



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Ethics of Management

### Course

Field of study

Engineering Management

Area of study (specialization)

Resource and proces Management of Enterprises

Level of study

Second-cycle studies

Form of study

part-time

Year/Semester

1/2

Profile of study

general academic

Course offered in

Polish

Requirements

compulsory

### Number of hours

Lecture

8

Laboratory classes

Other (e.g. online)

Tutorials

8

Projects/seminars

### Number of credit points

2

### Lecturers

Responsible for the course/lecturer:

Ph.D., Agata Branowska

Mail to: [agata.branowska@put.poznan.pl](mailto:agata.branowska@put.poznan.pl)

Phone: 61 665 33 99

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

Ph.D., Yevhen Revtiuk

Mail to: [yevhen.revtiuk@put.poznan.pl](mailto:yevhen.revtiuk@put.poznan.pl)

Phone: 61 6653426

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

### 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

1. The student has got an expanded knowledge on the nature of management sciences and their place as well as connections with contextual and ergological sciences [P7S\_WG\_08]
2. The student has got an extended knowledge on the role of a manager in shaping organizational culture and ethical behaviors in the workplace [P7S\_WG\_09]
3. The student has got in-depth knowledge on ethical norms, its sources, nature, and ways they influence on organizations [P7S\_WK\_01]

#### Skills

1. The student has got the ability to understand and analyze social phenomena, has got the ability to assess these phenomena with usage of the research method [P7S\_UW\_05]
2. The student is able to correctly interpret and explain social phenomena (social, cultural, political, legal, economic) and mutual relations between them [P7S\_UW\_07]
3. The student is able to properly analyze the causes and course of social processes and phenomena (cultural, political, legal, economic), formulate their own opinions on this subject and put forward simple research hypotheses and verify them [P7S\_UW\_08]

#### Social competences

1. The student is able to see the cause-effect relationships in the implementation of goals and rank the importance of alternative or competitive tasks [P7S\_KK\_02]
2. The student is able to initiate actions for social projects [P7S\_KO\_02]
3. The student is aware of the importance of professional behavior, compliance with professional ethics and respect for the diversity of views and cultures [P7S\_KR\_01]

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

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. Personality.

Factors shaping the ethical behavior of members of the organization - individual. Perception, locus of control, Machiavellianism, moral distancing.

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

Ethical leadership. Ethical communication with employees.

Ethics of employee selection. 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.

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

Tutorials:

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.

Ethical theories. Ethics, morality and law. Morality and its theories. Cognitivism and noncognitivism. Consequentialism and non-consequentialism. Utilitarianism. Ethics of happiness. Kantianism. Ethics of duty. Natural law. Ethics of entitlements.

Ethics in management. Corporate ethics programs. Ethical dilemma. Model of ethical decision making. Examples of unethical and counterproductive behaviors during different phases of Human Resources Management.

Mobbing. 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.

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

Additional

1. Lerwicka D., Zapobieganie patologiom w organizacji, Wydawnictwo Naukowe PWN, Warszawa, 2011.
2. Blanchard K., 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	20	1,0
Student's own work: literature studies, consultation with the lecturer, preparation for presentation, preparation for exam. <sup>1</sup>	30	1,0

<sup>1</sup> delete or add other activities as appropriate