

## COURSE DESCRIPTION

<b>University:</b> Comenius University Bratislava	
<b>Faculty:</b> Faculty of Management	
<b>Course ID:</b> FM.KMn/015AB/16	<b>Course title:</b> Managerial Ethics
<b>Educational activities:</b> <b>Type of activities:</b> seminar <b>Number of hours:</b> <b>per week: 2 per level/semester: 28</b> <b>Form of the course:</b>	
<b>Number of credits:</b> 3	
<b>Recommended semester:</b>	
<b>Educational level:</b>	
<b>Prerequisites:</b>	
<b>Course requirements:</b> <p>This course is based on a 100% continuous evaluation. Continuous assessment consists of the following components: active participation in the seminar (10%) and written elaboration of assignments (90%). It is necessary to obtain at least 91 points to obtain an A grade, at least 81 points to obtain a B grade, at least 73 points to obtain a C grade, at least 66 points to obtain a D grade and at least 60 points to obtain an E grade. Less than 60 points equals to Fx (failed).          Note:          In compliance with the regulations of the internal regulation No. 16/2017 Rector's Directive Comenius University in Bratislava Full reading of the internal regulation No. 23/2016 Rector's Directive Comenius University in Bratislava, which issues the Code of Ethics of the Comenius University in Bratislava as read in supplement No. 1, every student acquires his/her study results honestly; does not cheat and use dishonest practices during any form of assessment of his/her acquired knowledge. Cases of breaking the Code of Ethics of Comenius University can be judged as breaking the duties following from legal regulations, (...). Such judgement may be connected with enforcing accompanying legal consequences on academic, (...) disciplinary level.          In accordance with the regulations of the internal regulation No. 13/2018 approved by the Academic senate of Comenius University in Bratislava the Disciplinary Regulations of Comenius University in Bratislava for Students, a disciplinary offence of a student is any form of copying or forbidden cooperation or providing answers during written or oral examination (assessment of knowledge) or during preparation for it within the course, or using technical devices or any information carriers in other than allowed ways during written or oral evaluation of study results (assessment of knowledge) or during preparation for it within the course. Committing a disciplinary offence may lead to imposing some disciplinary precautions on the student: admonition, conditional suspension of studies or dismissal from studies.          Scale of assessment (preliminary/final): 100/0</p>	
<b>Learning outcomes:</b> <p>Students will learn the main ethical principles connected with the performance of the managerial profession. They will gain the latest scientific knowledge related to managerial professional ethics and will acquire the ability to identify and address ethical dilemmas associated with managerial activities. The course is based on interactivity and dialogue. Teaching methods include solving</p>	

ethical dilemmas and self-reflexive exercises. The ability of ethical self-reflection, sensitivity to ethical problems, recognition of various decision-making problems, ethical decision-making, ability to solve ethical dilemmas and conflicts in the workplace, critical thinking and moral imagination of students will improve.

**Class syllabus:**

1. Ethics and morality. Elements of morality. The importance of ethics as a scientific discipline for today's society.
2. Schools of thought in ethical thinking, Aristotle's concept of "virtues" in the context of professional behavior of a manager.
3. Basic principles of managerial ethics as a professional ethics. Discussion about the characteristics of the profession of manager. Teleological and deontological perspective of manager's behavior assessment.
4. MBA Oath. Codes of ethics forming the behavior of managers in companies.
5. The problem of ethical decision-making. Factors influencing the ethical decision-making of a manager. Neutralization techniques.
6. Characteristics of ethical situations and ethical dilemmas. Solving ethical dilemmas.
7. What a manager can do to develop an ethical work environment.
8. Ethical leadership and how to measure it in an organizational environment. Authentic leadership and other value-oriented leadership styles.
9. Unethical leadership. The dark triad / tetrad of personality traits of leaders. Corporate psychopathy. D Factor. Corrective measures.
10. Values as a prerequisite for ethical behavior. Schwartz's concept of values, the method of portraying values and its application in managerial practice.
11. The concept of Ethics position of the subject, typology of the initial ethics position and its implications for managerial practice.
12. Manager's ethical development plan.

**Recommended literature:**

- [1] Remišová, A. – Lašáková, A. – Rudy, J. – Sulíková, R. – Kirchmayer, Z. - Fratričová, J. (2016). Ethical leadership in the Slovak business environment. Bratislava : Wolters Kluwer.
- [2] Anderson, M. – Escher, P. (2010). The MBA Oath: Setting a Higher Standard for Business Leaders. Portfolio, Penguin Books.
- [3] Lašáková, A. – Remišová, A. (2015). Unethical Leadership: Current Theoretical Trends and Conceptualization. In: Procedia Economics and Finance. - Amsterdam: Elsevier, 2015. - Vol. 34 , S. 319-328.
- [4] Remišová, A. – Lašáková, A. – Kirchmayer, Z. (2014). Ethical-economic dilemmas in business education. In: Business, Management and Education. - Vol. 12, No. 2 (2014), s. 303-317.
- [5] Kirchmayer, Z. – Remišová, A. – Lašáková, A. (2019). The perception of ethical leadership in the public and private sectors in Slovakia. In: Journal of East European Management Studies: Corporate social responsibility and Business Ethics in Central and Eastern Europe. - (2019), s. 10-27.
- [6] Lašáková, A. – Remišová, A. – Kirchmayer, Z. (2016). Key findings on unethical leadership in Slovakia. In: Proceedings of the 1st international conference: contemporary issues in theory and practice of management (CITPM 2016). Czestochowa: Wydawnictwo Wydziału Zarządzania Politechniki Częstochowskiej, 2016. - s. 252-260.
- [7] Crane, A. and Matten, D. (2010). Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization. Oxford: Oxford University Press.

[8] Website of the Academic library at CU – external information resources available at: <http://uniba.sk/o-univerzite/fakulty-a-dalsie-sucasti/akademicka-kniznica-uk/externeinformacnezdroje/>.  
[9] Additional resources will be continuously supplemented and updated (with regard to new and available resources).

**Languages necessary to complete the course:**

English

**Notes:**

Note: A detailed syllabus is prepared for the course, which specifies the requirements for passing the course. All thematic areas are enriched in the course syllabus with scientific articles related to individual topics and will be provided to students through MS Teams.

**Past grade distribution**

Total number of evaluated students: 78

Hodnotenie predmetu sa zobrazí až v prípade zaradenia predmetu do nejakého študijného plánu.

**Lecturers:** prof. Mgr. Anna Lašáková, PhD., prof. PhDr. Anna Remišová, CSc.

**Last change:** 02.08.2022

**Approved by:**