

NAME OF THE COURSE		BUSINESS ETHICS					
Code	ECS402	Year of study	1. year of master specialistic professional study				
Course teacher	Marina Lovrinčević, PhD, Full professor Ivana Bilić, PhD, Full professor	Credits (ECTS)	6				
Associate teachers	Ana Juras, PhD, Postdoctoral researcher	Type of instruction (number of hours)	L	S	E	F	
			26		26		
Status of the course	Obligatory	Percentage of application of e-learning	40%				
COURSE DESCRIPTION							
Course objectives	In this course: Students acquire advanced knowledge of basic theoretical approaches in the business ethics area, gain the ability to apply ethical principles in the business, gain the ability to putting into practice the concept of social responsibility, and they gain the ability for resolving the ethical and moral dilemmas.						
Course enrolment requirements and entry competences required for the course	There are no prerequisites for this course.						
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	<u>Specific learning outcomes</u> 1. To identify the basic concepts, theoretical principles and specific knowledge in the area of ethics and business ethics (level 6 of learning outcomes) 2. To integrate ethical principles of good/ethical society and good/ethical business entity (level 6 and 7 of learning outcomes) 3. To present ethically problematic business situation in the area of business ethics (level 6 and 7 of learning outcomes) 4. To build adequate institutional ethical solutions: ethical principles, ethical code and good manners for doing business (level 6 and 7 of learning outcomes) 5. To propose adequate behavioral and action patterns needed for ethical/humanistic business organization and management creation (level 6 and 7 of learning outcomes)						
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Exercises/Seminars				
	Topic	h	Topis			h	
	Introduction into ethics and business ethics: theoretical atributes, concepts, objects, philosophical aspects of ethics/moral (debate about good and evil).	2	Exercise 1: Reflexion and debate about different aspects of ethics/moral (video material)			2	
	Basic determinants of ethics and ethical behavior (moral): Ethical divisions. Ethical deliberation. Ethical values. Ethical motivation. Ethical behavior. Ethical crisis.	2	Exercise 2: Ethical reflexion and ethical values, Reflections on ethical dilemmas (video material). Discussion via Moodle platform.			2	
	Ethical theories and ethical cathegories: Ethical theories in business (utilitarian theory, theory of human rights, justice theory). Types of ethics (Interpersonal ethics, Functional ethics, Corporate ethics, Professional ethics, Managerial ethics, Enterpreneurial ethics, Workers	2	Exercise 3: Reflexion of different ethical approaches in business and different approaches in the business ethics scopes. Discussion via Moodle platform.			2	

	ethics). Ethics and organizational culture.			
	Ethics and social responsibility: concept, models, types and levels, strategies of social responsibilities, management with ethics and social responsibilities.	2	Exercise 4: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Important determinants of good/moral society (wealth/poverty, health insurance, good economy, good legal governance, safety, social safety, education, concerns about life environment, strong international position, migrations).	2	Exercise 5: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Important determinants of good/moral enterprise (theoretical definition of moral enterprise, social responsible (human) enterprise, relationship between enterprise and employees).	2	Exercise 6: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Important determinants of good/moral enterprise (relationships between enterprise and state, relationship between enterprise and shareholders, relationship towards concurrent enterprises, relationship between enterprise and customers, ethical codex, enterprise strategy in the function of business ethics implementation).	2	Exercise 7: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Preliminary exam 1.			
	Basic types of violating of ethical norms in business: criminal activities (enterprise against employees, employees against enterprise, enterprise against society, the state institutions against enterprise), corruption, ignoring ecological problems and sustainability problems, ignoring the problems of the poverty in the world.	2	Exercise 9: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Some ways of ethical behavior conduct in enterprise: ethical checkout - implementing the ethical theories and principles on business praxis, principles of right business activities for individuals.	2	Exercise 10: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2
	Making the business ethics an institutional framework: creating an ethical organizational climate and culture, implementing the ethical principles in the social responsibility concept. Ethics of principles, codex and good manners.	2	Exercise 11: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2

	Making the business ethics an institutional framework: ethical board, ethical education in the programs for management and leadership development, factors that increase ethics in the business (public exposure and publicity, state regulations, general education - ethical teaching).	2	Exercise 12: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform..	2		
	Psychological aspects of ethics/moral: basic scientific explanation of moral learning/development, moral motivation, prosocial, asocial and antisocial behaviour, positive psychology and positive human values as individual manager ethical vectors.	2	Exercise 13: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform..	2		
	Sociocultural and legal aspects of ethics/moral: value systems of different cultures and diference of ethical norms in different societies, impact of globalization on ethical norms respect, univerzal (global) ethics.	2	Exercise 14: Presentation and analysis of selected theoretical and practical topics in the field of business ethics; Discussion and critical reviews via the Moodle platform.	2		
	Preliminary exam 2.					
Format of instruction	X lectures X seminars and workshops X exercises <input type="checkbox"/> <i>on line</i> in entirety X partial e-learning <input type="checkbox"/> field work		X independent assignments X multimedia <input type="checkbox"/> laboratory <input type="checkbox"/> work with mentor <input type="checkbox"/> (other)			
Student responsibilities	In order to obtain the signature right, a student must attend classes regularly (minimum 50% attendance at lectures and exercises), student needs to actively participate in lectures (analysis and resolution of ethical dilemmas, analysis and discussion of case studies) and prepare and submit a seminar essay within a defined period of time. Under active participation in lectures, it is considered that the student has done 50% of all activities within the lectures. To satisfy on the exam student should achieve satisfactory degree on two (written or oral) preliminary exams or on (written and/or oral) exam, and on one (submitted on time) seminar essay.					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance	1	Research		Practical training	
	Experimental work		Report		(Other)	
	Essay		Seminar essay	2	(Other)	
	Tests	3	Oral exam		(Other)	
	Written exam		Project		(Other)	

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Grading and evaluating student work in class and at the final exam	<p>During the semester there will be two written or oral knowledge tests i.e. 2 preliminary exams, and practical part of the exam will be evaluated by student creation and presentation of seminar essay. Preliminary exams carry 50%, seminar essay carries 35%, while active participation in classes carries 15% of the total grade.</p> <p>The exam is considered passed if the student has achieved at least 50% attendance at classes, if the student was positively assessed in the theoretical part - two (written or oral) preliminary exams whose average should be a minimum of 50% or in the final written and/or oral exam where it should be achieved a minimum of 50% of the total number of points, and if the student's seminar essay (submitted on time) was positively evaluated.</p> <p>Score thresholds and the formation of an appropriate grade from the course based on the total points achieved in all tests of knowledge in the course: 0 - 49% - insufficient (1) 50 - 62% - sufficient (2) 63 - 74% - good (3) 75 - 86% - very good (4) 87 - 100% - excellent (5).</p>		
Required literature (available in the library and via other media)	Title	Number of copies in the library	Availability via other media
	<p>Authorised lectures and teaching material on the Moodle pages of the course</p> <p>Vig, S. (2019.): <i>Business Ethics - How to Develop Authentic Leadership and Build a Culture of Satisfied and Engaged Employees with Ethics and Compliance Programs?</i>, CODUPO d.o.o., Zagreb.</p> <p>Becker, C. U. (2018). <i>Business ethics: methods and application</i>. Routledge.</p>	<p>0</p> <p>9</p>	<p>Moodle</p> <p>Google Scholar</p>
Optional literature (at the time of submission of study programme proposal)	<p><i>Course books and manuals:</i></p> <p>Trevino, L. K., & Nelson, K. A. (2021). <i>Managing business ethics: Straight talk about how to do it right</i>. John Wiley & Sons.</p> <p>Byars, S. M., & Stanberry, K. (2018). <i>Business ethics</i>. Rice University.</p> <p>Amann, W. & Stachowicz-Stanusch, A. –Editors (2013.): <i>Integrity in Organizations: Building the Foundations for Humanistic Management</i>, Palgrave MacMillan, International Edition.</p> <p><i>Articles:</i></p> <p>Kaptein, M. (2017). The battle for business ethics: A struggle theory. <i>Journal of Business Ethics</i>, 144(2), 343-361.</p> <p>Chell, E., Spence, L. J., Perrini, F., & Harris, J. D. (2016). Social entrepreneurship and business ethics: Does social equal ethical?. <i>Journal of business ethics</i>, 133(4), 619-625.</p> <p>Phillips, R., Schrempf-Stirling, J., & Stutz, C. (2020). The past, history, and corporate social responsibility. <i>Journal of business ethics</i>, 166(2), 203-213.</p>		

	<p>McMurrian, R. C., & Matulich, E. (2016). Building customer value and profitability with business ethics. <i>Journal of business & economics research (JBER)</i>, 14(3), 83-90.</p> <p>Dulčić, Ž. (2001.): Strategic Managers' Social Responsibility-Empirical Research, u: Proceedings of the 4th International Conference „Enterprise in Transition“, Split-Hvar, Ekonomski fakultet, str.(CD) 93-103.</p> <p>Dulčić, Ž. (2003.): Entrepreneurs' Strategy and Culture as Factors of Economics Development: The Case of Croatia, u: Proceedings of the 5th International Conference „Enterprise in Transition“, Split-Tučepi, Ekonomski fakultet, str.(CD) 2544-2559.</p> <p><i>Other sources (originally on Croatian):</i></p> <p>Dnevne vijesti kao izvor (ne)etičkih poslovnih praksi/Daily news as the source of (un)ethical business praxis (www.index.hr)</p> <p>Eseji i vijesti Centra za poslovnu etiku/Essays and news of Business Ethics Center (www.cep.ffdi.hr)</p> <p>Poslovne vijesti s portala ili časopisa Poslovni dnevnik/ Business news from the portal or journal Business diary (www.poslovni.hr)</p> <p>Poslovni slučajevi i vijesti s portala Lider/Business cases and news from the portal Leader (www.liderpress.hr)</p>
Quality assurance methods that ensure the acquisition of exit competences	<ul style="list-style-type: none"> • Following students course attendance and fulfilment of other students obligations (lecturer) • Supervision of lecture process (vicedean for teaching) • Analysis of study success in all the study modules (vicedean for teaching) • Students evaluation of lecturer and lecture quality for every study module (UNIST, Centre for quality improvement) • By means of exam which is implemented by module lecturer, are checked all the learning outcomes. Periodically are checked out the contents of the exam, according them is controlled the adequacy of learning outcomes examination (vicedean for teaching).
Other (as the proposer wishes to add)	