



**SYLLABUS**  
**(Denumirea disciplinei)**  
Academic year

**1. Information regarding the program**

1.1. Higher education institution	Universitatea Babeș Bolyai
1.2. Faculty	Business
1.3. Department	Business
1.4. Field of study	Business Administration
1.5. Study cycle	Master
1.6. Study programme/Qualification	International Business Administration/Master degree
1.7. Form of education	Full time

**2. Information regarding the discipline**

2.1. Name of the discipline		Business Ethics				Discipline code		IME0007			
2.2. Course coordinator			Roxana-Maria NISTOR, PhD								
2.3. Seminar coordinator			Roxana-Maria NISTOR, PhD								
2.4. Year of study		1	2.5. Semester		1	2.6. Type of evaluation		C	2.7. Discipline regime		compulsory

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

3.1. Hours per week	3	of which: 3.2 course	2	3.3 seminar/laboratory	1
3.4. Total hours in the curriculum	42	of which: 3.5 course	28	3.6 seminar/laborator	14
<b>Time allotment for individual study (ID) and self-study activities (SA)</b>					<b>hours</b>
Learning using manual, course support, bibliography, course notes (SA)					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
<b>3.7. Total individual study hours</b>					<b>83</b>
<b>3.8. Total hours per semester</b>					<b>125</b>
<b>3.9. Number of ECTS credits</b>					<b>5</b>

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



### 6.1. Specific competencies acquired

Professional/essential competencies	<ul style="list-style-type: none"> <li>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</li> <li>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</li> </ul>
Transversal competencies	<ul style="list-style-type: none"> <li>CT1. Promoting the principles, norms and values of professional ethics in conditions of professional autonomy and independence.</li> <li>CT2. Identification of roles and responsibilities in a team and their application within companies</li> </ul>

### 6.2. Learning outcomes

Knowledge	<p>The student has complex knowledge in macro- and micro-economic areas, with direct and indirect impact on business and the business environment.</p> <ul style="list-style-type: none"> <li>Know the code of organizational ethics</li> </ul>
Skills	<p>The student demonstrates a high ability to understand the complexity of macroeconomic policies and is thus able to infer their implications at microeconomic level.</p> <ul style="list-style-type: none"> <li>Encourage and develop a team ethic among all employees.</li> </ul>
Responsibility and autonomy:	<p>The student is able to perform complex professional tasks, under conditions of autonomy and professional independence.</p>



## 7. Objectives of the discipline (outcome of the acquired competencies)

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

## 8. Content

8.1 Course	Teaching methods	Remarks
Introduction	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>General remarks</li> <li>Why morality matters</li> </ul>
Ethical Theories	Interactive lecture, handouts	What the major ethical theories are (utilitarianism, categorical imperative, virtue ethics, etc.)
Ethical Dilemmas	Interactive lecture, handouts	What the most common ethical dilemmas are
Solving Ethical Dilemmas (Part 1)	Interactive lecture, handouts	Proposed strategies to deal with ethical dilemmas
Solving Ethical Dilemmas (Part 2)	Interactive lecture, handouts	Proposed strategies to deal with ethical dilemmas
Foundations of Business Ethics (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>Economy vs Business</li> <li>What a good economy is</li> <li>Good vs Bad</li> <li>The Ethics of Capitalism</li> </ul>
Foundations of Business Ethics (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>The fundamental ethical principles that the economy needs to respect</li> <li>Traditional criteria vs New criteria</li> <li>The role and responsibilities of companies</li> </ul>
Cultural Relativism (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>International business ethics and Cultural Relativism</li> <li>Nietzsche and the Eternal Return of the Same</li> <li>Morality and the Reward of Morality</li> </ul>
Cultural Relativism (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>Cultural Ethics</li> <li>Virtue Ethics in the business world</li> <li>Discourse Ethics in the business world</li> <li>Ethics of Care in the business world</li> </ul>
Cultural Dimensions in Business & Business Ethics	Interactive lecture, handouts	Hofstede's and Hall's Cultural Dimensions



Addressing Individual's Common Ethical Problems (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>• People Issues</li> <li>• Conflicts of Interest</li> </ul>
Addressing Individual's Common Ethical Problems (Part 2)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>• Customer Confidence Issues</li> <li>• Use of Corporate resources</li> <li>• Whistleblowing</li> </ul>
Managing Ethics in the Organisation (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>• Ethical Selves</li> <li>• Rewards and Discipline</li> </ul>
Managing Ethics in the Organisation (Part 1)	Interactive lecture, handouts	<ul style="list-style-type: none"> <li>• Group Norms</li> <li>• Obedience</li> <li>• (Personal) Responsibility</li> </ul>
<p><b>Bibliography:</b></p> <ol style="list-style-type: none"> <li>1. Becker, Christian U., 2019, <i>Business Ethics. Methods and Application</i>, Routledge, New York.</li> <li>2. Ferrell, O.C., Fraedrich, John; Ferrell, Linda, 2015, <i>Business Ethics: Ethical Decision Making &amp; Cases</i>, 11<sup>th</sup> edition, South-Western Cengage Learning, USA.</li> <li>3. Henn, Stephen K., 2009, <i>Business Ethics. A Case Study Approach</i>, John Wiley and Sons, New Jersey.</li> <li>4. Jennings, Marianne M., 2009, <i>Business Ethics. Case Studies and Selected Readings</i>, South-Western Cengage Learning, USA.</li> <li>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.</li> <li>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.</li> </ol>		
<b>8.2 Seminar / laboratory</b>	<b>Metode de predare</b>	<b>Observații</b>
Introduction	Case studies & debates	<ul style="list-style-type: none"> <li>• General remarks</li> <li>• Why morality matters</li> </ul>
Ethical Theories	Case studies & debates	What the major ethical theories are (utilitarianism, categorical imperative, virtue ethics, etc.)
Ethical Dilemmas	Case studies & debates	What the most common ethical dilemmas are
Solving Ethical Dilemmas (Part 1)	Case studies & debates	Proposed strategies to deal with ethical dilemmas
Solving Ethical Dilemmas (Part 2)	Case studies & debates	Proposed strategies to deal with ethical dilemmas
Foundations of Business Ethics (Part 1)	Case studies & debates	<ul style="list-style-type: none"> <li>• Economy vs Business</li> <li>• What a good economy is</li> <li>• Good vs Bad</li> <li>• The Ethics of Capitalism</li> </ul>
Foundations of Business Ethics (Part 2)	Case studies & debates	<ul style="list-style-type: none"> <li>• The fundamental ethical principles that the economy needs to respect</li> <li>• Traditional criteria vs New criteria</li> <li>• The role and responsibilities of companies</li> </ul>
Cultural Relativism (Part 1)	Case studies & debates	<ul style="list-style-type: none"> <li>• International business ethics and Cultural Relativism</li> <li>• Nietzsche and the Eternal Return of the Same</li> <li>• Morality and the Reward of Morality</li> </ul>
Cultural Relativism (Part 2)	Case studies & debates	<ul style="list-style-type: none"> <li>• Cultural Ethics</li> </ul>



		<ul style="list-style-type: none"> <li>• Virtue Ethics in the business world</li> <li>• Discourse Ethics in the business world</li> <li>• Ethics of Care in the business world</li> </ul>
Cultural Dimensions in Business & Business Ethics	Case studies & debates	Hofstede's and Hall's Cultural Dimensions
Addressing Individual's Common Ethical Problems (Part 1)	Case studies & debates	<ul style="list-style-type: none"> <li>• People Issues</li> <li>• Conflicts of Interest</li> </ul>
Addressing Individual's Common Ethical Problems (Part 2)	Case studies & debates	<ul style="list-style-type: none"> <li>• Customer Confidence Issues</li> <li>• Use of Corporate resources</li> <li>• Whistleblowing</li> </ul>
Managing Ethics in the Organisation (Part 1)	Case studies & debates	<ul style="list-style-type: none"> <li>• Ethical Selves</li> <li>• Rewards and Discipline</li> </ul>
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<b>Bibliography:</b> <ol style="list-style-type: none"> <li>1. Becker, Christian U., 2019, <i>Business Ethics. Methods and Application</i>, Routledge, New York.</li> <li>2. Ferrell, O.C., Fraedrich, John; Ferrell, Linda, 2015, <i>Business Ethics: Ethical Decision Making &amp; Cases</i>, 11<sup>th</sup> edition, South-Western Cengage Learning, USA.</li> <li>3. Henn, Stephen K., 2009, <i>Business Ethics. A Case Study Approach</i>, John Wiley and Sons, New Jersey.</li> <li>4. Jennings, Marianne M., 2009, <i>Business Ethics. Case Studies and Selected Readings</i>, South-Western Cengage Learning, USA.</li> <li>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.</li> <li>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.</li> </ol>		

#### 9. Corroborating the content of the discipline 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.
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#### 10. Evaluation

- The same evaluation criteria are maintained for all exams sessions. The components of the evaluation process carried out during the semester cannot be recovered/redone in the examination sessions.
- To be able to accumulate the points obtained during the semester, it is mandatory to obtain a minimum of 5 (five) in the final exam (written/oral).

Activity type	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Percentage of final grade
10.4 Course	<ul style="list-style-type: none"> <li>• Understanding of key concepts</li> <li>• Active participation to discussions by formulating personal opinions</li> <li>• Usage of methodology</li> </ul>	Final exam (written exam during the last week of the semester)	70%
10.5 Seminar/laboratory	<ul style="list-style-type: none"> <li>• Assignment</li> </ul>	Project (during the semester)	30%



	<ul style="list-style-type: none"><li>• Learning and understanding of issues dealt with at course and seminar</li><li>• Correct logical and coherent application of the concepts learned</li></ul>		
10.6 Minimum standard of performance			
<ul style="list-style-type: none"><li>• Understanding and knowing the basic notions and the fundamental elements of business ethics</li><li>• Ability to identify ethical issues, to analyse them using moral principles, and to make recommendations to solve these ethical issues</li></ul>			

#### 11. Labels ODD (Sustainable Development Goals)<sup>1</sup>

	General label for Sustainable Development							

Date:  
08.04.2025

Signature of course coordinator  
Roxana-Maria NISTOR, PhD

Signature of seminar coordinator  
Roxana-Maria NISTOR, PhD

Date of approval:  
10.04.2025

Signature of the head of department  
Ioan Cristian CHIFU, PhD

<sup>1</sup> Keep only the labels that, according to the [Procedure for applying ODD labels in the academic process](#), suit the discipline and delete the others, including the general one for *Sustainable Development* – if not applicable. If no label describes the discipline, delete them all and write „Not applicable.”.