Assignment - 1
Unit - I & II

Q1

1. D. conflict minimization
2. C
3. A
4. D
5. C
6. D - superogation
7. C
8. A
9. A
10. B

Q2

A ~~Casuist ethical theory :- The casuist ethical~~ theory ~~is the one~~

Casuist	Virtue
- Casuist ethical theory compares the current ethical dilemma with examples of similar ethical dilemmas & their outcomes	- The virtue ethical theory ~~compares~~ judges a person by his character rather than by action that may deviate from his normal behaviour.
- The theory allows one to determine the severity of the situation and to create the best possible solution according to other's experiences	- The theory takes a person's morals, reputation and motivation into account when rating an ~~unusual~~ unusual and irregular behaviour.
- The drawback of this theory is that there could be an ethical dilemma which has no ~~se~~ similar set of examples for this dilemma. It also assumes that the results of the current dilemma will be similar to results in the examples.	- The drawback of this theory is that it does not take a person's change in moral character into account.

FOR EDUCATIONAL USE

Q2B ~~S~~ Professionalism can be exhibited in the following manner:-

- By building expertise - Keeping your skills up-to date in the ~~dis~~ industry and becoming experts in the field, setting ~~th~~ yourself apart from the rest of the pack.

- Develop your emotional intelligence - Being able to sense the emotional need of others ~~to exhibit~~ like ~~cli~~ clients and co-workers by actively listening and observing.

- Honor your commitments and own upto mistakes :-
~~B~~ Honor your duties and deadlines and don't make excuses. Focus on meeting expectations as best as you can. Be accountable for all your actions.

- Be polite and confident

- Behave morally and ethically

- Dress for success - Wear formal or smart casual if your workplace tends towards casual.

- Be structured and organized.

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Q2C Corporate Governance is integral to the existence of the company. This is because:-

- Corporate performance :- Improved governance structures and processes help ensure quality decision making, encourage effective succession planning for senior enhancement and enhance long-term prosperity of companies.

- Enhanced investor trust : Investors consider corporate governance as important as financial performance when evaluating companies. Investors who are provided with high levels of disclosure & transparency are likely to invest openly in those ~~company~~ companies.

- Better access to global market

- Combating corruption - Companies that are transparent and have sound system that provide full disclosure of accounting and auditing procedures, allow transparency in all business transactions, provide environment where corruption will certainly fade out.

- Easy finance from institutions - Evidence indicates that due to complex monitoring of the use of capital, a well governed company receives higher market valuations.

- Enhancing enterprise valuation -
- Reduced risk of corporate crisis and scandal
- Accountability.

Q2D To help ~~many~~ managers think through ethical moral conflicts, a decision making framework can be set up that uses 4 methods of ethical reasoning :-

- Rights and duties :- Rights are justifiable claims or entitlements, frequently based on the law or other authoritative documents, such as treaties and international declarations that allow people to pursue their own interests. Rights can be viewed as the positive things that people are allowed to do, but they come with an obverse side in the form of duties and obligations that go along with rights. These are important because they ask the question: Would the decision respect the rights & duties of individuals involved?

- Utilitarianism - The second way of reasoning through a moral conflict involves using utilitarian analysis or assessment of the greatest good of the greatest number. The second question that is answered :- who will be affected by the decision and to what extent will the various parties affected by this decision be harmed or benefited.

- Justice :- Just decisions require fairness, equity and impartiality on the part of the decision makers, particularly with respect to the ultimate burdens and benefits that will accrue from the decision. Justice is discussed in the form of two concepts :-

distributive justice, where decision is made behind a veil of ignorance, where they take into account the fairness of the decision to any party that will be affected, and categorical imperative, where the action or decision taken by the decision maker is fair to anyone in a similar position and can act as a universal law.
The question asked :- How does the decision square with the ~~canos~~ canons of justice?

- Ethic of care :- Ethical managers need to look at the impact of a decision on the network of relationships that can be affected, whether it is a family member? or fellow employees.
In an organizational context, using an ethic of care, more consideration might be given to the impact of a ~~de~~ decision on long-term employees, who are more tightly ~~affected~~ connected to the organization & its goals ~~to~~ than to its impact on newly hired employees.

Q3
A The ethical theory that the judge has chosen to make a decision is the Virtue theory.
The virtue ethical theory ~~takes a~~ judges a person by his character rather than by an action that may deviate from his normal behaviour. It takes the person's morals, reputation and motivation into account when rating an ~~the~~ unusual and

irregular behaviour that is considered unethical. The judge knows the convict will not commit any more crimes and the decision will ~~be~~ make the convict and his family & friends very happy. Additionally the victim's family has forgiven the conflict.

Drawbacks of this theory :- The Virtue ethical theory does not take into account a person's ~~ch~~ change in moral character.

Q3B.

Q4.

1. The CSR strategy adopted by Coca-Cola was to implement various initiatives such as rainwater-harvesting, restoring groundwater resources and going in for sustainable packaging & recycling and also serving communities where they operate. Corporate Social Responsibility promotes a vision of business ~~eco~~ accountability to a wide range of stakeholders, besides shareholders and investors. Key areas of concern are ~~to~~ environmental protection and wellbeing of employees, the community and civil society in general, both now and in the ~~future~~ future.

2. Some of the drivers pushing companies towards CSR:-

- The shrinking role of govt.
- Demands for greater disclosure
- Increased customer interest
- Growing investor pressure
- Competitive labour markets
- Supplier relations

3

- Improved financial performance
- Lower operating costs
- Enhanced brand image and reputation.

- Increased sales and loyalty
- Greater ~~pro~~ productivity and quality
- More ability to attract and retain employees
- Reduced regulatory oversight
- ~~Access~~ Access to capital
- Workforce diversity
- Product safety and decreased liability.

4.

Suggestions for CSR activities of Coca-Cola

- Better waste management for their toxic waste so that it is dumped in areas not used by farmers.

- Employment of labour from villages near manufacturing units by enhancing vocational skills.

- Integrated water shed management to ensure efficient use of water resources and preventing wastage.

- Setting up of solar farms for generation of power through renewable sources.