Course title: Business Ethics			
Course code: PPM 157	**No. of credits:** 2	**L-T-P:** 30-00-00	**Learning hours:** 30
Pre-requisite course code and title (if any): NA			
Department: Department of Business and Sustainability			
Course coordinator:		**Course instructor:**	
Contact details:			
Course type: CORE		**Course offered in:** Semester 1	

Course description: An important element of any corporate organization, during its interactions with its external environment, is how it deals with ethical issues. What does business consider as acceptable /unacceptable and the extent to which it accepts its responsibility are some key issues for study in this course.

From time-to-time corporate scandals have demonstrated that managerial decision-making invariably has ethical implications. However, these ethical implications are seldom given any serious thought and get viewed as just byproducts of mistaken action, instead of understanding that they comprise the prime ingredients of business decisions.

This course on Business Ethics will provide the students with the various frameworks, often conflicting, that have been evolved by moral philosophers to guide in the handling of ethical dilemmas. Additionally, it will help them to find how to voice their inner concerns and values, in a meaningful way, when they are confronted by such ethical issues in life and at work.

Course objectives:

The course on Business Ethics will focus on the perspective of managers who must formulate policies to address issues based on ethical dimensions. The principal objective of the course is to infuse a basic ethical intuition among the next generation managers on issues such as well-being, rights, and justice.

Module	Topic	L	T	P
1	**Module 1: Introduction to Business Ethics** Course Introduction, Pedagogy and evaluation pattern discussion followed by an ice-breaker session. A broad introduction to the various Ethical frameworks will be provided and students would be introduced to the book "Justice" by the Harvard don, Michael Sandel.	2		
2	**Module 2: Framework for Giving Voice to Values (GVV)** An introduction to the framework developed by Dr Mary Gentile on how to "speak" up for your convictions**.** This framework would be used right through the course in parallel to the theoretical ethical frameworks.	2		
3	**Module 3: Moral Framework for Ethics versus Corporate Social Responsibility** The importance of CSR in today's business and how Business Ethics differs from CSR	2		
4	**Module 4: Moral Framework for Ethics /Ethics in Business** An appreciation of the various Framework/Theories for addressing Ethical Dilemma – Utilitarian, Rights, Duty, Egalitarian, Aristotelian -using case studies (from Prof Sandel's online course) the objective would be for students to see that	8		

		there are multiple ways to look at the same ethical issue. Students will be given a brief introduction to the principles of all leading Ethical Theories and their founding thinkers.			
5		**Module 5**: **Moral Framework for Ethics/Ethics in a Global Economy** Discuss cross cultural and cross-national issues on Ethical behaviour by businesses across different countries across the world with some examples/case lets.Understanding diversity, inclusion and equity in business organizations.	4		
6		**Module 6: Moral Framework for Ethics/Ethics and Environment** Understand new trends in environmentalism and the emerging role of interest groups, business and government. Also discuss how the fundamental objective of business has changed over the years.	2		
7		**Module 7: Ethical Standards** These sessions will introduce the 8 principles that make up the GBS Codex and will introduce the students to some examples of Code of Ethics followed by leading organizations.	2		
Group Presentation- Case Studies I Through small group assignments the class will analyse situations involving ethical dilemmas and discuss/debate possible solutions.			4		
Group Presentation – Case Studies II To address the issue of how real-life ethical dilemmas should be handled, the class will be divided into groups and the groups will be asked to prepare a common case study and present it to the rest of the class. Group assignments will be around current, real life ethical issues from what we see around us, for instance one group could research some the modern ethical dilemma like say the issue around the right to privacy and details on Aadhar being provided to the Government, another group could examine the issues involved in Apple's stand (with the FBI) of not cooperating in a terrorism investigation and refusing to unlock an iphone recovered from a slain terrorist and so on.			4		
	Total		30	0	0

Evaluation criteria:

- Test 1: Group presentation I   20%
- Test 2: Group Presentation II   30%
- Test 3: Written Test   20%
- Test 4: Written Test   30%

The course would rely on analyzing real life ethical issues (in addition to textbook cases) that make newspaper headlines and a large part of the learning would be through exercises done in the classroom and would be experiential. For evaluation, in addition to the formal exams, this program shall on two group assignments that must be presented by the groups in the class so that there is some shared learning among the groups.

Learning outcomes:

The course will encourage the students to reason about issues from multiple perspectives. Further it will:

1. Expose the students to a diverse and important set of ethical systems

2. Increase the knowledge and awareness on ethics and ethical behavior

3. Apply ethical systems to specific business problems

Pedagogical approach:

Most of the classes will be mixed session comprising of;

(a) A pre-reading/pre-viewing/class lecture that will introduce the topic

(b) An interactive discussion of the general conceptual material;

(c) Followed by group presentations on issue-based cases to which the ethical concepts would be applied.

To give to the students, an appreciation of the theoretical framework of Ethics, the course would draw upon Prof Miachel Sandel's course on "Justice" available online through Harvard University. This will be used to teach the abstracts concepts of the moral philosophers -Aristotle, Jeremy Bentham, Immanuel Kant, John Stuart Mill, Robert Nozick, John Rawls and others and would help the students to understand *"what is the right thing to do"* and also appreciate that there could be different possible ways in which people respond to the same ethical dilemmas.

In parallel, there would also be some experiential learning and the course, that would provide inputs on how to 'speak up' for your convictions; that part of the program would be more hands on and practical and would draw upon the pedagogy developed by Dr Mary Gentile. This part of the program would address the issue of *"how do you act when you know(intuitively) what is the right thing to do"*.

Two set of small study-group presentations (by the students) will play an important role in course delivery as they will allow the students to articulate their views of what is defensible and non-defensible in each case.

Suggested readings:

1. Sandel M. (2010). Justice: What's the right thing to do? Penguin. UK.
2. Gentile M. (2012). Giving Voice to Values - How to speak your mind when you know what's right. YUP.
3. Fernando AC. (2009). Business Ethics: An Indian perspective. Pearson.

Additional Readings/Viewings:

Lecture Videos from Miachel Sandel's course on Justice at Harvard University – this is compulsory viewing as the videos would form the basis of classroom discussions in the first half of the course.

http://justiceharvard.org/

A lot of material around Dr Mary Gentile's pedagogy (GVV) --teaching aids, workbooks, you tube videos etc around her model, even a free coursera course on GVV on offer by the University of Virginia – are available on the internet and students would be encouraged to access the same. Students are also encouraged to access the link from the Darden School of Business (University of Virginia) which houses the GVV program and has is an excellent repository of GVV resources;

https://www.darden.virginia.edu/ibis/initiatives/giving-voice-to-values/

Student responsibilities:

Attendance, feedback, discipline: as per university rules.

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Course reviewers:

1. Dr. Santosh Pande, Cofounder, Nihilent Technologies
2. Dr Rjat Kathuria, ICRIER