

Syllabus of M.Com-II(MC. 403) – Business Ethics & Corporate Governance

1.Title of Activity – PPT Method used for discussion on topic in class.

2.Date – 11.01.2024,15.01.2024.

3. Resource Person – Mrs Ruchi

4.No.of faculty participants - 1

5.Objective of activity – To discuss the meaning, problems and solutions of Ethical Dilemma in implementation of Business Ethics.

Syllabus of M.Com-II(MC. 403) – Business Ethics & Corporate Governance

SYLLABUS OF M.COM (SEMESTER SYSTEM) EXAMINATIONS

39

PAPER 3: MC. 403 – BUSINESS ETHICS AND CORPORATE GOVERNANCE

UNIT-I

Business Ethics: Introduction to Business Ethics, Ethics, Morals & Values, Concepts of Utilitarianism and Universalism – Theory of rights, theory of Justice – **Virtue ethics** – ethics of care – **Law and Ethics**. The **Nature of Ethics** in Management Business Standards and Values. Value Orientation of the Firm. Typical Problems in **Business Ethics:** Environmental Pollution & Society, Marketing Ethics (in Products, Pricing, Promotion and Place) and Consumer protection – **Ethics in Human Resources management** (Recruitment and promotion policies, Working Conditions, Down Sizing Workforce), **Ethical issues** at the top management, **Ethics in financial markets** and investor protection – **Ethical responsibility** towards competitors and business partners.

UNIT-II

Complexity of Ethical Issues: Conflicts in decision making from ethical and economic point of view, Ethical Dilemma, **Solving ethical dilemma** Managerial integrity and decision making, **Ethical Leadership:** Personal Integrity and self development – wisdom based leadership. Corporate Governance: History of Corporate form and models, Corporate Objectives and goals, Ownership pattern – Issues in managing public limited firms – Agency problems. Nature & Evolution of Corporate Governance: Global and National Perspectives – Global Corporate Governance models, Anglo American and Relationship model (Germany, Japan and France) Claims of Various Stakeholders, Why governance – Changes in eighties Cadbury Report, Hampel Report and OECD Committee Recommendations – SOX Act.

UNIT-III

Internal Corporate Governance Mechanism: Board of Directors— Functional Committees of Board; Code of conduct, whistle blowers. External Corporate Governance Mechanism: Regulators, Gate keepers, Institutional Investors, Corporate raiders, Corporate Governance Ratings Corporate Governance in India: corporate form in India 50s to 90s – developments in Corporate Governance in India in nineties and 2000s – CII, Kumaramangalam, Narayanamoorthy, Naresh Chandra, JJ Irani Committee reports – Legal and Regulatory Changes – introduction and modification of Clause 49, Corporate governance in practice in India.

UNIT-IV

Cases:

1. A Dent in Wal Mart's Public Image - The PR Strategy.
2. China Aviation Oil's Collapse: Singapore INC's challenges.
3. Child labor in Coca Industry.
4. Obesity Concerns: Burger Kings Product Revenues.
5. Bhopal Gas Tragedy

CH - Ethics and ethical dilemma

Ethics is not about pratitudes, let alone tautologies , logic or mathematics , but about difficult choices – dilemmas.

An ethical dilemma is a complex situation that often involves an apparent mental conflict between moral imperatives , in which to obey one would result in transgressing another.

is a situation **in other words, ethical dilemma** of difficulty in which one is presented with two equally good or equally bad options and the correct decision is not immediately apparent.

This is a complex judgements on the balance between the economic performance and the social performance of an organisation.



Example of business ethical dilemmas

An employer X has been running a consulting business for a long time and needs to hire a person to help her manage it. She does several interviews and finally employs a candidate Y for the job who is asked to start work from the following week. In the meantime, X gets a call from her friend who recommends her Z – an extremely talented and deserving person for the job. Although X refuses, her friend insists. Z comes in with the perfect resume and is liked by the employer. Now, what? Dilemma lies in choosing someone who is best for the business or someone who ethically has the first say.

Solution :

The solution to the above issue can be handled by referring to the three basic questions of ethical dilemmas in business.

Is it legal? There are two ways to look at this. If Y has already resigned from her previous job, it makes it legal for the company to hire her and because she has already been made the offer the company is actually legally bound to make good the offer. If Y is still a part of her old job. Then there is Ambiguity on her employment by X.

Is it balanced? Yes. It is technically right for Y to start working but it might not necessarily be a win – win situation for both since Z can bring better business for the company compared to Y.

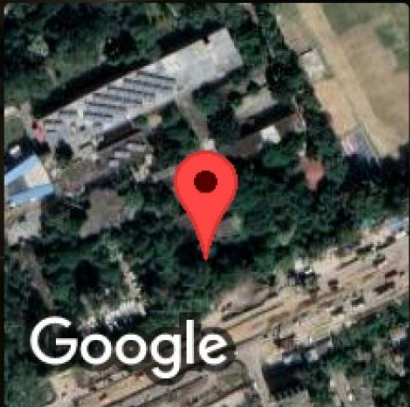
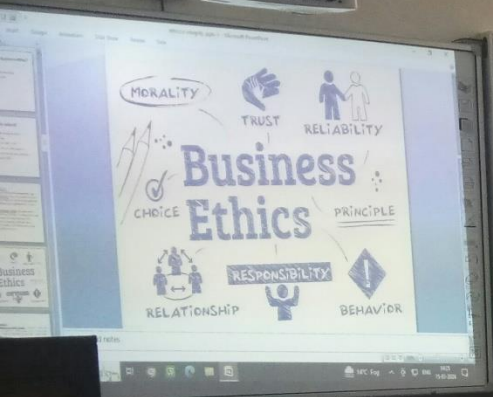
Is it right? It is right to employ Y as the word has already been given about her joining date and hiring her can make the employer X feel that she's doing the correct thing.

Characteristics

. An ethical leader should try to maintain a sense of humour.

. Ethical leader should be ethical all the time

- 1. An ethical leaders must be ethical both in their personal life and in their leadership. Because leaders are role models they can set the tone for the followers they lead.
- 2. An ethical leader should try to increase his competence level. It will surely enable him to lead the organization in the right direction and by the best and most effective methods.
- ,3. An ethical leader should recognise that the organization he founded needs to grow beyond his influence.



Ludhiana, Punjab, India

WR4V+MW2, Rakh Bagh, Koh - E - Fiza, Ludhiana, Punjab 141001, India

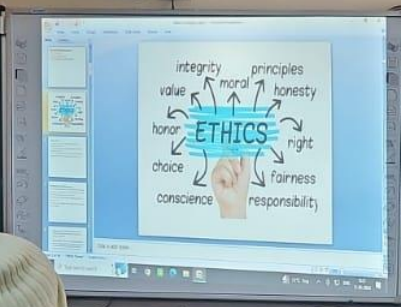
Lat 30.906458°

Long 75.843842°

15/01/24 02:25 PM GMT +05:30



GPS Map Camera



GPS Map Camera

Ludhiana, Punjab, India

WR4V+MW2, Rakh Bagh, Koh - E - Fiza, Ludhiana, Punjab 141001, India

Lat 30.906832°

Long 75.844215°

11/01/24 01:21 PM GMT +05:30



Google

Concluding remarks

Ethical problems are problems of choice . They become problems not because of the people's tendency to do evil, but because of conflicting nature of the standards and interests which are valid in themselves. Problems in ethical decision making occur from the individual interest and the social norms conflict with each other. That and density to overcome pages legal compliance mechanisms may result in an attempt to substitute account ability, for responsibility and may also result in an attempt to let the state and morality. The focus of the pictures in governance is too distributor series of practical responses which depend on the consistent application of car values and principles as well as commitment to ethical business practice.