



Model Institute of Engineering  
& Technology (Autonomous)  
**Course Handout**

Kot, Bhalwal, Jammu

## **COURSE HANDOUT**

Business Ethics (BCMMI-106 (A))

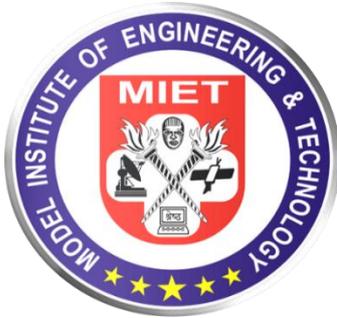
BCOM(H)-1<sup>ST</sup> SEMESTER

ACADEMIC YEAR (2024-25)

**Ms. Shivani Kanaria**

Assistant Professor

School of Management - UG



School of Management - UG

Model Institute of Engineering & Technology (Autonomous)

KotBhalwal, Jammu - 181122

[www.mietjmu.in](http://www.mietjmu.in)



Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
BCMMI-106 (A)	Business Ethics	Minor	4	4	0	0	40	60	100

**Course Outcomes:**

At the end of the course, the student will be able to:	
CO1	Understand the various business ethics and their importance.
CO2	Comprehend the management of ethics and ethical dilemmas.
CO3	Assess the Workplace Ethics and the ethics in organizations.
CO4	Appreciate the ethics of functional managers.
CO5	Appraise the Indian Ethos for Managers.

**Detailed Syllabus**

**Section A**

**Unit I: Introduction:** Introduction to Business Ethics: Meaning, Definition, and Importance - nature, the purpose of ethics and morals for organizational interests – Cultural and Human values in management - Indian and Global perspective.

**(10 Hrs)**

**Unit II: Management of Ethics:** Management of ethics, Ethical dilemma; Ethics for managers; Role of ethical managers; Comparative ethical behavior of managers; Code of ethics; Competitiveness, profitability, and ethics; Cost of ethics in corporate ethics evaluation.

**(10 Hrs)**

**Unit III: Workplace Ethics: Workplace Ethics** – personal and professional ethics in the organization - discrimination, harassment - gender equality, Organisation Ethics Development System – Organisational Culture and values – Code of Ethics – Value-based Leadership and its effectiveness.

**(09 Hrs)**

**Section B**

**Unit IV: Functional Managers Ethics:** Ethics in production, ethics in finance, ethics in marketing, ethics in HRM; Ethics for professionals; Ethical organization, ethical committees and ethical officers, ethical training for managers; Ethics communication systems; Role of regular bodies for promoting ethics in business.

**(10 Hrs)**

**Unit V: Indian Ethos for Managers:** Ethics and materialism; Ethics and values; Ethics and religion; Ethics and culture; Indian ethos and values for managers; personal values and ethical decision making; Family values and ethics for business; Cross-cultural influence on business ethical decisions.

**(09 Hrs)**

**Textbooks:**

S. No.	Name of the Books	Name of the Author	Publisher Name	Edition (Pub. Yr.)
1	Business Ethics: An Indian Perspective	A C Fernando, K P Muralidheeran, E K Satheesh	Pearson	3 <sup>rd</sup> (2019)
2	Fernando's Business Ethics and Corporate Governance	K P Muraleedharan and E K Satheesh	Pearson	3 <sup>rd</sup> (2021)



**Reference Books:**

S. No.	Name of the Books	Author	Publisher	Edition (Pub. Yr.)
1	Business Ethics and Corporate Governance	Fernando	Pearson	2 <sup>nd</sup> (2012)

COURSE PLAN		
Unit - I Introduction to Business Ethics		
S.No	Topics	Recommended Books
1	Meaning, Definition, and Importance of ethics and morals	Book 1, Chapter 1
2	Nature the purpose of ethics and morals for organizational interests	Book 1, Chapter 1
3	Cultural and Human values in management - Indian and Global perspective.	<a href="https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf">https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf</a>
Unit - II Management of Ethics		
4	Management of ethics	Book 1, Chapter 2
5	Ethical dilemma	Book 1, Chapter 3
6	Ethics for managers; Role of ethical managers	Book 1, Chapter 1
7	Comparative ethical behavior of managers	<a href="https://www.brainkart.com/managers">Comparative ethical behaviour of managers (brainkart.com)</a>
8	Code of ethics	<a href="https://www.distanceeducationju.in/H:\BMS 20-21\21-22\B Com Sem II">H:\BMS 20-21\21-22\B Com Sem II (distanceeducationju.in)</a>
9	Competitiveness, profitability, and ethics	<a href="https://www.sist.sathyabama.ac.in/sist_coursematerial/uploads/SBAA1503.pdf">https://www.sist.sathyabama.ac.in/sist_coursematerial/uploads/SBAA1503.pdf</a>
10	Cost of ethics in corporate ethics evaluation	<a href="https://www.sist.sathyabama.ac.in/sist_coursematerial/uploads/SBAA1503.pdf">https://www.sist.sathyabama.ac.in/sist_coursematerial/uploads/SBAA1503.pdf</a>
Unit - III Workplace Ethics		
11	Workplace Ethics – personal and professional ethics in the organization	Book 1, Chapter 2 <a href="https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf">https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf</a>
12	Discrimination, harassment - gender equality.	<a href="https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf">https://www.distanceeducationju.in/pdf/BCom%20Sem%20II%20BCG%20202.pdf</a>
13	Organization Ethics Development System	<a href="https://www.backup.pondiuni.edu.in/storage/dde/dde_ug_pg_books/Business%20ethics.pdf">https://www.backup.pondiuni.edu.in/storage/dde/dde_ug_pg_books/Business%20ethics.pdf</a>
14	Organizational Culture and values – Code of Ethics – Value-based Leadership and its effectiveness.	<a href="https://www.backup.pondiuni.edu.in/storage/dde/dde_ug_pg_books/Business%20ethics.pdf">https://www.backup.pondiuni.edu.in/storage/dde/dde_ug_pg_books/Business%20ethics.pdf</a>
Unit - IV Functional Managers Ethics		
15	Ethics in production	<a href="https://www.managementstudyguide.com/ethics-in-production.htm">https://www.managementstudyguide.com/ethics-in-production.htm</a>



16	Ethics in finance	Book 1, Chapter 17
17	Ethics in marketing.	Book 1, Chapter 14
18	Ethics in HRM	Book 1, Chapter 15
19	Ethics for professionals	<a href="https://docs.google.com/document/d/1FVWvAJ9jQUGA5IeNAN0bCbvA6yQtTMSi/edit?usp=sharing&amp;oid=114053137428450340040&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1FVWvAJ9jQUGA5IeNAN0bCbvA6yQtTMSi/edit?usp=sharing&amp;oid=114053137428450340040&amp;rtpof=true&amp;sd=true</a>
20	Ethical organization, ethical committees and ethical officers,	Book 1, Chapter 6
21	Ethical training for managers	<a href="https://docs.google.com/document/d/1T6d9IfbVxW2dEwQZehXPkyzIe7gRzg59/edit?usp=drive_link&amp;oid=114053137428450340040&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1T6d9IfbVxW2dEwQZehXPkyzIe7gRzg59/edit?usp=drive_link&amp;oid=114053137428450340040&amp;rtpof=true&amp;sd=true</a>
22	Ethics communication systems; Role of regular bodies for promoting ethics in business	Book 1, Chapter 12
<b>Unit - V Indian Ethos for Managers</b>		
23	Ethics and materialism	<a href="https://philosophynow.org/issues/159/Materialism_Freedom_and_Ethics">https://philosophynow.org/issues/159/Materialism_Freedom_and_Ethics</a>
24	Ethics and values	Book 1, Chapter 1
25	Ethics and religion	<a href="https://medium.com/@ahsanjjatoi/religion-vs-ethics-966e8b8db3f">https://medium.com/@ahsanjjatoi/religion-vs-ethics-966e8b8db3f</a>
26	Ethics and culture	<a href="https://hbr.org/2016/12/talking-about-ethics-across-cultures">https://hbr.org/2016/12/talking-about-ethics-across-cultures</a>
27	Indian ethos and values for managers	<a href="https://www.betterup.com/blog/leadership-challenges">https://www.betterup.com/blog/leadership-challenges</a>
28	Personal values and ethical decision making	Book 1, Chapter 4
29	Family values and ethics for business	<a href="https://www.toppr.com/guides/fundamentals-of-economics-and-management/organising/the-concept-of-power/">https://www.toppr.com/guides/fundamentals-of-economics-and-management/organising/the-concept-of-power/</a>
30	Cross-cultural influence on business ethical decisions.	Book 1, Chapter 4 <a href="https://www.fao.org/3/w7504e/w7504e07.htm#:~:text=Conflicts%20may%20arise%20because%20of,conflicts%20is%20lack%20of%20communication.">https://www.fao.org/3/w7504e/w7504e07.htm#:~:text=Conflicts%20may%20arise%20because%20of,conflicts%20is%20lack%20of%20communication.</a>



### ADDITIONAL WEB RESOURCES

1.	<b>MOOC:</b> Global Impact: Business Ethics <a href="https://www.coursera.org/learn/business-ethics">https://www.coursera.org/learn/business-ethics</a>
2.	<b>NPTEL:</b> Business Ethics <a href="https://onlinecourses.swayam2.ac.in/cec24_mg14/preview">https://onlinecourses.swayam2.ac.in/cec24_mg14/preview</a>

### GRADING AND ASSESSMENT

- **Sessional Test:** 20 marks
- **Assignment:** 10 marks
- **Attendance:** 10 marks
- **Final Examination:** 60 marks

### COURSE POLICIES

- **Attendance:** Minimum 75% attendance is mandatory to appear in the final examination of the course.
- **Academic Integrity:** MIET's academic integrity policies apply. Plagiarism will not be tolerated.
- **Late Submissions:** Assignments and projects must be submitted by the specified timelines.

### FACULTY INFORMATION

- **Office Hours**  
Monday (02:35 PM - 03:00 PM)  
Friday (02:35 PM - 03:00 PM)
- **Contact Information**  
[Shivani.bba@mietjammu.in](mailto:Shivani.bba@mietjammu.in)