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14MBAHR408

Fourth Semester MBA Degree Examination, June/July 2016

Workplace Ethics and Value Systems

Time: 3 hrs.

Max. Marks: 100

SECTION - A

Note : Write Short Note on any FOUR from Q.No.1 to Q.No.7.

- 1 Employee Attitude and Ethics. (03 Marks)
- 2 Meaning of Workplace Ethics. (03 Marks)
- 3 Rewarding Ethical behaviour. (03 Marks)
- 4 'Plagiarism'. (03 Marks)
- 5 'Team meetings'. (03 Marks)
- 6 'Employee Privacy Rights'. (03 Marks)
- 7 'Whistle Blowing'. (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Briefly discuss personal factors that influence ethical behaviour. (07 Marks)
- 2 Outline employer responsibilities in creating ethical workplaces. (07 Marks)
- 3 Discuss the importance of 'Code in Ethics' in workplace. (07 Marks)
- 4 Explain the ethical issues to be addressed during retrenchment. (07 Marks)
- 5 What are the key principles to be considered in ethical hiring? (07 Marks)
- 6 Explain 'Death of Privacy' at workplace with suitable example. (07 Marks)
- 7 What is change management? Enlist any two models of change. (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Outline key characteristics and components of workplace with special reference to IT industry. (10 Marks)
- 2 Elucidate the benefits of workplace ethics. (10 Marks)
- 3 As a HR Manager, what ethical practices do you consider in ensuring worker safety in jobs that involve hazardous operations? (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and/or equations written eg, 42+8 = 50, will be treated as malpractice.

- 4 What is meant by Ethical dilemma? List typical justifications of ethical dilemmas at workplace. (10 Marks)
- 5 What is Workplace harassment? What measures do you take to prevent workplace harassment? (10 Marks)
- 6 Discuss ethical issues to be addressed in global business scenario, with suitable examples. (10 Marks)
- 7 What are the Supreme Court guidelines in Visakhadatta Vs State of Rajasthan case? (10 Marks)

SECTION - D

CASE STUDY – [Compulsory]

Mr. Rajesh is the Facility manager for Jayanth Construction, a privately owned construction company. The company employs 35 people and is owned by Mr. Jayanth Shaw and his wife Mrs. Rupa Shaw. Rajesh has been at Jayanth construction for the last five years. As Facility manager, Rajesh runs the shop and manages all equipment of the company. He inventories equipment and suppliers, schedules equipment for various jobs, checks equipment back in and makes sure it is repaired and ready for use in the next job. The facility is organized and clean and his attention to detail has cut time loss from malfunctioning or unavailable equipment is nearly zero.

Jayanth has been pleased with Rajesh's work and they became good friends. "The Shaws are great people to work for", Rajesh says.

Things are not always as perfect as they seem, though. Yesterday at lunch Jayanth confided to Rajesh that he and Rupa are getting divorced. "She's never had any interest in this business". Jayanth said "She never helped out in the shop, even in the early years, when we were really struggling. But she's got a sharp lawyer and I know she is going to claim half the company.

"I need you to help me out, Jayanth said to Rajesh. The Company's biggest asset is our equipments. Rupa doesn't know what we have got, and with the equipment out on different job sites, nobody ever sees all of it except you. I want you to get out those inventory sheets and make some of those high priced lifts disappear and sell them after separation. I am worried there won't be anything left after her lawyers get done with me." "I hate to think we would have to close down and leave everybody out of a job but there is no other option", said Jayanth.

Questions :

1. Enlist the ethical issues and dilemmas of Mr. Rajesh in this case. (10 Marks)
2. What Rajesh should be doing in this case assuming that he stands for ethics and values at workplace? (10 Marks)
