

CBCS SCHEME

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16MBAHR402

Fourth Semester MBA Degree Examination, Dec.2018/Jan.2019

Workplace Ethics and Value Systems

Time: 3 hrs.

Max. Marks:80

Note: 1. Answer any Four questions from Q.No. 1 to Q.No. 7.
2. Question No. 8 is compulsory.

- 1 a. What is "Professionalism"? (02 Marks)
b. Explain the various Elements of Team. (06 Marks)
c. Describe Ethics Based model for change management. (08 Marks)
- 2 a. Write a short note on "Rewarding Ethical Behaviour". (02 Marks)
b. Explain various Ethical Issues in Human Resource Management. (06 Marks)
c. List out the Rules for Professional Responsibility. (08 Marks)
- 3 a. What is Plagiarism? (02 Marks)
b. Explain various measures to control Unethical behaviour. (06 Marks)
c. Discuss the benefits of ethics in workplace. (08 Marks)
- 4 a. What is Whistle Blowing? (02 Marks)
b. Outline "Convenience and Death of Privacy". (06 Marks)
c. Explain Unethical conduct of Employees and Employers. (08 Marks)
- 5 a. Write a short note on ASME code of ethics. (02 Marks)
b. Comment on the role of ethics and responsibilities in leading Innovation and change. (06 Marks)
c. Enumerate on Corporate Responsibility of Employers. (08 Marks)
- 6 a. Define Organizational change. (02 Marks)
b. Explain the principles of workplace ethics. (06 Marks)
c. Comment on "Hardware" and "Software" with reference to workplace ethics. (08 Marks)
- 7 a. Write a short note on "Employee Attitude and Ethics". (02 Marks)
b. Explain the various stages of Team Development. (06 Marks)
c. Confer about the Supreme Court guidelines for the case of Vishaka Dutta Vs. State of Rajasthan. (08 Marks)

8 CASE STUDY (Compulsory) :

Karen Smith looks at her calendar for the day. It was Thursday and the report she had been working on was due tomorrow. That meant the group would have to meet today to hammer out its recommendations and presentations. She was not looking forward to an afternoon spent devoted to this task.

The team had been formed to design the market introduction of the company's newest product. Since the company had never before marketed a retail product, no one was quite sure what to expect. Karen and her group were charged with producing recommendations for advertising and promotion, product distribution and roll out and for anything else they thought important. After the plan was approved, implementations would probably fall to Karen, although it could be given to another member of marketing department. It was a large undertaking and Karen and four other people had given it most of their time for the last few months.

Right from the start, the team had not worked well together. This had not surprised Karen : the personalities were strong all around and she knew at the outset that there would be some personality conflicts. All four group members were on the same level in the company and no one had been designated the leader. The early meetings were struggle for leadership.

Karen realized very early that Ben had a deep – seated belief that women had no place in business and certainly were not capable of leading men. Even though other women had warned her, the venom in some of his comments had come as a surprise. Ben clearly thought he was the only one capable of leading the group. James was slightly more open minded than Ben. The two of them often formed a team and once they had come to a Joint decision, it was impossible to get them to consider anyone else's recommendations. Charles was more willing to listen to others, but he had a tendency to show up armed with so much data that group often spent all of its time trying to understand how the data had been derived rather than making decisions. All in all, Karen was frustrated at both the group's slow progress and tense atmosphere that pervaded their meetings.

They were nowhere near finished with their plan, but they would have to present their recommendations tomorrow morning. She knew that senior management was expecting a full report and she was not very confident that she could deliver one. The atmosphere at past meetings had been so poor that Karen shuddered to think what would happen when deadline was added. She wondered if she could control the show of tempers that usually marked their gathering , last of which had dissolved into shouting match between herself and Ben when she had tired, as tactfully as possible , to suggest that one of his ideas for promotional campaign was impractical. He had quickly dropped the discussion and moved to more personal level : accusing her of undermining his authority by trying to imply that she, a mere woman, knew more than he did. Even he had said, she could not be a true Christian , since any Christian woman would be at home raising children. It certainly wasn't something she was willing to discuss in the group.

She signed. It was going to be a very long day. Should she call the other group members to set the time or should she let one of them call her? How should she act towards Ben? What could she do to keep things on track in preparation for tomorrow's presentation? All she really wanted to do was tell her boss she was sick and go home.

Questions :

- a. Why is Karen's group having problems? (04 Marks)
- b. Can you give Karen a better idea of why the group is Dysfunctional? (04 Marks)
- c. What should Karen do now? (08 Marks)
