



Faculty of Management and Social Sciences
Department of Management and Business Studies
BMgt Honours in Human Resource Management
Course CODE: COM559

Year 3 Semester II

SEMESTER END EXAMINATION

Corporate Social Responsibility and Ethics – MGHR 3327

- This paper consists of EIGHT questions on THREE (03) pages.
- Answer FIVE (05) questions including Question 01.
- You may use appropriate graphs, diagrams, equation/s to prove or justify the answers.
- If you have any doubt as to the interpretation of the wording of a question, make your own decision, but clearly state it on the script.
- Write legibly.

Date: 2024.04.07

Pass mark: 40%

Time:03 Hours

Question 01: Compulsory

Marian, a top graduate from Loyola in Humanities, was hired by a major corporation into a management position. Marian finished the corporation's management training program top in her group and is performing above the norm in her position. She really enjoys her work.

As a black woman she feels isolated, as there are no other black women managers and few women in her area. One night at a company party she heard a conversation between two of her male co-workers and their supervisor. They were complaining to him about Marian's lack of qualifications and her unpleasant personality. They cursed affirmative action regulations for making the hiring of Marian necessary. Marian is very upset and wants to quit.

1. Should Marian quit? (02 Marks)
2. Are her co-workers correct in their evaluation? (03 Marks)
3. Should Marian confront the co-workers? (02 Marks)
4. Should Marian file a discrimination suit? (02 Marks)
5. Should Marian go to the supervisor? (05 Marks)
6. What else could Marian do? (06 Marks)

Question 02

How can ethics and social responsibility be integrated into a firm's marketing strategy? Elaborate. (20 Marks)

Question 03

What is HR related ethical issues? Why companies need to follow ethics in terms of Recruitment and Promotion? Explain (20 Marks)

Question 04

A multinational corporation is faced with a dilemma regarding its manufacturing processes. The company could outsource production to a developing country where labor costs are significantly lower, leading to increased profits for shareholders. However, the labor conditions in the chosen country are substandard, with reports of low wages, long working hours, and minimal safety regulations.

Using the frameworks of utilitarianism and deontology, analyze the ethical considerations the corporation should consider when making this decision. Evaluate the potential consequences of both outsourcing and maintaining production domestically, considering the impact on stakeholders such as employees, shareholders, consumers, and the local community. How might the principles of utilitarianism and deontology guide the corporation in resolving this ethical dilemma? (20 Marks)

Question 05

Explain how a CSR strategy of an organization should be developed in the interests of a broad range of stakeholders of an organization. (explain your answer using the four-part model of CSR). (20 Marks)

Question 06

Do you agree that unethical behavior by an individual can have a significant harmful effect on others or on society? If so, describe a personal experience or recent news story in which an individual's unethical behavior affected others. Summarize how that behavior came to negatively influence others. (20 Marks)

Question 07

"Religious teaching about ethics and normative ethical theory from philosophy both tend to have the same aim when applied to business, namely, how to decide what is the right thing to do when faced with moral problems in commerce." Do you agree with this statement? Explain your answer. (20 Marks)

Question 08

What ethical duties do businesses have concerning environmental protection? How can they manage to make profits while also ensuring they don't harm the environment? Support your answer with real-life examples. (20 Marks)

-----END OF THE QUESTION PAPER-----