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14MBAHR408

Fourth Semester MBA Degree Examination, June/July 2017

Work Place Ethics

Time: 3 hrs.

Max. Marks:100

SECTION - A

Note : Write short notes on any FOUR from Q.No.1 to Q.No.7.

- 1 Professionalism (03 Marks)
- 2 Ethical behaviour (03 Marks)
- 3 Integrity (03 Marks)
- 4 Employer intimidation (03 Marks)
- 5 plagiarism (03 Marks)
- 6 Death of privacy (03 Marks)
- 7 Employee attitude and ethics (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Explain the personal factors that influence ethical behaviour. (07 Marks)
- 2 Explain ethical issues in human resource management. (07 Marks)
- 3 Discuss stages of team development. (07 Marks)
- 4 Elucidate the benefits of workplace ethics. (07 Marks)
- 5 Briefly discuss the principles of workplace ethics. (07 Marks)
- 6 Outline corporate responsibility of employers. (07 Marks)
- 7 What is workplace harassment? Explain the measures to prevent workplace harassment. (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Explain models of change. (10 Marks)
- 2 Explain the principles of ethical hiring. (10 Marks)
- 3 Outline unethical conduct for employees and employers. (10 Marks)
- 4 Discuss computer crime and the measures to control computer crime. (10 Marks)
- 5 As a HR manager, how you reward the ethical behaviour of your employees? (10 Marks)
- 6 What is an ethical dilemma? Explain with typical examples. (10 Marks)
- 7 What are the supreme court guidelines in Visakhadatta Vs state of Rajasthan case? (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

Carla knew something was wrong when Jack got back to his desk. He had been with Aker and Aker Accounting (A and A) for 17 years, starting right after graduation and progressing through the ranks. Jack was a strong supporter of the company, and that was why Carla had been assigned to him. Her husband Frank, managed a locally owned machine tools company. She and Frank had just purchased a new home when things started to turn strange with her boss.

“What’s the matter, Jack?” Carla asked. “Well, you’ll hear about it sooner or later. I have been denied a Partner’s position. Can you imagine that? I have been working 60 and 70 hour weeks for the last 10 years, and all that management can say to me is ‘not at this time.’” complained Jack. Carla asked, “So what else did they say?” Jack turned red and blurted out, “they said may be in a few more years. I have done all that have asked me to do. I have sacrificed a lot, and now they say a few more years. It’s not fair”. “What are you going to do?” Carla asked.

“I don’t know. “Jack said, “I just don’t know”. Six months later, Carla noticed that Jack was behaving oddly. He come in late and left early. One Sunday Carla observed Jack copying some of the software that A and A used in auditing and consulting. A couple of weeks later at a dinner party, Carla overheard a conversation about. Jack doing consulting work for some small firms. On Monday morning she asked him if what she had heard was true. Jack responded, “Yeas, Carla, it’s true. I do have a few clients that I work for on occasion. “Don’t you think there’s a conflict of interest between you and A and A?” asked Carla.

“No,” said Jack, “You see, these clients are not technically within the market area of A and A. Besides, I was counting on that promotion to help pay some extra bills. My oldest son decided to go to a private university, which is an extra \$25,000 each year. The only way I can afford to pay for these things is to do some extra work on the side. “.

“But what if A and A finds out?” Carla asked, “Won’t they terminate you?” Carla realized that jack had been using A and A software for his own gain. “That’s stealing!” she said. Carla backed off from the discussion and said nothing more. She had no physical evidence to take to the partners, which meant that it would her word against Jack’s and he had 17 years of experience with the company.

Questions :

- a. Identify the ethical issues in this case. (05 Marks)
- b. Imagine that you are Carla. Discuss your options and what the consequences of each option might be. (05 Marks)
- c. Imagine that you are Jack. Discuss your options and what the consequences of each option might be. (05 Marks)
- d. Discuss any additional information you feel you might need before making your decision. (05 Marks)
