

Ethics and Management Gr. 1 (EM1F4M57B1)

Program	PGE
Module / ECTS / Path / Specialisation	Module :Ethics and Management : 5 ECTS. <ul style="list-style-type: none">• BEM Bachelor in European Management• PGE 2A - English track
Discipline	Management
Year	2019
Semester	B
Open for visitors	yes (5 ECTS)
Available places	40

Coordinator

Aline PEREIRA PÜNDRICH

Lecturers

Instructor	Population	Email
Aline PEREIRA PÜNDRICH		aline.pereira-pundrich@em-strasbourg.eu

Course format

Working language :	English
Volume of contact hours :	27 h
Workload to be expected by the student :	108 h

Course track

Track : Attendance

"Attendance" track :

Attendance at lecture / tutorial classes and intermediate / final exams is mandatory. As evaluation of in class work constitutes an essential element of grading, any absence will be penalized and is taken into account for grading purposes (see academic rules and regulations).

"Autonomous" track :

Attendance at intermediate / final exams is mandatory, but students are free to attend lecture / tutorial classes.

For all Master programs and all other programs realized in the form of dual internships (apprentissage), attendance at lecture / tutorial classes and intermediate / final exams is entirely mandatory. Therefore, only the "Attendance" track can be selected.

Contribution of the course to the educational objectives of the programme

How the course contributes to the programme :

Description

This course is designed to provide students with a global view of Ethics, specially in what concerns its presence within organizational environments and practices. In order to do so, different perspectives of business ethics and values will be discussed as well as its various applications on ethical decision-making.

Educational organisation

In class

Lectures

Presentations

In groups

Exercises

Case studies/texts

Oral presentations

Interaction

Role play

Discussions / debates

Assignments

Readings

Text study

Learning outcomes

Upon completion of this course, students should be able to :

- **Identify** ethical dilemmas and understand the differences between ethics and law.
- **Apply** ethical guidelines to situations regarding corporate responsibility, corporate governance and corporate citizenship.
- **Point out** challenges related to intercultural ethical decision making .
- **Categorize** ethical behaviors within organizations.

Outline

Fundamentals of Ethics: personal perspectives and the purposes of organizations
Corporate governance, corporate culture and ethical behavior
Global vs. Local values and organizational responses to ethical issues
Managing ethical behavior and decision making at the workplace

Prerequisites

Key concepts to understand :

Notions on the concepts of ethics, corporate social responsibility, corporate governance, moral, conflict management.

Teaching material

Documents in all formats

- Syllabus
- Worksheets
- Newspaper articles
- Case studies

Software

- MS POWERPOINT

Additional electronic platforms

- Videos
- Other

Recommended reading

Major works :

De George, R. T. (2010), Business Ethics, 7th ed., Pearson.

Fisher, C. & A. Lovell (2009), Business ethics and values : Individual, corporate and international perspectives, New York: FT Prentice Hall.

Further reading :

Ailon, G. (2015), From superstars to devils: The ethical discourse on managerial figures involved in a corporate scandal, Organization, vol. 22, n° 1, p. 78-99.

Greenwood, M. (2013), Ethical Analyses of HRM: A Review and Research Agenda, Journal of Business Ethics, issue 2, vol. 114, p. 355-366.

Research works by EM Strasbourg :

Assessment

Intermediate evaluation / continuous assessment 1 :

written / individual / English / weighting : 10%

additional information : Individual short evaluation. Details to be given in class.

This evaluation serves to measure LO1.1, LO3.1

Intermediate evaluation / continuous assessment 2 :

written + oral / in group / English / weighting : 30%

additional information : Work in group to be presented both orally and in writing. Information about content, procedures and dates to be given in class. Any delay will result in penalty points.

This evaluation serves to measure LO1.1, LO2.1, LO2.3, LO3.1, LO4.2

Final assessment : exam week

written (90 min) / individual / English / weighting : 60%

additional information : Written exam about main subjects seen and discussed in class.

This evaluation serves to measure LO1.1, LO3.1, LO4.2

Grounds for expulsion from classes

Such behaviors as...

arriving late, leaving early or unannounced leaving of the classroom during class time

disruptive eating or drinking in class

using smartphones and laptops for non class-related purposes

reading non class-related documents

chatting on non class-related issues

showing disrespect towards lecturers

... may lead to expulsion from classes.