

Beyond Borders

Unit #3: Summative Ethics Report



KEY LEARNING GOALS:

A note from Mr. Parsons...

Sometimes the actions of one employee can have a major impact on the organization. You should also be able to identify positive course of actions for situations such as the ones presented in your case.

Curriculum Expectations:

- Evaluate the impact of issues related to ethics and social responsibility on the management of organizations.
- Evaluate the impact of major ethical issues (e.g., bribery, harassment, polluting the environment, theft in the workplace, Aboriginal land claims versus interests of resource companies) and dilemmas (e.g., for the individual, the workplace, and the local and global community) on management strategies and decision making.

Summative Ethics Report:

Working individually, you will investigate an ethical issue that will be assigned to you by Mr. Parsons. Once you are assigned your case number you may review your assigned case number that will be available on the website. You will receive a document that provides an introduction to your ethical issue but you are expected to do your own additional research to truly understand the case. You are then asked to analysis the case and provide your own evaluation fo how the case was handled.

Part A: Ethical Dilemma and Case Overview

- Summary of the issue. Tell us the main facts – Who? What? Where? When? Why? and How? What were the consequences, and outcomes of the situation?
- Clearly identify the ethical dilemma the organization faced. For example, “Mr. Parsons had to decide whether or not he should show the class a movie he downloaded from the CBC”.
- Identify all the stakeholders in the case. Who was impacted and how did the decisions made by the organization impact them positively or negatively?
- You do not have to agree with the decision that was made by the organization. List other possible courses of action for the case that may have been considered. Complete your own P/O/E analysis with two alternative options and make recommendations based on your analysis.

Curriculum Expectations
Continued...

- Explain the nature of corporate ethical and social responsibility and analyse, on the basis of research, including stakeholder analysis, a particular company's commitment to it (e.g., in relation to non-discriminatory hiring, promotion, and retention practices; implementing the Persons with Disabilities Act and the Accessibility for Ontarians with Disabilities Act; environmental issues; customer/supplier relationships).
- Apply business teamwork skills to carry out projects and solve problems.
- Explain the barriers and obstacles to effective communication (e.g., cultural differences, differences in perception, inappropriate communication)
- Demonstrate an understanding of group dynamics.
- Analyse the importance of planning to the success of an organization.
- Demonstrate appropriate presentation techniques for both groups and individuals.
- Demonstrate the effective use of information technology (e.g., word processing software, e-mail, teleconferencing, electronic research tools) to attain organizational goals.

Part B: Evaluation of Organizational Decisions

- Decision #1: Use the ethical reasoning theories (i.e. utilitarianism, individualism, etc..) to explain how the organization justified its decisions.
- Decision #2: Clearly identify the level of social responsibility shown by the organization (refer to the levels we discussed as a class during the Black Market Case Analysis).

Case Study Analysis and Assessment Checklist

- Did you use the Ethical Decision making model discussed in to evaluate two alternative solutions for the course of action (do not choose the decision made by the organization).
- Did you create a chart to outline P/O/E for each options and ensure to evaluate costs and benefits for the decision.
- Did you provide recommendations for a course of action. Are the explanations well defend and justified as to why you would choose this course of action.



Summative Rubric:**Part A: Ethical Dilemma and Case Overview****Category - Communication****/10 Marks**

- Did you summarize the case?
- Did you identify the ethical dilemma?
- Was your information clear, accurate and informative?

Level 1: Communicates information and ideas with limited clarity; Uses language, symbols and visuals with limited accuracy and effectiveness; Communicates with a limited sense of audience and purpose.

Level 2: Communicates information and ideas with some clarity; Uses language, symbols and visuals with some accuracy and effectiveness; Communicates with some sense of audience and purpose.

Level 3: Communicates information and ideas with considerable clarity; Uses language, symbols and visuals with considerable accuracy and effectiveness; Communicates with a clear sense of audience and purpose.

Level 4: Communicates information and ideas with a high degree of clarity; Uses language, symbols and visuals with a high degree of accuracy and effectiveness; Communicates with a strong sense of audience and purpose.

Part B: Analysis of Case Options**Category - Thinking****/20 Marks**

- Did you identify and evaluate ethical reasoning strategies demonstrated, or not demonstrated by the organization?
- Did you analyze the nature and importance of corporate social responsibility?
- Did you use critical thinking skills to evaluate businesses through case study and data analysis?

Level 1: Does not appropriately use critical and creative thinking skills; Uses concepts, skills and procedures in familiar contexts with limited effectiveness.

Level 2: Uses critical and creative thinking skills with limited effectiveness; Uses concepts, skills and procedures in familiar contexts with some effectiveness.

Level 3: Uses critical and creative thinking skills with moderate effectiveness; Uses concepts, skills and procedures in familiar contexts with considerable effectiveness.

Level 4: Uses critical and creative thinking skills with a high degree of effectiveness; ; Use concepts, skills and procedures in familiar contexts with a high degree of effectiveness.

BOH Unit #3: Summative - Total Marks:

Part A: Ethical Dilemma and Case Overview

Category - Communication

Weight: /10

Part B: Analysis of Case Options

Category - Thinking

Weight: /20

/30 Marks

Ethics Report Checklist:

Focus & Meaning

I have read the writing topic and identified my audience and purpose.

I have established and maintained an insightful controlling idea or bottom line and focused on a specific subject clearly expressed.

I have read my memo to make certain I clearly adapted the message to the audience.

Content & Development

I have developed my ideas fully and memorably, using appropriate business concepts and terms.

I have included sufficient number of details to support each main idea.

Organization

I have developed a cohesive and unified structure with effective use of paragraphing or grouping of information, logical connections, and transitional devices throughout.

I have presented my ideas in a clear and logical order.

I included a strong statement in my conclusion that tells readers my opinion.

Language Use & Style

I have used precise, professional language to project a well-defined voice.

I have used well-structured and varied sentences.

I replaced general descriptive words with more specific descriptive words.

Mechanics & Conventions

I have read my report out loud so that I can hear my mistakes and correct them.

I have made few errors in grammar, mechanics, punctuation, and spelling that could interfere with the message.