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1. **What is the relationship between ethics and the law?**

The relationship between ethics and law is direct. It must be indicated that it is the dominant group in the society that agrees on the basic standards which becomes accepted into laws. One may note that like ethics that governs standards of community or societal harmonic existence laws also specify what sanctions or punishments will follow if those laws are broken. It must be indicated that a number of societal groups lobby for which laws should be passed based on their own personal interests and beliefs about right and wrong which are ethical conduct. Hence the dominant group that can summon the most support can pass laws that align with its interests and beliefs and once a law is passed, a decision about what the appropriate behavior is with regard to a person or situation is taken from the personally determined ethical realm to the societal determined legal realm. From the above one can note that laws are a higher level of ethical conduct, hence laws evolve from societal ethics.

Therefore if one fails to conform to the law, you can be prosecuted; and if found guilty of breaking the law, one can be punished. It must be indicated that like ethics of conduct which tend to appear to conscience and societal laws one have little say in the matter and fate is in the hands of the court and its lawyers. In addition it must be indicated that ethical beliefs change as time passes; and as they do so, laws change to reflect the changing ethical beliefs of a society hence a bidirectional relationship between law and ethics.

1. **Why do the claims and interests of stakeholders sometimes conflict?**

It must be indicated that as people are different, they are bound by the laws of nature to disagree or conflict at one point in time. One may note that quite a number of reasons why organizational stakeholders can conflict. Such in an instance of reward system imbalance; Organizational rewards if they are not handled carefully can cause a serious tension and conflict of interests between stakeholders. One may note that if employees such as managers (middle level and line managers) develop a divergent view with the top managers with regards to unfair rewards, this may threaten organizational performance and even the outcome which hinders the organization reaching its goal.

In addition another reason that can account for conflict in the organization is caused by divergent views in operations ,It must be noted that conflict may arise between top managers and low level managers as the due to the unrealistic goal set by top managers which may impute or infringe of the managers decision role. For I stance a sudden change in operations without clear communication between to[p managers and low level mangers. Who at sometime may fail to catch up with new advancements due to a number of reasons, such as resistance from employees and lack of resources. More so the value of investment tend to effect conflict amongst stakeholders as others may invest much of their time and dedicate their life in seeing the business grow only later the business to suffer deficits due to abuse of office and resources by another manager that may jeopardize the work and investment of others. Hence while other s see a business as an investment for the future yet others may think otherwise and view it as a way to acquire profits for themselves.

1. **Why should managers use ethical criteria to guide their decision making?**

Ethical practices tend to clear all doubt and leaves the individual satisfied and without a query and questions as they would have ensured equality and fair practice in handling of matters or disputes. Therefore it is of paramount of importance for organizational managers to at best and all times adhere to ethical criteria to guide their decision making as failure to do so may result on grave mistakes that may cost the organization talent and resources.

In addition to the above another reason why managers should at best use ethical criteria in decision making is that they protects the business from unprecedented lawsuits that may arise due to unfair treatment leading to loss of time and resources in an attempt to correct those mistakes. Hence by adhering to ethical business practices tend to be a preventative measure from such power draining and reputation ruining lawsuits. Ensures equality and fair practice .Therefore by adhering to ethical guidelines in decisions making tend to protect the organizational image and boost its client base as the fair ethical practice tend to gain clients trust.

1. **As an employee of a company, what are some of the most unethical business practices that you have encountered in its dealings with stakeholders?**

It must be indicated that one of the most unethical business practice encountered at work was nepotism. It must be indicated that during the recruitment and selection process the relative of the manger was granted first preference leaving others that were qualified for the applied profession. It must be indicated that nepotism tend to blear one judgment and sometimes affects organizations performance as people are admitted and even ending up being promoted not based on merit which calls for concern. In addition another unethical business practice was abuse of office by managers. It must be indicated that abuse of office refers to a situation where the manager tends to use his position of influence to infringe on employees rights, either it work related or personal .It must be indicated that at the end of the day the employees does to what the manager or superior demands due to fear of one’s job security and in an attempt to please the manager and fear of demotion.

More so, another unethical dealing is the use of gender differences and segregation for work assignments. It must be indicated that there position of responsibility that were not given to women due to the fact as that they were deemed as weak and only assigned to man. One may note that these old stereotypical evaluations are unethical as they undermine the credibility and ability of the other gender which makes it almost hard for them to operate at their full potential as they will be aware that there is no recognition of their great work.

1. **What are the main determinants of business ethics?**

There are a number of determinants of business ethics but the main are social factors, economic factors and organizational factors as indicated below. it must be indicated that social factors denoted that ethics are basically concerned with social morality. Hence Ethical business conduct is that which is socially moral. Accordingly, it is the social value, norms, traditions and customs, which prescribe business ethics and govern business conduct and as societal norms and value undergo changes business ethics are also adapted to the changed social environment. Hence for these business ethics to be applied there is need of a social basic standards that regulate conduct, thus, business ethics evolves from social factors.

In addition, Economic Factors also are determinates and business ethics. One may note that the level of economic development also influences the nature and spread of business ethics .In general it must be noted that business ethics assume liberal character with the development in economic spheres particularly business activities. Hence the development of the business ethics and heir applicability relate to the economic factors as they determine the fair and unfair practice. More so, organizational factors like philosophy and policy of the firms, attitudes of the mangers and superior subordinate relations have a great impact on ethical perception and judgment of business managers and subsequent behavior. Hence their philosophy can determine what they deem acceptable or unethical, as ethics are dynamic with regards to the area of operation and agreed conduct.

Building Management Skills

1. **You are planning to leave your job to go work for a competitor; your boss invites you to an important meeting where you will learn about new products your company will be bringing out next year. Do you go to the meeting?**

It must be indicated that the meeting is being held before I have handed in my resignation which implies that by then will be still an employee of the company; hence by I am bound to attend the meeting as an employee of the organization. It must be indicated that failure to attend the meeting may be deemed as insubordination and in addition, the contract that I would have signed with the organization would be still in effect until the moment I hand in my resignation .Therefore attending the meeting will be the right thing to do.

However, it must be indicated that in the case that the organization discloses the information of their new products to be sold next year .I will be there to participant but when I resign the important information will not be disclosed to the competitor as it still remains organizational high classified information which is bound by the old contract not to be disclosed. Hence I will chose to remain silent and not share the information with the my new employer as it would be violation of business ethics and can lead to lawsuits in case they (older employee) learns that I was the one that leaked the organizational private or classified information .

1. **You’re the manager of sales in an expensive sports car dealership. A young executive who has just received a promotion comes in and wants to buy a car that you know is out of her price range. Do you encourage the executive to buy it so you can receive a big commission on the sale?**

It must be indicated that in as much as one needs to gain profit from the sale , we have a social responsibility to advice each customer vital information that even if it has the capacity to change ones decision and we may end up not benefiting from it. In the case if the deal is too expensive and out of his range, would advice him or her to consider another deal that is affordable and may not strain his or her economic standing. It must be indicated that if he or she insists on the same product, I would advice another option which may be advising a plan that he may still pay for the same product but at a manageable level that would not strain his or her economic standing.

One may note that this aligns to the utilitarian rule which denotes that an ethical decision is a decision that produces the greatest good for the greatest number of people. Hence one has to decide which is the most ethical course of business action should first be considered and how different possible courses of business action would benefit or harm different stakeholders in this case the customer. Therefore by not encouraging the executive to buy the car so that I can receive high commission is a course of action that provides the most benefits, or, conversely, the one that does the least harm, to stakeholder or customer.

1. **You sign a contract to manage a young rock band, and that group agrees to let you produce their next seven records, for which they will receive royalties of 5 percent. Their first record is a smash hit and sells millions. Do you increase their royalty rate on future records?**

It must be indicated that there is no need of increasing their royalty rate on the future records as one has o adhere to the first agreed contract regardless on the outcome of the first record. It must be indicated that by increasing royalty rate will be considered as duping and breach of the contract. Hence there is need to adhere to the agreement regardless of the outcomes that have risen. One may note that this aligns with the justice rule which stipulates that an ethical decision distributes benefits and harms among people and groups in a fair, equitable, or impartial way. Hence Managers should compare and contrast alternative courses of action based on the degree to which they will fairly or equitably distribute outcomes to stakeholders

Managing Ethically

1. **Why is it that an organization’s values and norms can become too strong and lead to unethical behavior?**

It is so important that managers and people in general, should act ethically and temper their pursuit of self-interest by considering the effects of their actions on others. It must be indicated that the relentless pursuit of self-interest can lead to a collective disaster when one or more people start to profit from being unethical because this encourages other people to act in the same way. More and more people jump onto the bandwagon, and soon everybody is trying to manipulate the situation to serve their personal ends with no regard for the effects of their action on others. This is called the “tragedy of the commons.” One may note that the high pursuit for profits a many instances leads to unethical behaviors by organizations.

1. **What steps can a company take to prevent this problem—to stop its values and norms from becoming so inwardly focused that managers and employees lose sight of their responsibility to their stakeholders?**

It must be indicated that in order for organizations to prevent the problem of values and norms becoming so inwardly focused that managers and employees lose sight of their responsibility to their stakeholders, they have to educate the managers and employees the importance of ethical conduct .It must be indicated that by sharing such vital information this can serve as a way to reduce incidences where norms and values becomes the core of operations and ignoring ethics.