may range from a fine or deduction/cancellation of marks and, in the most serious of cases, to exclusion from a unit, a course or the University.

The University and any persons authorised by the University may submit your assessable works to a plagiarism checking service, to obtain a report on possible instances of plagiarism. Assessable works may also be included in a reference database. It is a condition of this arrangement that the original author's permission is required before a work within the database can be viewed.

For further information on this statement and general referencing guidelines, see the Plagiarism and Academic Integrity page on the University web site or the Academic Honesty site on MyLO.

Academic misconduct

Academic misconduct includes cheating, plagiarism, allowing another student to copy work for an assignment or an examination, and any other conduct by which a student:

a. seeks to gain, for themselves or for any other person, any academic advantage or advancement to which they or that other person are not entitled; or

b. improperly disadvantages any other student.

Students engaging in any form of academic misconduct may be dealt with under the Ordinance of Student Discipline, and this can include imposition of penalties that range from a deduction/cancellation of marks to exclusion from a unit or the University. Details of penalties that can be imposed are available in Ordinance 9: Student Discipline – Part 3 Academic Misconduct.
WHAT LEARNING OPPORTUNITIES ARE THERE?

MyLO

MyLO is the online learning environment at the University of Tasmania. This is the system that will host the online learning materials and activities for this unit.

Getting help with MyLO

It is important that you are able to access and use MyLO as part of your study in this unit. To find out more about the features and functions of MyLO, and to practice using them, visit the Getting Started in MyLO unit. For access to information about MyLO and a range of step-by-step guides in pdf, word and video format, visit the MyLO Student Support page on the University website. If something is not working as it should, contact the Service Desk (Service.Desk@utas.edu.au, phone 6226 1818), or Request IT Help Online.

Resources

Required readings

There is no prescribed text set for this unit. See the unit reading list for access to the required readings in this unit.

Recommended readings


Reading Lists

Reading Lists provide direct access to all material on unit reading lists in one place. This includes eReadings and items in Reserve. You can access the Reading List for this unit from the link in MyLO, or by going to the Reading Lists page on the University Library website.

Other Required Resources

In addition to the texts/software recommended above, you are also expected to be familiar with the key academic journals in the discipline from which useful insights may be derived.

In particular, you are encouraged to review regularly the relevant papers that are published in:

- *Journal of Business Ethics*
Activities

Learning expectations

The University is committed to high standards of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers.

Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.

Details of teaching arrangements

This unit is taught in a blended mode, which means it combines face-to-face workshops, online webinars, discussion boards, pre-recorded online lectures and online readings.

Workshops

Lecture workshops will be held weekly.

All lecture content in the unit, will be video-recorded and uploaded to MyLo for the use of distance students. Distance students are welcome to attend the lectures/workshops if they are able, but it is not essential for them to do so.
**Online activities**

There will be biweekly webinars during the semester as identified below and in the study schedule at the end of this outline. At the webinars the unit coordinator will lead discussion on the essential readings and other topics.

It is essential that all distance students log in to the first webinar as it will introduce the unit and provide an overview of assessment and learning outcomes. Webinars will be held in Weeks 1, 3, 5, 7, 9, 11 and 13.

**Specific attendance/performance requirements**

None In this unit, your active engagement will be monitored in the following way:

1. Completion of tutorial assignments
2. Active participation in the tutorial discussions

If you do not demonstrate evidence of having engaged actively with this unit by completing these two activities by Week 4 of semester, your enrolment may be cancelled or you may be withdrawn from the unit.

**Teaching and learning strategies**

The University is committed to a high standard of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers. The University’s Code of Conduct for Teaching and Learning states:

Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.

**Work Health and Safety (WHS)**

The University is committed to providing a safe and secure teaching and learning environment. In addition to specific requirements of this unit you should refer to the University’s [Work Health and Safety website](#) and policy.

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**Communication**

TO KEEP UP WITH ANNOUNCEMENTS REGARDING THIS UNIT

Check the MyLO Announcement tool at least once every two days. The unit Announcement will appear when you first enter our unit’s MyLO site. Alternatively, click on the Announcement button (towards the top of the MyLO screen) at any time.

WHEN YOU HAVE A QUESTION
Other students may have the same question that you have. Please go to the Ask the Class Discussion forum on the unit’s MyLO site. Check the posts that are already there – someone may have answered your question already. Otherwise, add your question as a new topic. Students are encouraged to support each other using this forum – if you can answer someone’s question, please do. We will attempt to respond to questions within 48 business hours. If your question is related to a personal issue or your performance in the unit, please contact the appropriate teaching staff member by email instead.

WHEN YOU HAVE AN ISSUE THAT WILL IMPACT ON YOUR STUDIES OR THE SUBMISSION OF AN ASSESSMENT TASK
If you have a personal question related to your studies or your grades, please contact teaching staff by email.

For general questions about the unit, please add them to the Ask the Class Discussion forum on the unit’s MyLO site. This way, other students can also benefit from the answers.

A NOTE ABOUT EMAIL CORRESPONDENCE
You are expected to check your UTAS email (WebMail) on a regular basis – at least three times per week. To access your WebMail account, login using your UTAS username and password at https://webmail.utas.edu.au/.

You are strongly advised not to forward your UTAS emails to an external email service (such as gmail or Hotmail). In the past, there have been significant issues where this has occurred, resulting in UTAS being blacklisted by these email providers for a period of up to one month. To keep informed, please use your UTAS email as often as possible.

We receive a lot of emails. Be realistic about how long it might take for us to respond.

Concerns and complaints
The University is committed to providing an environment in which any concerns and complaints will be treated seriously, impartially and resolved as quickly as possible. We are also committed to ensuring that a student may lodge a complaint without fear of disadvantage. If you have a concern, information about who to contact for assistance is available on the ‘How to resolve a student complaint’ page.
Further information and assistance

If you are experiencing difficulties with your studies or assignments, have personal or life-planning issues, disability or illness which may affect your course of study, you are advised to raise these with the unit coordinator in the first instance.

There is a range of University-wide support services available to you including Student Learning Support, Student Advisers, Disability Services, and more which can be found on the Student Support and Development page of the University website.

Should you require assistance in accessing the Library, visit their website for more information.
# Unit schedule

<table>
<thead>
<tr>
<th>WEEK</th>
<th>DATE BEGINNING</th>
<th>TOPIC/ MODULE/ FOCUS AREA</th>
<th>ACTIVITIES</th>
<th>DUE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>25 February</td>
<td>Introduction</td>
<td>Reading 1; Case 1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>4 March</td>
<td>Traditional ethics</td>
<td>Reading 2; Case 2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>11 March</td>
<td>Moral philosophy</td>
<td>Reading 3; Case 3</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>18 March</td>
<td>Psychology and ethics</td>
<td>Reading 4; Case 4</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>25 March</td>
<td>Organisational ethics</td>
<td>Reading 5; Case 5</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>1 April</td>
<td>Business philosophy</td>
<td>Reading 6; Case 6</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>8 April</td>
<td>Corporate governance</td>
<td>Reading 7; Case 7</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>15 April</td>
<td>Ethics and HRM</td>
<td>Reading 8; Case 8</td>
<td>Essay due after the break</td>
</tr>
<tr>
<td></td>
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<tr>
<td></td>
<td>Mid-semester break 18 April to 24 April (inclusive)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>9</td>
<td>29 April</td>
<td>Social license and CSR</td>
<td>Reading 9; Case 9</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>6 May</td>
<td>Sustainability and climate change</td>
<td>Reading 10; Case 10</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>13 May</td>
<td>Ethics and financialisation</td>
<td>Reading 11; Case 11</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>20 May</td>
<td>International business ethics</td>
<td>Reading 12; Case 12</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>27 May</td>
<td>Conclusion</td>
<td></td>
<td>Case studies due</td>
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Exam Period 8 – 25 June (inclusive)
ACCREDITATION

AACSB Accreditation

The Tasmanian School of Business and Economics (TSBE) is currently in the process of applying for business accreditation with the Association to Advance Collegiate Schools of Business (AACSB) – the lead program for accrediting business schools globally. AACSB seeks to connect educators, students, and business to achieve a common goal – to create the next generation of business leaders.

By joining AACSB and going through the accreditation process, TSBE is joining a global alliance committed to improve the quality of business education around the world, and to share the latest innovations in business education. Gaining Business Accreditation with AACSB is a multi-year process involving TSBE demonstrating our performance against the 15 accreditation standards.

Once complete, TSBE will join a select community of accredited business schools, with only 7% of all business schools globally having completed the AACSB process. This will further enhance the reputation of TSBE, and further enhance the global recognition of your qualifications. To find out more about AACSB click here.