



SYLLABUS

Academic year 2024-2025

1. Information regarding the programme

1.1. Higher education institution	Babeș-Bolyai University
1.2. Faculty	Faculty of Business
1.3. Department	Department of Business
1.4. Field of study	Business Administration
1.5. Study cycle	Masters
1.6. Study programme / Qualification	International Business Administration

2. Information regarding the course

2.1. Name of the course		Business Ethics					
2.2. Code		IME0007					
2.3. Course coordinator		Roxana-Maria NISTOR, PhD					
2.4. Seminar coordinator		Roxana-Maria NISTOR, PhD					
2.5. Year of study	1	2.6. Semester	1	2.7. Type of evaluation	C		2.8. Type of course

3. Total estimated time (hours/semester of didactic activities)

3.1. Hours per week	3	Of which: 3.2. lecture	2	3.3 seminar/laboratory	1
3.4. Total hours in the curriculum	42	Of which: 3.5. lecture	28	3.6. seminar/laboratory	14
Time allotment:					ore
Learning using manual, course support, bibliography, course notes					14
Additional documentation (in libraries, on electronic platforms, field documentation)					28
Preparation for seminars/labs, homework, papers, portfolios and essays					28
Tutorship					2
Evaluations					2
Other activities:					9
3.7. Total individual study hours					83
3.8. Total hours per semester					125
3.9. Number of ECTS credits					5

4. Prerequisites (if necessary)

4.1. curriculum	
4.2. competencies	

5. Conditions (if necessary)

5.1. for the course	Lecture Hall equipped with video-projector, computer
---------------------	--



	<p>The students are expected to attend both the lectures and the seminars with their mobile phones shut off.</p> <p>The students are expected to contribute during the lecture hours by answering the questions addressed and by solving the tasks assigned.</p>
5.2. for the seminar /lab activities	Room equipped with video-projector, computer

6. Specific competencies acquired

Professional competencies	<ul style="list-style-type: none"> • C1 - in-depth knowledge and systematic use of the set of information resulting from the theoretical, methodological, legislative, and practical developments specific to business administration at international level • C3 - ability to adapt dynamically to changes emerging in both national and international business settings by an appropriate and flexible use of the information available
Transversal competencies	<ul style="list-style-type: none"> • CT1. Promoting the principles, norms and values of professional ethics in conditions of professional autonomy and independence. • CT2. Identification of roles and responsibilities in a team and their application within companies

7. Objectives of the course (outcome of the acquired competencies)

7.1. General objective of the course	Understanding how individual behaviour and corporate culture influences ethical decision making
7.2. Specific objective of the course	<ul style="list-style-type: none"> • Apply business ethics concepts to a new or existing company; • Recognize and give weight to ethical considerations in light of business operation. • Develop the communication and critical thinking skills to present and respond to critical questions related to the business ethics; • Discuss the most important issues involved by business ethics in a systemic vision; • Recognize the importance of moral thinking in business and everyday life

8. Content



8.1. Course	Teaching method	Remarks
1. Introduction	Interactive lecture, handouts	<ul style="list-style-type: none"> • General remarks • Why morality matters
2. Ethical Theories	Interactive lecture, handouts	<ul style="list-style-type: none"> • What the major ethical theories are (utilitarianism, categorical imperative, virtue ethics, etc.)
3. Ethical Dilemmas	Interactive lecture, handouts	<ul style="list-style-type: none"> • What the most common ethical dilemmas are
4. Solving Ethical Dilemmas (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Proposed strategies to deal with ethical dilemmas
5. Solving Ethical Dilemmas (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Proposed strategies to deal with ethical dilemmas
6. Foundations of Business Ethics (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Economy vs Business • What a good economy is • Good vs Bad • The Ethics of Capitalism
7. Foundations of Business Ethics (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> • The fundamental ethical principles that the economy needs to respect • Traditional criteria vs New criteria • The role and responsibilities of companies
8. Cultural Relativism (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • International business ethics and Cultural Relativism • Nietzsche and the Eternal Return of the Same • Morality and the



		Reward of Morality
9. Cultural Relativism (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Cultural Ethics • Virtue Ethics in the business world • Discourse Ethics in the business world • Ethics of Care in the business world
10. Cultural Dimensions in Business & Business Ethics	Interactive lecture, handouts	<ul style="list-style-type: none"> • Hofstede's and Hall's Cultural Dimensions
11. Addressing Individual's Common Ethical Problems (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • People Issues • Conflicts of Interest
12. Addressing Individual's Common Ethical Problems (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Customer Confidence Issues • Use of Corporate resources • Whistleblowing
13. Managing Ethics in the Organisation (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Ethical Selves • Rewards and Discipline
14. Managing Ethics in the Organisation (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> • Group Norms • Obedience • (Personal) Responsibility
Bibliography	<ol style="list-style-type: none"> 1. Becker, Christian U., 2019, <i>Business Ethics. Methods and Application</i>, Routledge, New York. 2. Ferrell, O.C., Fraedrich, John; Ferrell, Linda, 2015, <i>Business Ethics: Ethical Decision Making & Cases</i>, 11th edition, South-Western Cengage Learning, USA. 3. Henn, Stephen K., 2009, <i>Business Ethics. A Case Study Approach</i>, John Wiley and Sons, New Jersey. 4. Jennings, Marianne M., 2009, <i>Business Ethics. Case Studies and Selected Readings</i>, South-Western Cengage Learning, USA. 5. Salomon, Robert C., 1999, <i>A Better Way to Think About Business. How Personal Integrity Leads to Corporate Success</i>, Oxford University Press, New York. 6. Trevino, Linda; Nelson, Katherine, 2011, <i>Managing Business Ethics: Straight Talk about How to Do It Right</i>, John Wiley and Sons, New Jersey. 	
8.2. Seminar / laboratory	Teaching method	Remarks
1. Introduction	Case studies & debates	<ul style="list-style-type: none"> • General remarks • Why morality



		matters
2. Ethical Theories	Case studies & debates	<ul style="list-style-type: none"> • What the major ethical theories are (utilitarianism, categorical imperative, virtue ethics, etc.)
3. Ethical Dilemmas	Case studies & debates	<ul style="list-style-type: none"> • What the most common ethical dilemmas are
4. Solving Ethical Dilemmas (Part 1)	Case studies & debates	<ul style="list-style-type: none"> • Proposed strategies to deal with ethical dilemmas •
5. Solving Ethical Dilemmas (Part 2)	Case studies & debates	<ul style="list-style-type: none"> • Proposed strategies to deal with ethical dilemmas
6. Foundations of Business Ethics (Part 1)	Case studies & debates	<ul style="list-style-type: none"> • Economy vs Business • What a good economy is • Good vs Bad • The Ethics of Capitalism •
7. Foundations of Business Ethics (Part 2)	Case studies & debates	<ul style="list-style-type: none"> • The fundamental ethical principles that the economy needs to respect • Traditional criteria vs New criteria • The role and responsibilities of companies
8. Cultural Relativism (Part 1)	Case studies & debates	<ul style="list-style-type: none"> • International business ethics and Cultural Relativism • Nietzsche and the Eternal Return of the Same • Morality and the Reward of Morality
9. Cultural Relativism (Part 2)	Case studies & debates	<ul style="list-style-type: none"> • Cultural Ethics • Virtue Ethics in the business world • Discourse Ethics in



		the business world <ul style="list-style-type: none"> Ethics of Care in the business world
10. Cultural Dimensions in Business & Business Ethics	Case studies & debates	<ul style="list-style-type: none"> Hofstede's and Hall's Cultural Dimensions
11. Addressing Individual's Common Ethical Problems (Part 1)	Case studies & debates	<ul style="list-style-type: none"> People Issues Conflicts of Interest
12. Addressing Individual's Common Ethical Problems (Part 2)	Case studies & debates	<ul style="list-style-type: none"> Customer Confidence Issues Use of Corporate resources Whistleblowing
13. Managing Ethics in the Organisation (Part 1)	Case studies & debates	<ul style="list-style-type: none"> Ethical Selves Rewards and Discipline
14. Managing Ethics in the Organisation (Part 1)	Case studies & debates	<ul style="list-style-type: none"> Group Norms Obedience (Personal) Responsibility
Bibliography	<ol style="list-style-type: none"> Becker, Christian U., 2019, <i>Business Ethics. Methods and Application</i>, Routledge, New York. Ferrell, O.C., Fraedrich, John; Ferrell, Linda, 2015, <i>Business Ethics: Ethical Decision Making & Cases</i>, 11th edition, South-Western Cengage Learning, USA. Henn, Stephen K., 2009, <i>Business Ethics. A Case Study Approach</i>, John Wiley and Sons, New Jersey. Jennings, Marianne M., 2009, <i>Business Ethics. Case Studies and Selected Readings</i>, South-Western Cengage Learning, USA. Salomon, Robert C., 1999, <i>A Better Way to Think About Business. How Personal Integrity Leads to Corporate Success</i>, Oxford University Press, New York. Trevino, Linda; Nelson, Katherine, 2011, <i>Managing Business Ethics: Straight Talk about How to Do It Right</i>, John Wiley and Sons, New Jersey. 	

9. Corroborating the content of the course with the expectations of the epistemic community, professional associations and representative employers within the field of the program

The course was set up after discussions with managers from companies operating in different business sectors, such as: Emerson, EnergoBit, IBM, and PricewaterhouseCoopers. The course content is similar to courses from universities abroad.



10. Evaluation

- The same evaluation criteria hold for all exams sessions;
- In order to be able to cumulate the points obtained during the semester, it is mandatory to obtain minimum 5 (five) in the final exam.

Type of activity	10.1 Evaluation criteria	10.2 Evaluation method	10.3 Weight in the final mark
10.4. Course	Understanding of key concepts Active participation to discussions by formulating personal opinions	Final exam (written)	70%
	Usage of methodology	Final exam (written)	
10.5. Seminar/lab activities	Assignment Learning and understanding of issues dealt with at course and seminar; Correct logical and coherent application of the concepts learned	Project	30%
Note: the same examination requirements will be apply for the repeating exam(s)			
10.6. Minimum performance standards			
<ul style="list-style-type: none">➤ Understanding and knowing the basic notions and the fundamental elements of business ethics➤ Ability to identify ethical issues, to analyse them using moral principles, and to make recommendations to solve these ethical issues			

Date
10.04.2024

Course coordinator
Roxana-Maria NISTOR, PhD
Date of approval
17.04.2024

Seminar coordinator
Roxana-Maria NISTOR, PhD
Head of department
Prof. dr. Cristian Chifu