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P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Second Semester, Master of Business Administration (MBA)

Semester End Examination; May/June - 2018

Workplace Ethics

Time: 3 hrs

Max. Marks: 100

*Note: Answer all **FOUR** full questions from **PART - A** and **PART - B** (Case study) is compulsory.*

PART - A

- 1 a. What is Ethics? Explain the importance of ethics in business. 10
 b. What are the factors that influence ethics? 10

OR

- 2 a. What are the principles of ethics? 10
 b. Explain ethical violations by employers and employees. 10
 3 a. What do you mean by employee etiquettes? Explain different etiquettes to be followed in organization. 10
 b. Explain unethical conduct for employees and employers. 10

OR

- 4 a. Explain different measures to control unethical behavior. 10
 b. What is the role of organization to reward ethical behavior to employees? 10
 5 a. What do you mean by corporate governance? What are the benefits of good corporate governance? 10
 b. What is CSR? What are the activities of CSR under New companies Act 2013? 10

OR

- 6 a. Explain the importance and issues of corporate governance. 10
 b. Explain obligation to society and customers with respect to corporate governance. 10
 7 a. Write a note on plagiarism, patents and copyrights. 10
 b. What is sexual harassment? Explain how to create awareness about workplace sexual harassment? 10

OR

- 8 a. What is whistle blowing? Explain the case related to Vishaka Dutta versus State of Rajasthan. 10
 b. Explain the practices to be followed for effective team meetings. 10

PART - B (Case Study) Compulsory9. Age discrimination

A woman alleged discrimination on the basis of age. She said she had been interviewed for a position and was advised that she was unsuccessful because of her age.

The company in a written response to the commission denied woman's claim.

At a conciliation conference the company tendered documentary proof of the age profile of the workforce, showing that they had other employees of similar age. In the recruitment process in which the woman was involved, two of the five successful applicants for the positions were women of similar age and one was an older woman. The company added that the woman had not performed well at the interview and provided documentary proof of her under-performance.

Further investigation by the commission revealed that the successful women for the positions were of the ages detailed by the company. After viewing the notes taken by the company at the interview. It was found that the substantial reason for the woman not gaining the position was not because of poor performance but because of her age.

- a. Is the company following the right practice? Justify. 10
- b. As a manager how will you solve the problems. 10

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