



COURSE DESCRIPTION
Business Ethics
Academic year 2026-2027

1. Programme-related data

1.1. Higher Education Institution	Babeș-Bolyai University
1.2. Faculty	Business
1.3. Department	Business
1.4. Field	Business Administration
1.5. Level of study	Master
1.6. Degree programme / Qualification	International Business Administration / Master
1.7. Form of education	Full time

2. Information regarding the discipline

2.1. Name of the discipline	Business Ethics			Codul disciplinei	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 assessment	Exam
2.7. Course status	Compulsory			2.8. Course type	Core subject

3. Total estimated time (hours per semester of teaching activities)

3.1. Number of hours per week	3	of which: 3.2. course	1	3.3. seminar / laboratory / project	2
3.4. Total of hours in the curriculum	42	of which: 3.5. course	14	3.6. seminar / laboratory	28
Time allocation for individual study (IS) and self-taught activities (ST)					hours
Learning from textbooks, course materials, bibliography, and notes (IS)					14
Additional research in the library, on subject-specific electronic platforms, and on-site					28
Preparing seminars / laboratories / projects, assignments, reports, portfolios, and essays					28
Tutoring (professional guidance)					2
Examinations					2
Other activities					9
3.7. Total hours of individual study (IS) and self-taught activities (ST)				83	
3.8. Total hours per semester				125	
3.9. Number of credits				5	

4. Prerequisites (where applicable)

4.1. curriculum-related	
4.2. skills-related	

5. Specific conditions (where applicable)

5.1. course-related	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. seminar/laboratory-related	Room equipped with video-projector, computer

6.1. Competencies resulting from the completion of the degree programme

Professional competencies	
Competency code	Competency
PC1	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
PC3	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	
Competency code	Competency
TC1	Accomplishment of professional tasks in an autonomous and responsible manner, in compliance with business ethics.

6.2. Learning outcomes relevant to the degree programme

Learning outcomes targeted by the subject		
Competency code	Knowledge and comprehension	Specific academic skills
PC1 PC3 TC1	1. The student/graduate explains the fundamental principles and concepts of business ethics and organizational responsibility. The student/graduate describes the theoretical and normative frameworks used in analyzing ethical behavior in the organizational environment	1. The student/graduate analyzes managerial situations and decisions from the perspective of ethical principles and social responsibility. The student/graduate applies ethical principles in evaluating organizational practices and stakeholder relationships.

7. Subject-specific learning outcomes

Knowledge and understanding	
1.	The student/graduate explains the main theories, concepts and principles of ethics applied in business and organisational environments.
2.	The student/graduate understands the role of social responsibility and ethical behaviour in the sustainable development of organisations and in stakeholder relationships.
3.	The student/graduate identifies the ethical implications associated with managerial decisions, organisational practices and technological development.
Specific academic skills	
1.	The student/graduate analyses ethical situations and dilemmas using theoretical frameworks and tools specific to business ethics.
2.	The student/graduate evaluates organisational practices and managerial decisions from the perspective of social responsibility and ethical principles.
3.	The student/graduate formulates and justifies solutions to ethical issues encountered in organisations and in the business environment.

8. Contents

8.1. Course	Teaching and learning methods	Remarks
Introduction	Interactive lecture, handouts	- General remarks - Why morality matters
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	- Economy vs Business - What a good economy is - Good vs Bad - The Ethics of Capitalism
Foundations of Business Ethics (Part 2)	Interactive lecture, handouts	- The fundamental ethical principles that the economy needs to respect - Traditional criteria vs New criteria - The role and responsibilities of companies
Cultural Relativism (Part 1)	Interactive lecture, handouts	- International business ethics and Cultural Relativism - Nietzsche and the Eternal Return of the Same - Morality and the Reward of Morality
Cultural Relativism (Part 2)	Interactive lecture, handouts	- Cultural Ethics - Virtue Ethics in the business world - Discourse Ethics in the business world - Ethics of Care in the business world
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	- People Issues - Conflicts of Interest
Addressing Individual's Common Ethical Problems (Part 2)	Interactive lecture, handouts	- Customer Confidence Issues - Use of Corporate resources - Whistleblowing
Managing Ethics in the Organisation (Part 1)	Interactive lecture, handouts	- Ethical Selves - Rewards and Discipline
Managing Ethics in the Organisation (Part 2)	Interactive lecture, handouts	- Group Norms - Obedience (Personal) Responsibility

Bibliography

1. Becker, Christian U., 2019, *Business Ethics. Methods and Application*, Routledge, New York.
2. Ferrell, O.C., Fraedrich, John; Ferrell, Linda, 2015, *Business Ethics: Ethical Decision Making & Cases*, 11th edition, South-Western Cengage Learning, USA.
3. Henn, Stephen K., 2009, *Business Ethics. A Case Study Approach*, John Wiley and Sons, New Jersey.
4. Jennings, Marianne M., 2009, *Business Ethics. Case Studies and Selected Readings*, South-Western Cengage Learning, USA.
5. Salomon, Robert C., 1999, *A Better Way to Think About Business. How Personal Integrity Leads to Corporate Success*, Oxford University Press, New York.
6. Trevino, Linda; Nelson, Katherine, 2011, *Managing Business Ethics: Straight Talk about How to Do It Right*, John Wiley and Sons, New Jersey.

8.2. Seminar/ laboratory	Teaching and learning methods	Remarks
Introduction	Case studies & debates	- General remarks - Why morality matters
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	- Economy vs Business - What a good economy is - Good vs Bad - The Ethics of Capitalism
Foundations of Business Ethics (Part 2)	Case studies & debates	- The fundamental ethical principles that the economy needs to respect - Traditional criteria vs New criteria - The role and responsibilities of companies
Cultural Relativism (Part 1)	Case studies & debates	- International business ethics and Cultural Relativism - Nietzsche and the Eternal Return of the Same - Morality and the Reward of Morality
Cultural Relativism (Part 2)	Case studies & debates	- Cultural Ethics - Virtue Ethics in the business world - Discourse Ethics in the business world - Ethics of Care in the business world
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	- People Issues - Conflicts of Interest
Addressing Individual's Common Ethical Problems (Part 2)	Case studies & debates	- Customer Confidence Issues - Use of Corporate resources - Whistleblowing
Managing Ethics in the Organisation (Part 1)	Case studies & debates	- Ethical Selves - Rewards and Discipline
Managing Ethics in the Organisation (Part 2)	Case studies & debates	- Group Norms - Obedience (Personal) Responsibility

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1. Becker, Christian U., 2019, *Business Ethics. Methods and Application*, Routledge, New York.
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5. Salomon, Robert C., 1999, *A Better Way to Think About Business. How Personal Integrity Leads to Corporate Success*, Oxford University Press, New York.
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9. 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).

Type of activity	9.1 Evaluation criteria	9.2 Evaluation methods	9.3 Percentage in the final grade
9.4. Course	Understanding the fundamental concepts, theories and principles of business ethics	Final exam (written exam during the exam session)	70%
	Ability to analyse ethical dilemmas and the ethical implications of managerial decisions		
	Understanding the role of social responsibility and organisational ethics in the business environment		
	Analysis of the impact of ethical factors on relationships between organisations and stakeholders		
9.5. Seminar/ laboratory	Application of ethical theories and principles in the analysis of real-life situations and case studies	Project (during the semester)	30%
	Evaluation of organisational practices and managerial decisions from an ethical perspective		
	Formulation and justification of solutions to ethical issues and dilemmas encountered in business		
	Quality of analysis, argumentation and project presentation		
9.6 Minimum standard for passing			
For the minimum grade (5), the student must prove: • 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			

10. SDG labels (Sustainable Development Goals)

		Sustainable Development Generic Label						
								
							X	
								Nu se aplică nici o etichetă
								

Date of entry:

22.05.2026

Signature of course coordinator

Roxana-Maria NISTOR, PhD

Signature of seminar coordinator

Roxana-Maria NISTOR, PhD

Date of approval in the department:

27.05.2026

Signature of the head of department

Prof. Ioan Cristian CHIFU, PhD