

Course Information Form (CIF)

Course Code: BUS 106

Course Title: Business and Organizational Ethics

Department: Business/Computer Science and Technologies

Effective Date: Summer 2026

PCS Code: 1.1 - Baccalaureate/Transfer

CIP Code: 38.0103

Repeatability: 0

Credit Hours

Catalog Notation: 3-0-3

Credit Hour Distribution:

Lecture: 3

Lab: 0

Clinical: 0

Total: 3

General Course Information

Catalog Description

Introduction to social and ethical issues of institutions and organizations and how they affect business practices and relationships. Topics include but are not limited to governmental, societal, and environmental impacts; stakeholder identification; historical ethical theories; employee and organizational responsibilities; conflicts of interest; and changing work environments.

General Course Objectives

- To establish a grounding in the basics of moral thought as it relates to business.
- To generate an understanding of the fundamental moral issues of business and economic policy and practice.
- To develop an ability to comprehend, cope with, and solve moral problems facing an individual concerned with the nature and practice of business.

Minimum Placement Levels

English	Reading	Math
Placement out of ENG 099	None	None

Prerequisites

None

Methods of Evaluation

10 chapter discussions based on a topic that relates to the covered chapter and requires thoughtful reflection and two peer responses. 10 chapter homework assignments related to topics within the chapter that require thoughtful reflection and written responses. 10 chapter quizzes of 20 randomized multiple choice questions related to chapter vocabulary, key terms, and concepts. 3 discussion posts requiring research into ethical and unethical companies and ethical leaders and reflecting on the research as well as replying to two peer posts. 1 midterm exam of 50 multiple choice questions covering the first 5 chapters of the course. 1 final written paper on an approved video with ethical topics.

Instructional Materials and Additional Supplies

Business Ethics, <https://openstax.org/details/books/business-ethics> Digital ISBN-13: 978-1-947172-57-

9 / Print ISBN-13: 978-1-59399-577-5

Course Content

General Learning Outcomes (GLOs)

- Critical Thinking and Information Literacy: Students will demonstrate the ability to evaluate perspectives, evidence, and implications, and to locate, assess, and use information effectively.
- Global Awareness and Cultural Reasoning: Students will demonstrate their understanding of global issues, gender and sexual orientation, and multicultural perspectives.

Course Segments and Student Learning Outcomes

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
Why Ethics Matter	1. Describe the role of ethics in a business environment. 2. Explain what it means to be a professional of integrity. 3. Distinguish between ethical and legal responsibilities. 4. Describe three approaches for examining the ethical nature of a decision. 5. Differentiate between short-term and long-term perspectives. 6. Differentiate between stockholder and stakeholder. 7. Discuss the relationships among ethical behavior, goodwill, and profit. 8. Explain the concept of corporate social responsibility. 9. Analyze ethical norms and values as they relate to business standards. 10. Explain the doctrine of ethical relativism and why it is problematic. 11. Evaluate the claim that having a single ethical standard makes behaving consistently easier.	4	0	0
Ethics from Antiquity to the Present	1. Identify the role of ethics in ancient Athens. 2. Explain how Aristotelian virtue ethics affected business practices. 3. Identify the key features of Confucian virtue ethics. 4. Explain how Confucian virtue ethics can be applied to contemporary business. 5. Compare the origins and goals of virtue ethics in the East and the West. Describe how these systems each aimed to establish a social order for family and business. 6. Identify potential elements of a universally applied business ethic. 7. Identify the principal elements of Jeremy Bentham's utilitarianism. 8. Distinguish John Stuart Mill's modification of utilitarianism from Bentham's original formulation of it. 9. Evaluate the role of utilitarianism in contemporary business. 10. Explain Immanuel Kant's concept of duty and the categorical imperative. 11. Differentiate between utilitarianism and deontology. 12. Apply a model of Kantian business ethics. 13. Evaluate John Rawls' answer to utilitarianism. 14. Analyze the problem of redistribution. 15. Apply justice theory in a business context.	5	0	0

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
Defining and Prioritizing Stakeholders	1. Identify key types of business-stakeholder relationships. 2. Explain why laws do not dictate every ethical responsibility a company may owe key stakeholders. 3. Discuss why stakeholders' welfare must be at the heart of ethical business decisions. 4. Explain why stakeholders' claims vary in importance. 5. Categorize stakeholders to better understand their claims. 6. Identify the factors that affect stakeholder prioritization. 7. Explain why priorities will vary based upon the interest and power of the stakeholder. 8. Describe how to prioritize stakeholder claims, particularly when they conflict. 9. Define corporate social responsibility and the triple bottom line approach. 10. Compare the sincere application of CSR and its use as merely a public relations tool. 11. Explain why CSR ultimately benefits both companies and their stakeholders.	4	0	0
Three Special Stakeholders: Society, the Environment, and Government	1. Explain how investors and owners benefit from doing business as a corporate entity. 2. Define the concept of shareholder primacy. 3. Discuss the conflict between shareholder primacy and corporate social responsibility. 4. Explain the concept of earth jurisprudence. 5. Evaluate the claim that sustainability benefits both business and the environment. 6. Identify and describe initiatives that attempt to regulate pollution or encourage businesses to adopt clean energy sources. 7. Identify three public health issues that might warrant government regulation. 8. Explain what is meant by "revolving door" in a political context. 9. Compare constitutional arguments for and against government regulation of industry.	4	0	0
The Impact of Culture and Time on Business Ethics	1. Describe the processes of acculturation and enculturation. 2. Explain the interaction of business and culture from an ethical perspective. 3. Analyze how consumerism and the global marketplace might challenge the belief system of an organization. 4. Describe the ways ethical standards change over time. 5. Identify major shifts in technology and ethical thinking over the last five hundred years. 6. Explain the impact of government and self-imposed regulation on ethical standards and practices in the United States. 7. Describe the impact of geography on global relationships and business ethics. 8. Explain how religion informs ethical business practice around the world. 9. Explain the difference between relative and absolute ethical values. 10. Discuss the degree to which compliance is linked with organizational responsibility and personal values. 11. Identify the criteria for a system of normative business ethics. 12. Evaluate the humanistic business model.	5	0	0

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
What Employers Owe Employees	1. Identify specific ethical duties managers owe employees. 2. Describe the provisions of the Occupational Safety and Health Act. 3. Identify Equal Employment Opportunity Commission protections, including those against sexual harassment at work. 4. Describe how employees' expectations of work have changed. 5. Explain why compensation is a controversial issue in the United States. 6. Discuss statistics about the gender pay gap. 7. Identify possible ways to achieve equal pay for equal work. 8. Discuss the ethics of some innovative compensation methods. 9. Discuss trends in U.S. labor union membership. 10. Define codetermination. 11. Compare labor union membership in the United States with that in other nations. 12. Explain the relationship between labor productivity gains and the pay ratio in the United States. 13. Explain what constitutes a reasonable right to privacy on the job. 14. Identify management's responsibilities when monitoring employee behavior at work.	5	0	0
What Employees Owe Employers	1. Define employees' responsibilities to the company for which they work. 2. Describe a non-compete agreement. 3. Explain how confidentiality applies to trade secrets, intellectual property, and customer data. 4. Describe how employees help build and sustain a brand. 5. Discuss how employees' customer service can help or hurt a business. 6. Explain employees' responsibility to treat their peers with respect. 7. Describe employees' duty to follow company policy and the code of conduct. 8. Discuss types of workplace violence. 9. Describe an employee's responsibilities to the employer in financial matters. 10. Define insider trading. 11. Discuss bribery and its legal and ethical consequences. 12. Outline the rules and laws that govern employees' criticism of the employer. 13. Identify situations in which an employee becomes a whistleblower.	4	0	0
Recognizing and Respecting the Rights of All	1. Explain the benefits of employee diversity in the workplace. 2. Discuss the challenges presented by workplace diversity. 3. Identify workplace accommodations often provided for persons with differing abilities. 4. Describe workplace accommodations made for religious reasons. 5. Explain how sexual identification and orientation are protected by law. 6. Discuss the ethical issues raised in the workplace by differences in sexual identification and orientation. 7. Explain why income inequality is a problem for the United States and the world. 8. Analyze the effects of income inequality on the middle class. 9. Describe possible solutions to the problem of income inequality. 10. Explain rising concerns about corporate treatment of animals. 11. Explain the concept of agribusiness ethics. 12. Describe the financial implications of animal ethics for business.	5	0	0

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
Professions under the Microscope	1. Identify ethical challenges relating to entrepreneurial start-ups. 2. Describe positive and negative effects of growth in a start-up. 3. Discuss the role of the founder in instilling an ethical culture. 4. Discuss how social media has altered the advertising landscape. 5. Explain the influence of advertising on consumers. 6. Analyze the potential for subliminal advertising. 7. Discuss whether the underlying business model of the insurance industry is an ethical one. 8. Identify the reasons why the government offers certain kinds of insurance. 9. Discuss the ethical issues in insurers' decisions whether to offer disaster insurance. 10. Explain the concept of redlining. 11. Identify ethical problems related to the availability and cost of health care in the United States and elsewhere. 12. Discuss recent developments in insuring or otherwise providing for health care in the United States.	4	0	0
Changing Work Environments and Future Trends	1. Identify the benefits of permitting employees to work from home. 2. Explain the drawbacks of telecommuting for the business and for employees. 3. Discuss the ethical dilemmas related to telecommuting and some of the solutions. 4. Compare the workplaces of yesterday, today, and the future. 5. Describe the benefits and potential drawbacks of workplace campuses. 6. Identify ethical challenges in the development of workplace campuses. 7. Explain the benefits, drawbacks, and ethical issues of job sharing and flextime. 8. Describe the business models that have emerged in the new millennium. 9. Discuss the ethical challenges businesses face in the gig economy. 10. Discuss the application of robotics and the workplace changes it will bring. 11. Identify artificial intelligence applications in the workplace. 12. Explain the ethical challenges presented by the use of artificial intelligence.	5	0	0

Total Contact Hours

Lecture Hours	Lab Hours	Clinical Hours
45	0	0