

Internal Assessment Test - III

Sub:	Workplace Ethics and Value Systems					Code:	16MBAHR402		
Date:	06/07/18	Duration:	90 mins	Max Marks:	40	Sem:	IV	Branch:	MBA

		Marks	OBE	
			CO	RBT
Part A - Answer Any Two Full Questions (16*02=32 Marks)				
1(a)	Differentiate: Hacker Vs Cracker	[02]	CO1	L2
(b)	Discuss in detail about Computer crimes in workplace.	[06]	CO2	L2
(c)	Examine the Defence of employee privacy rights.	[08]	CO2	L1
2(a)	Define: Team.	[02]	CO1	L1
(b)	Explain: Golden rules to encourage effective team working.	[06]	CO2	L5
(c)	Demonstrate the rules of professional responsibility.	[08]	CO2	L3
3(a)	Define Discrimination.	[02]	CO2	L1
(b)	Examine the Compulsory workplace guidelines.	[06]	CO3	L1
(c)	Summarize - Creating awareness about workplace harassment.	[08]	CO2	L2
Part B - Compulsory (01*08=08 marks)				
4	Bias in Hiring You are a female physicist applying for a position you want very much at a prestigious, albeit relatively conservative, university. During the interview process, you are asked about whether you have a husband or significant other in the same field.			
(a)	What implications might your answer have on the search committee's attitude toward you? (Consider both the positive and negative answer).	[08]	CO2	L1

Course Outcomes		PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1:	To understand the ethical practices at workplace	1a, 2a						
CO2:	To address the ethical issues which arise in the work environment?	3a	1c		2b, 2c		1b, 3c, 4c	
CO3:	To acquaint students with various ethical problems at work place.	3b						

Cognitive level	KEYWORDS
L1	List, define, tell, describe, identify, show, label, collect, examine, tabulate, quote, name, who, when, where, etc.

L2	summarize, describe, interpret, contrast, predict, associate, distinguish, estimate, differentiate, discuss, extend
L3	Apply, demonstrate, calculate, complete, illustrate, show, solve, examine, modify, relate, change, classify, experiment, discover.
L4	Analyze, separate, order, explain, connect, classify, arrange, divide, compare, select, explain, infer.
L5	Assess, decide, rank, grade, test, measure, recommend, convince, select, judge, explain, discriminate, support, conclude, compare, summarize.

PO1 - Knowledge application; PO2 - Analytical and logical thinking; PO3 - Team work; PO4 - Leadership; PO5 - life-long learning; PO6 - Analyze and practice aspects of business; PO7- Personal and Societal growth;

Answer Keys

Part A

1 (a) Hacker – one who gains unauthorized computer access, but without doing damage
Cracker – one who breaks into computer systems for the purpose of doing damage

1 (b) Computer Crimes

- Authorized and unauthorized computer access
- Stealing or compromising data
- Gaining unauthorized computer access
- Violating data belonging to banks
- Intercepting communications
- Threatening to damage computer systems
- Disseminating viruses
- Hacking and Cracking

1 (c) Defence of employee privacy rights

- Personal Information
- Job References
- Electronic Monitoring
- Camera Monitoring
- Drug And Alcohol Testing
- Personal Searches

2 (a) A **team** is a group of people or other animals linked in a common purpose. Human teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks

2 (b) Golden rules to keep in mind to encourage effective team working

- Golden Rule 1: Find things people can easily agree as the key focus
- Golden Rule 2: Recognize good team working
- Golden Rule 3: Get people understanding each other better
- Golden Rule 4: Focus on contribution from all
- Golden Rule 5: Don't expect it to happen overnight

2 (c) Rules of professional responsibility

- Rule 1 – Integrity
- Rule2 – Objectivity
- Rule3 – Competence
- Rule4 – Fairness
- Rule5 – Confidentiality
- Rule6 – Professionalism
- Rule7 – Diligence

3 (a) Discrimination is treating, or proposing to treat, someone unfavorably because of a personal characteristic protected by law

3 (b) Compulsory workplace guidelines

- Adopting Sexual Harassment Policy
- Communicate Policy
- Enforce Policy

- Complaints Channel
- Complaints Committee

3 (c) Creating awareness about workplace harassment

- Adopt and promote a prevention and reparation policy against harassment
- Establish clear codes of conduct
- Organize awareness and training sessions
- Do not allow conflicts to escalate into harassment or acts of violence
- Set up effective lines of communication
- Pay special attention to the quality of relationships among members of a work team
- Encourage the acceptance of individual differences

Part B

4 (a) Open Ended answers. However, the answers which they present should be justified with the relevant illustrations.