

COURSE DESCRIPTION

University: Comenius University Bratislava	
Faculty: Faculty of Management	
Course ID: FM.KMn/051AM/21	Course title: Business Ethics
Educational activities: Type of activities: lecture / seminar Number of hours: per week: 2 / 2 per level/semester: 28 / 28 Form of the course:	
Number of credits: 6	
Recommended semester:	
Educational level:	
Prerequisites:	
Course requirements: Course evaluation: continuous 50 points + written exam 50 points. Total max 100 points. Continuous: Active participation in the seminar, solving ethical dilemmas and assigned tasks (30 points), midterm test (20 points). Exam: Written. In the examination period according to the FM UK Schedule. Max. number of test points: 50 points. To obtain an A grade it is necessary to obtain at least 91 points, to obtain a B grade at least 81 points, to a C grade at least 73 points, to a D grade at least 66 points and to obtain an E grade at least 60 points are needed. 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): 50 / 50	
Learning outcomes: Students will become familiar with business ethics as an academic discipline. They will gain new knowledge connected with the theory business ethics and learn to apply it through solving ethical	

dilemmas. At the same time, they will gain skills and knowledge on how to successfully implement and develop business ethics and ethics management in organizational practice. The specific skills acquired in this course are: ethical decision-making and solving ethical dilemmas, ethical leadership, setting the so-called ethical tone on the top in the organization, setting organizational values, setting up a corporate social responsibility program and related ethics program in the organization, creating specific positions and processes related to ethics management in the work environment, how to create a code of ethics, and how to implement a whistleblowing line in the organization.

Class syllabus:

1. Introduction to the study. Ethics and morality.
2. The essence of business ethics. Profit versus ethics. Origin, essence, subject of business ethics. Different levels of intersection of ethics and economics.
3. Corporate social responsibility. The essence of the concept of corporate social responsibility. Stakeholder theory.
4. Human rights in the workplace. Discrimination, sexual harassment. Diversity management.
5. Ethical aspects of recruitment and selection of employees.
6. Ethical aspects in performance appraisal, feedback and career management. Motivation and remuneration of employees in terms of ethics.
7. Professional ethics of a manager. Managerial oath. Ethical development of managers / leaders.
8. Unethical manager. Corrective measures.
9. Whistleblowing. Nature and types of corruption. Ethical measures to fight corruption. On the connection between corruption and whistleblowing.
10. Ethical problems in Slovak managerial practice. Unethical practices, their causes and solutions at the level of organization and personnel management.
11. Institutionalization of ethics. Ethical and compliance program. Code of ethics.
12. How the ethical and compliance program works in a specific organization - examples from practice.
13. Ethics management - a comprehensive view. Summary of specific measures through which a personnel manager can establish an ethical organizational culture and a better climate in the workplace.

Recommended literature:

- [1] Remišová, A. 2011. Vademecum of Business Ethics. Bratislava: Sprint2.
- [2] Crane, A. – Matten, D. et al. (2016). Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization. Oxford: Oxford University Press.
- [3] Stanwick, P. – Stanwick, S. (2014). Understanding Business Ethics. Thousand Oaks: SAGE Publications.
- [4] Lašáková, A. – Remišová, A. – Bohinská, A. (2021). Best practices in ethics management: Insights from a qualitative study in Slovakia. In: Business Ethics: A European Review. – Roč. 30, č. 1, s. 54-75.
- [5] Remišová, A. – Lašáková, A. – Kirchmayer, Z. (2019). Influence of formal ethics program components on managerial ethical behavior. In: Journal of Business Ethics. – Roč. 160, č. 1, s. 151-166.
- [6] Lašáková, A. – Remišová, A. – Bajžíková, Ľ. (2021). Differences in occurrence of unethical business practices in a post-transitional country in the CEE region: The case of Slovakia. In: Sustainability. – Roč. 13, č. 6, s. 1-33.
- [7] Remišová, A. – Lašáková, A. – Schaefer-Krzykala, R. (2013). Corporate social responsibility in European countries: The keystones of the concept and intercultural connotations. In: Journal for East European Management Studies. – Roč. 18, č. 4, s. 512-543.

- [8] Remišová, A. – Lašáková, A. (2017). Theoretical foundations of the Bratislava school of business ethics. In: Ethics & Bioethics. – Roč. 7, č. 3-4 (2017), s. 177-186.
- [9] Website of the Academic library of the UK – external information resources available at: <http://uniba.sk/o-univerzite/fakulty-a-dalsie-sucasti/akademicka-kniznica-uk/externe-informacne zdroje/>.
- [10] Additional resources will be continuously supplemented and updated (with regard to new and available resources).

Languages necessary to complete the course:

English

Notes:

A detailed syllabus has been prepared for the course, which will be distributed at the beginning of the semester to all students who enroll in this course.

Past grade distribution

Total number of evaluated students: 8

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

Lecturers: prof. Mgr. Anna Lašáková, PhD.

Last change: 02.08.2022

Approved by: