



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Ethics of Management [S2IZarz1>EwZ]

Course

Field of study

Engineering Management

Year/Semester

1/2

Area of study (specialization)

Enterprise Resource and Process Management

Profile of study

general academic

Level of study

second-cycle

Course offered in

Polish

Form of study

full-time

Requirements

compulsory

Number of hours

Lecture

15

Laboratory classes

0

Other

0

Tutorials

15

Projects/seminars

0

Number of credit points

2,00

Coordinators

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Lecturers

Prerequisites

Basic categories and problems in ethics.

Course objective

Obtaining knowledge about ethics and its role in a social life; learning to solve ethical dilemmas, also dilemmas appearing in professional activity.

Course-related learning outcomes

Knowledge:

The student defines and explains the impact of ethical norms, values and ideals on management practices and discusses their origins and role in regulating professional practices [P7S_WG_04].

The student describes the relationship between ethics and other scientific disciplines and their importance in shaping organizational culture and ethical leadership [P7S_WG_08].

The student distinguishes and analyzes the influence of individual and group factors, such as personality, perception, Machiavellianism, on ethical behavior in organizations and the characteristics of ethics programs [P7S_WG_09].

Skills:

The student interprets social processes and phenomena in the organization using theoretical foundations of ethics, formulating his own ethical opinions [P7S_UW_01].

The student analyzes ethical aspects of management, applying the research method to evaluate ethical situations in the organization [P7S_UW_05].

The student distinguishes the influence of norms, values and ideals on management decisions, analyzing social phenomena in the context of ethics [P7S_UW_06].

The student formulates ethical solutions to management problems, analyzing the causes and consequences of value conflicts in decision-making processes [P7S_UW_07].

Social competences:

The student evaluates cause-effect relationships in an ethical context, identifying and prioritizing the relevance of ethical dilemmas in management processes [P7S_KK_02].

The student plans and manages projects related to ethics in the organization, initiating activities to promote ethical culture and social responsibility [P7S_KO_01].

The student demonstrates an awareness of the importance of professionalism and professional ethics, applying them to the planning and management of business processes taking into account cultural diversity and equitable practices [P7S_KR_01].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Lecture:

The learning outcomes are checked by an exam, which consists of open and closed questions.

Assessment criteria:

<50% ndst,
≤ 50%; 60%) dst.,
<60%; 70%) dst plus,
<70%, 85%) db,
<85%, 91) db plus,
<91%, 100%> very good

Tutorials:

Forming assessments: presentation, oral responses.

Summative assessment: the average of the forming grades.

Programme content

Lecture:

Factors shaping the ethical behavior of members of the organization - individual.

Factors influencing the ethical behavior of members of the organization - organizational, environmental.

Ethical leadership. Ethical communication with employees.

Ethics of employee selection.

Code of ethics.

Corporate social responsibility.

Tutorials:

Introduction to ethics. The scientific field of ethics. Ethical theories. Ethics, morality and law.

Ethical dilemma.

Examples of unethical and counterproductive behaviors during different phases of Human Resources Management.

Mobbing.

Conflicts of values and ethical situations. Value conflicts in decision-making processes.

Ethics in labor relations. Employment and workers' rights. Right to work. Equal opportunities. Fair pay.

Unions. Entrepreneur's rights and employee loyalty.

Discrimination.

Transactional Analysis.

Course topics

Lecture:

Individual and organizational factors shaping the ethical behavior of members of the organization: personality, perception, locus of control, Machiavellianism, moral distancing. Characteristics of corporate ethical programs.

Ethical communication with employees.

Ethical recruitment and selection. Employer branding.

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

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

Tutorials:

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.

Morality and its theories. Cognitivism and noncognitivism. Consequentialism and non-consequentialism.

Utilitarianism. Ethics of happiness. Kantianism. Ethics of duty. Natural law. Ethics of entitlements.

Ethical dilemma. Model of ethical decision making.

Examples of unethical and counterproductive behaviors during different phases of Human Resources Management.

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

Conflicts of values and ethical situations. Value conflicts in decision-making processes. The individual in the face of conflicts of values. Conflict of interests in social life. Selfishness and altruism.

Social relations in the workplace. Unions. Entrepreneur's rights and employee loyalty.

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.

Teaching methods

Lecture: information lecture, seminar lecture, work with a book, talk.

Tutorials: case study method, situational method, staging method, exchange of ideas (brainstorming), round table discussion and seminar.

Bibliography

Basic:

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

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

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

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

Additional:

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

2. Klimek J., Etyka biznesu, Difin SA, Warszawa 2014

Breakdown of average student's workload

	Hours	ECTS
Total workload	50	2,00
Classes requiring direct contact with the teacher	30	1,00
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	20	1,00