**MGT 329 COURSE PLANNING WORKSHEET**

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| **Learning Objective** | **By the end of this course you will be able to:** | **You will accomplish this objective through:** |
| KnowledgeLearning Objective 1.0 | 1.1 | Demonstrate historical and global understanding of ethics in the organizational context. | Completing the text reading, viewing presentations by the instructor, and participating in activities selected to reinforce the main concepts. |
| 1.2 | Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Completing the personal assessments provided and reflecting on the assessment results in the writing assignments. |
| 1.3 | Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Developing answers to the case questions and participating in the case discussion. |
| SkillsLearning Objective 2.0 | 2.1 | Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making, demonstrate critical thinking through ethical case analyses.  | Leading the case discussion and researching the organization or issues in the case in terms of relevance to the current business environment. |
| 2.2 | Professional writing and presentation | All assignments submitted will be evaluated for proper spelling, grammar and organization.  |
| 2.3 | Group interaction and team building | Each week students will participate twice in the course discussion board, answering questions about how concepts are relate these to organizations and work experience.  Students will also be asked to comment on postings from classmates to further the discussion of the subject.  This course also has a team component, the Team Case Presentation where teams will present one case, provide additional research on the case, and lead the class discussion on the case. |

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| **Module 1 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Explore conceptualizations of business ethics from an organizational perspective. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Reading Chapters 1 & 2. Reviewing the PPT. Taking chapter quizzes. |
| 2. Examine the historical foundations and evolution of business ethics. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Participating in the Vialogue and the discussion. Taking chapter quizzes. |
| 3. Provide evidence that ethical value systems support business performance. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Reading A1 and participating in the discussion. |
| 4. Examine the relationship between stakeholder orientation and social responsibility. | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses.  | Responding to C1. |
| 5. Explore the role of corporate governance in structuring ethics and social responsibility in business | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Responding to C1. |
| 6. Form teams and personal connections with the class.  | 2.3 Group interaction and team building | Personal Video Introduction and comments on classmates, |

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| **Module 2 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Define universal concepts that pervade business ethics, such as integrity, honesty, and fairness. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Reading Chapter 3. Reviewing the PPT. Taking chapter quiz. |
| 2. Assess emerging ethical issues, including misuse of company time and resources, abusive and intimidating behavior, lying, conflicts of interest, bribery, corporate intelligence, discrimination, sexual harassment, fraud, financial misconduct, insider trading, intellectual property rights, and privacy | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Reading A2 and participating in the discussion. |
| 3. Relate the challenge of determining decisions that have an ethical component for the firm | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Responding to C2 |

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| **Module 3 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Define the requirements of the Sarbanes–Oxley legislation, its implementation by the Securities and Exchange Commission (SEC), and how its implementation has affected companies. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Reading chapter 3, viewing the PPT, participating in the discussion. |
| 2. Understand the Dodd-Frank legislation and its rules affecting the finance industry. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Reading chapter 3, viewing the PPT, participating in the discussion. |
| 3. Create an overview of the FSGO for organizations and give recommendations and incentives for developing an ethical corporate culture. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Discussing A3. |
| 4. Recognize how the FSGO, the Sarbanes–Oxley Act, the Dodd-Frank Act, industry trade associations, and societal expectations support core practices | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Participating in the Vialogue and discussion. |
| 5. Examine voluntary responsibilities, cause-related marketing, and social entrepreneurship, along with how strategic philanthropy can be an important core competency to manage stakeholder relationships. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Responding to C3 |

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| **Module 4 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Understand the model of ethical decision making that integrates concepts from philosophy, psychology, sociology, and organizational behavior.  | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Read chapters 5 & 6. Review the PPT. Participate in the discussion. |
| 2. Describe the normative considerations that prescribe how organizational decision making should approach ethical issues using principles and values.  | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses. | Respond to C4 |
| 3. Compare and contrast the teleological, deontological, virtue, and justice perspectives of moral philosophy to form a solid working basis of the different moral philosophies. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Participate in the discussion. |
| 4. Recognize the stages of cognitive development as it relates to moral philosophies. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Participate in the discussion and Vialogue. |

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| **Module 5 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Discuss the role of power in influencing ethical behavior within a company.  | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Read chapters 7 & 8. Review the PPT. Participate in the discussion. |
| 2. Relate the impact of groups within organizations. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Participate in the discussion and the Vialogue. |
| 3. Distinguish two organizational structures and examine how they may influence ethical decisions.  | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read A5 and discuss. |
| 4. Evaluate the implications of organizational relationships for ethical decision making. | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses. | Respond to C5. |
| 5. Identify the factors that are requisite parts of an ethics program: a code of conduct, the role of ethics officers and the appropriate delegation of authority, effective ethics training, systems for monitoring and supporting ethical compliance, and the importance of continual efforts to improve the ethics program.  | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read chapters 7 & 8. Review the PPT. Participate in the discussion. |

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| **Module 6 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Define the term *ethics audit* and explore its relationship to a social audit.  | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read chapter 9. Review PPT. Participate in the discussion. |
| 2. Examine the benefits and limitations of the ethics audit. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Participate in the discussion. |
| 3. Recognize the evolving standards from ISO 19600 and the Open Compliance Ethics Group. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Take chapter quizzes. |
| 4. Detail a framework for an ethics audit, including securing the commitment of directors and top managers; establishing a committee to oversee the audit; defining the scope of the audit process; reviewing the firm’s mission, values, goals, and policies and defining ethical priorities; collecting and analyzing relevant information; verifying the results, and reporting them. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read and discuss A6 |
| 5. Discuss how transactions across international boundaries define global business, and how the variety of cultures and expectations around the globe complicates the topic of business ethics. | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses. | Respond to C6 |
| 6. Identify the role of international organizations like the IMF, the UN, and the WTO in shaping international business. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Read chapter 10. |

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| **Module 7 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Illustrate the importance of leadership in creating an ethical culture. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read chapter 11. Review the PPT. Participate in the discussion and Vialogue. |
| 2. Define ethical leadership and explore its relationship to ethical decision making. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Discuss A7. |
| 3. Relate the requirements and benefits of ethical leadership. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Take Chapter quiz. |
| 4. Examine the relationship between ethical leadership and organizational culture | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses. | Respond to C7. |
| 5. Assess how leaders manage conflict in ways that reinforce a firm’s ethical climate. | 1.2 Identify values and virtues which comprise ethical systems and develop an understanding of own personal values. | Read chapter 11. Review the PPT. Participate in the discussion and Vialogue. |

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| **Module 8 Objectives:****By the end of this module you will be able to:** | **Course Objective** | **You will accomplish this objective through:** |
| 1. Identify the concept of sustainability and the concerns of various stakeholders about our future. | 1.3 Distinguish practices, policies, and procedures that facilitate ethical conduct within organizations. | Read chapter 12. Review PPT. Participate in the discussion. |
| 2. Examine the major issues that relate to sustainability. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Read A8. |
| 3. Recognize the major environmental agencies and legislation that affect business sustainability practices. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Take Chapter quiz. |
| 4. Critique businesses’ response to sustainability issues, including green marketing and greenwashing. | 1.1 Demonstrate historical and global understanding of ethics in the organizational context. | Participate in the Vialogue. |
| 5. Link sustainability to a stakeholder orientation that considers the ethical and financial performance of organizations. | 2.1 Using foundational understanding of ethical theories as well as individual and organizational factors that influence decision-making demonstrate critical thinking through ethical case analyses. | Respond to C8. |