

**Management Development Institute Gurgaon**  
**Course Outline**  
Post Graduate Diploma in Management (PGDM)

<b>Title of the Course</b>	: Business Ethics	<b>Course Credit</b>	: 1.5
<b>Core/Elective</b>	: Core	<b>Term</b>	: III

**Introduction/Description of the Course**

The Business Ethics course provides students with a comprehensive understanding of ethical considerations and decision-making in the corporate world. Students will explore the historical and philosophical perspectives that underpin business ethics, including an examination of influential ethical theories such as utilitarianism, deontology, and virtue ethics.

The course will explore the conscious and subconscious aspects of ethical decision-making, at micro and macro levels. Students will examine analytical approaches to ethical decision-making, including the role of cognitive processes. They will critically evaluate traditional approaches to addressing ethical issues, such as codes of ethics, ethical education, and punitive measures, and explore their limitations. Additionally, students will explore behavioral approaches, including nudges, social norms, and defaults, as potential strategies for promoting ethical behavior. The course covers specific areas where ethics play a crucial role in business, such as recruitment and selection, negotiation, technology, marketing, etc. Students will also gain insights into environmental and sustainability ethics, as well as emerging ethical issues in the digital age. Through a comprehensive and practical approach, students will develop the knowledge and skills necessary to navigate ethical challenges, make informed decisions, and contribute to fostering a responsible and ethical business environment.

**Course Objectives**

On completion of the course, you should be able to:

- Demonstrate a comprehensive understanding of the key principles and theories that underpin business ethics.
- Apply ethical reasoning and decision-making frameworks to analyse and resolve complex ethical dilemmas
- Assess the effectiveness and limitations of traditional and behavioural approaches to addressing ethical issues

## Content and Session Plan

<i>Session No.</i>	<i>Session Theme</i>	<i>Additional Reading/Cases</i>
1-2	<p><b>Topic:</b> An Introduction to business ethics</p> <p><b>Deliverables:</b></p> <ul style="list-style-type: none"> <li>Analytical approach</li> <li>Philosophical approach</li> </ul>	<p><b>Readings:</b></p> <p>Ch-1, 3</p>
3-4	<p><b>Topic:</b> Behavioral Business Ethics at the Organizational Level</p> <ul style="list-style-type: none"> <li>Reward and Punishment</li> <li>Whistleblowing</li> <li>Organizational culture and its influence on ethics</li> </ul>	<p><b>Readings:</b></p> <p>Ch- 2, 4</p> <p>Article: Want to Make Better Decisions? Start Experimenting (Michael Luca; Max H. Bazerman)</p>
5-6	<p><b>Topic:</b> Behavioral Business Ethics at the Individual Level</p> <ul style="list-style-type: none"> <li>Role of System 1 and System 2</li> <li>Behavioral biases and their influence on ethical behavior</li> <li>Behavioral approach to addressing ethics – Nudges and Choice architecture</li> </ul>	<p><b>Readings:</b></p> <p>Suggested reading: Thaler, Richard H., and Cass R. Sunstein. <i>Nudge: Improving decisions about health, wealth, and happiness</i>. Penguin, 2009.</p> <p>Milgram, Stanley. "Behavioral study of obedience." <i>The Journal of abnormal and social psychology</i> 67, no. 4 (1963): 371.</p> <p>Article: Ethics beneath the surface</p> <p>Article: How to design an ethical organization?</p>
6-8	<p><b>Topic:</b> Ethics of equality, diversity and discrimination</p>	<p><b>Ch – 5</b></p> <p>Goldin, Claudia, and Cecilia Rouse. "Orchestrating impartiality: The impact of “blind” auditions on female musicians." <i>American economic review</i> 90, no. 4 (2000): 715-741.</p> <p>Article: Does Diversity Training Work the Way It's Supposed To?</p> <p>Case: A Class Divided</p>
9	Ethics of marketing and technology	Ch – 6, 7
10	Ethics of environment	Lecture slides Article: Virgin Atlantic Tested 3 Ways to Change Employee Behavior

### List of Suggested Readings

- Blind Spots: Why We Fail to Do What's Right and What to Do about It by Ann E. Tenbrunsel and Max H. Bazerman
- What Works: Gender Equality by Design by Iris Bohnet

### List of Asynchronous learning content

- Research papers shared during the course
- Cases and other newspaper articles shared during the course

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