

Ethics and Management Gr. 2 ON-LINE (EM1F4M57B2)

Program	PGE
Course set (UE) / Credits (ECTS) / Track / Specialization	Module :Ethics and Management : 5 ECTS. <ul style="list-style-type: none">• BEM Bachelor in European Management• PGE 2A - English track
Discipline	Management
Year	2020
Semester	B
Open for visitors	yes (5 ECTS)
Available spots	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 lectures/tutorials and intermediate/final assessments is mandatory. As in-class work constitutes an essential element of evaluation, any unjustified absence will be penalized (*see Study and Examination Regulations*) and factored into the final grade (*see Assessment*).

Autonomous track :

Attendance at intermediate/final assessments is mandatory, but students have the option of attending lectures/tutorials.

Attendance at lectures/tutorials and intermediate/final assessments is mandatory for all degrees making up the Master's Program and all degrees involving co-op (*apprentissage*). Attendance track must therefore be selected.

Contribution of the course to the educational objectives of the program

How the course contributes to the program :

BEM Bachelor in European Management

PGE 2A - English track

LEARNING GOAL 1 : Students will master state-of-the-art knowledge and tools in management fields in general, as well as in areas specific to the specialized field of management.

Students will identify a business organization's operational and managerial challenges in a complex and evolving environment.

LEARNING GOAL 2 : Students will develop advanced-level managerial skills.

Students will work collaboratively in a team.

Students will communicate ideas effectively, both orally and in writing, in a business context.

LEARNING GOAL 3 : Students will demonstrate their understanding of practices reflecting ethical, diversity and sustainable development values in business organizations.

Students will identify and analyze issues relating to diversity, ethics and sustainable development in their business context.

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

Behaviors such as

arriving late, leaving early, or exiting the classroom at inopportune moments during class

ostentatiously eating or drinking in class

using smartphones or laptops for non-class-related purposes

reading texts unrelated to the course

discussing topics unrelated to the course

disrespecting the lecturer

may lead to expulsion from the class/course.