

# Organizational Ethics and well-being at work (EM2DKM16)

Program	PGE
Module / ECTS / Path / Specialisation	<b>Module :Développement responsable des ressources humaines : 8 ECTS.</b> <ul style="list-style-type: none"><li>Human Resources Management</li></ul>
Discipline	Human Resources
Year	2019
Semester	B
Open for visitors	yes (3 ECTS)
Available places	35

## Coordinator

**Aline PEREIRA PÜNDRICH**

## Lecturers

Instructor	Population	Email
Aline PEREIRA PÜNDRICH	Population	<a href="mailto:aline.pereira-pundrich@em-strasbourg.eu">aline.pereira-pundrich@em-strasbourg.eu</a>

## Course format

Working language :	English
Volume of contact hours :	20 h
Workload to be expected by the student :	60 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

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How the course contributes to the programme :

## Description

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Having as background the organizational context and its specificities, this course focuses on the ethical questions regarding Human Resources Management inside companies. Ethics is therefore considered under its conceptual aspects as well as its practical applications on the development of Human Resources activities, as for its influence on organizational values and the well-being of the personnel.

## Educational organisation

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In class

**Lectures**

**Presentations**

**Tutorials**

In groups

**Exercises**

**Case studies/texts**

**Oral presentations**

Interaction

**Discussions / debates**

Assignments

**Individual projects (online assignments, video,)**

**Readings**

**Text study**

## Learning outcomes

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

- **Examine** , based on conceptual elements and their own experiences and values, real situations in which ethics and well-being at work are at stake.
- **Analyze** issues relating to ethics in business context.
- **Formulate** solutions on Human Resources Management to manage contentious circumstances related to ethics.
- **Defend** their positioning as managers facing situations in which ethical aspects are a source of disagreement among collaborators.

## Outline

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Human Resources, values and the purposes of organizations

About ethics, organizational ethics and culture  
Work conditions and Well-being as bases for Ethical HRM  
Ethical dimensions of managerial decision making  
Ethical dilemma at the workplace

## Prerequisites

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### Key concepts to understand :

### Knowledge of :

Basic knowledge regarding the definition of concepts like ethics, corporate social responsibility, moral and ethical codes, well-being, stress, socio-psychological risks, conflict management and risk prevention.

## Teaching material

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### Documents in all formats

- Syllabus
- Newspaper articles
- Case studies

### Software

- Office Pack (Word, Excel, PowerPoint, Access)

## Recommended reading

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### Major works :

Carroll, A. B. & A. K. Buchholtz (2014), Business and society: ethics, sustainability and stakeholder management, Stamford: Cengage Learning, 9th ed.

### Further reading :

Brenkert, G.G. (2018), Mind the Gap! The Challenges and Limits of (Global) Business Ethics, Journal of Business Ethics, <https://doi.org/10.1007/s10551-018-3902-6>.

Brown, M. T. (2005), Corporate integrity: rethinking organizational ethics and leadership, New York, Cambridge University Press.

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

### Research works by EM Strasbourg :

## Assessment

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### Intermediate evaluation / continuous assessment 1 :

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

additional information : Work in group to be handed in before the oral presentation. 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, LO1.2, LO1.3, LO3.1, LO4.2**

### Final assessment : exam week

written (120 min) / individual / English / weighting : 70%

additional information : Exam

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

## Grounds for expulsion from classes

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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.