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14MBAHR408

Fourth Semester MBA Degree Examination, Dec.2017/Jan.2018
Workplace Ethics and Value Systems

Time: 3 hrs.

Max. Marks:100

SECTION - A

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

- 1 Define workplace Ethics. (03 Marks)
- 2 What is computer crime? Give an example. (03 Marks)
- 3 What do you mean by workplace discrimination? (03 Marks)
- 4 Mention any three elements of team. (03 Marks)
- 5 Who is a whistle – blower? (03 Marks)
- 6 Give the reasons—to follow ethics at–workplace. (03 Marks)
- 7 What do you mean by employee etiquettes? Given an example. (03 Marks)

SECTION - B

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

- 1 Briefly explain the rewarding of ethical behaviour at workplace. (07 Marks)
- 2 Explain the American Society of Mechanical Engineers (ASME) code of ethics. (07 Marks)
- 3 Bringout the ethical issues to be addressed in global business scenario. (07 Marks)
- 4 Explain the defence of employee privacy rights with suitable example. (07 Marks)
- 5 What is professionalism? What are the qualities should fallow to become a good professional. (07 Marks)
- 6 Explain the ethical Dilemmas at workplace. (07 Marks)
- 7 What are the key principles to be considered in ethical hiring? Explain. (07 Marks)

SECTION - C

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

- 1 Discuss any two models of change management. (10 Marks)
- 2 As a HR managers, what are the different meeting practices you must follow to support productive team processes. (10 Marks)
- 3 Discuss the benefits of workplace ethics. (10 Marks)
- 4 Discuss the ethical issues to be considered in human resource management. (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.

- 5 Elucidate stages of team development. (10 Marks)
- 6 Discuss the supreme court guidelines for Visakadatta Vs state of Rajasthan case. (10 Marks)
- 7 Discuss the different unethical behaviour at workplace. What are the measures to control unethical behaviour? (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

Mr. Bhavani working in AADYA co. Ltd. she was appointed to a new position as a team leader during management streamlining. She obtained the position in competition with a previous manager. The worker encountered resistance to change in her new team, along with a lack of cooperation and loyalty. Some members of the team maintained their loyalty to their previous manager and feel bitter about her promotion. The worker received no management training before commencing her new role in the company. Several team members are involved in a range of increasingly hostile behaviours towards the worker, they failed to accord common courtesies and provide assistance during busy scheduled. They started constantly whispering and making vindictive comments about her and disobeying her request and making offensive comments and behaving rudely. Ultimately, one of the team members convened a team meeting to which the worker was not invited and drew up a list of complaints about the worker which they presented to her manager. The worker's manager approved this meeting and accepted the document. The apparent objective of the bullie in the team was to get rid of the worker, whom they considered to have gained the team leader position at the expense of their former manager.

The worker experienced this behaviour as harassing and undermining. She felt degraded and belittled. In the face of bullying behaviour she frequency become very emotional and withdraw from the immediate situation. As the behaviour escalated she became agitated, anxious, depressed and withdraw. Finally she was unable to continue working for the organization due to the development of a psychiatric condition.

The worker appealed firstly to her immediate manager and then to his manager for assistance and support on a member of occasions. She reported the insubordinate conduct of members of her team and clearly described the adverse effect the behaviour was having upon her the workers immediate manager had an open and easy – going management style and was anxious to ensure that he was seen by all staff as their friend. He was reluctant to interferes in the situation and denied and downplayed behaviour and events. The manager believed that most of the worker's complaints were pretty and that she should deal with the situation herself. He provided no effective support to the worker, even speaking offensively to her on occasions as a result of his frustration with the situation. The mangers ultimately condoned the behaviour of the team by supporting the team meeting which the worker was not invited to. The more senior manager – who was also appealed to by the worker – directed by worker's immediate manager to respond appropriately. They did not follow – up this directive. After the worker ceased work due to stress, formal grievance, investigation and dispute resolution procedures were instituted.

The worker did not return to work due to a continuing psyehiatric disorder and it is determined that the employer was to be negligent and stated that the employer's representative failed in his duty of care to the worker by failing to take action that would have be reasonable and practicable to prevent what in the circumstances was a predictable risk of injury.

Questions :

- a. Analyse the case based on ethical issues and dilemmas of Ms. Bhavani at workplace. (10 Marks)
- b. As a HR manager what are the measures do you take to prevent workplace discrimination and harassment. (10 Marks)