POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

pl. M. Skłodowskiej-Curie 5, 60-965 Poznań

COURSE DESCRIPTION CARD - SYLLABUS

Course name

Ethics of Management

Course

Field of study	Year/Semester
Engineering Management	1/2
Area of study (specialization)	Profile of study
Level of study	Course offered in
Second-cycle studies	polish
Form of study	Requirements
full-time	compulsory

Number of hours

Lecture	Laboratory classes	Other (e.g. online)
15		
Tutorials	Projects/seminars	
15		

Number of credit points

2

Lecturers

Responsible for the course/lecturer:

dr Agata Branowska

agata.branowska@put.poznan.pl

tel. 61 665 33 99

Faculty of Engineering Management

 ul. J. Rychlewskiego 2

 60-965 Poznań

Responsible for the course/lecturer:

Prerequisites

Basic categories and problems in ethics.

Course objective

Obtaining knowledge about ethics and it's role in a social live; learning to solve ethical dilemmas, also dilemmas appearing in professional activity.

Course-related learning outcomes

Knowledge

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

pl. M. Skłodowskiej-Curie 5, 60-965 Poznań

has got an expanded knowledge on the role of a manager and employees in shaping organizational culture and ethical behaviors in the workplace [P7S_WG_09]

has got an in-depth knowledge on ethical norms, it's sources, nature, and ways they influence on organizations [P7S_WK_01]

Skills

has got the ability to understand and analyze social phenomena [P7S_UW_05]

is able to correctly interpret and explain social, cultural phenomena and mutual relations between social phenomena [P7S_UW_06]

Social competences

is aware of the importance of professional behavior, compliance with professional ethics and respect for the diversity of views and cultures [P7S_KR_01]

can initiate actions for social projects [P7S_KO_02]

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Lecture: Test which contains of open and closed questions and additional tasks

Tutorials: Presentation and tasks

Programme content

1. Introduction to ethics. The scientific field of ethics. Subject, area and functions of ethics. Morality and ethics. Norms, values, ideals and moral sanctions. Cultural relativism and cultural imperialism. The place of ethics among humanistic and social sciences, relation to philosophy.

2. Ethical theories. Ethics, morality and law. Morality and it's theories. Cognitivism and noncognitivism. Consequentialism and non-consequentialism. Utilitaranism. Ethics of happiness. Kantianism. Ethics of duty. Natural law. Ethics of entitlements.

3. Factors influencing ethical behavior at work. Personal, organizational, environmental factors. Corporate ethics programs. Ethical dilemma. Model of ethical decision making. Examples of unethical and counterproductive behaviors during different phases of Human Resources Management.

4. Ethics in work relationships. Social relationships in working place. Employment and employees rights. Right to work. Equal chances. Discrimination: direct, indirect, multiple, positive. Criteria of discrimination (ex. race, nationality, religion, creed). Examples of men and women discrimination in the workplace. Methods of combating discrimination against women and good practices of the enterprises.

5. Mobbing. Definition of mobbing (Leymann and Labour Code). Leymann mobbing activities. Consequences and causes. Counteraction. Mobbing and discrimination: comparison.

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

pl. M. Skłodowskiej-Curie 5, 60-965 Poznań

6. Code of ethics. Definition, genesis, area and examples. Role of codes of ethics in regulating practical side of professional careers.

7. Corporate social responsibility. The concept of CSR. Responsibilities to different stakeholder groups. Corporate citizenship. CSR standards.

Teaching methods

Lecture, discussion, role-playing, case study

Bibliography

Basic

1. J. Hartman, J. Woleński, Wiedza o etyce, Wydawnictwo Szkolne PWN Park Edukacja, Warszawa Bielsko-Biała 2009.

2. R. Nazar, A. Branowska, Etyka w zarządzaniu, Poznań 2011.

3. M. Rybak, Etyka menedżera. Społeczna odpowiedzialność przedsiębiorstwa, Wydawnictwo Naukowe PWN, Warszawa, 2011.

4. D. Lerwicka, Zapobieganie patologiom w organizacji, Wydawnictwo Naukowe PWN, Warszawa, 2011.

Additional

1. M. Ossowska, Podstawy nauki o moralności, PWN Warszawa 1966.

2. K. Blanchard, Etyka biznesu, Studio Emka, Warszawa, 2011.

Breakdown of average student's workload

	Hours	ECTS
Total workload	50	2,0
Classes requiring direct contact with the teacher	30	1,0
Student's own work: literature studies consultation with the lecturer preparation for presentation preparation for tests [1]	20	1,0

---

[1] delete or add other activities as appropriate