**Business Ethics C717 TASK 1**

***Competencies:***
***3066.1.1: Ethical Issues in Business****- The graduate analyzes ethical and socially responsible courses of action in a given business situation.*
***3066.1.2: Ethical Leadership -****The graduate analyzes ethical considerations that shape business leadership.*
***3066.1.3: Employment Issues in Business -****The graduate applies ethical principles to employment.*
***3066.1.4: Environmental Concerns in Business -****The graduate applies ethical principles to environmental concerns confronting business.*
***3066.1.5: International Business -****The graduate applies ethical principles to international business.*
***3066.1.6: Ethics Programs -****The graduate evaluates ethical policies in a given business scenario.*

**Introduction:**

In a complex, multicultural business environment, it is important that business professionals adhere to ethical standards throughout their daily activities. The goal of this course is to introduce you to concepts and guidelines for ethical courses of actions in business. In order to assess understanding, you will analyze the ethical and socially responsible courses of action for the business scenario below. You will take on the role of human resources (HR) director of the firm to discuss the situation, propose ethical guidelines for the organization, and analyze possible solutions to address the ethical dilemma for the company.

**Scenario:**

TechFite, a British company that produces high-technology goods, recently began production of its innovative recreational equipment in its first U.S. factory in Dellberg. TechFite is widely known for its culture of workplace collaboration and leadership development. Additionally, the company culture encourages employee empowerment and engagement in corporate decision making. The company also prides itself on being actively involved in the communities in which they have a presence.

As the human resources (HR) director of the new factory in Dellberg, you soon realize there are financial obstacles that must be addressed as it relates to hourly employees. The budgeting process has constrained the amount of funding available to provide full-time employee benefits, and hours have been reduced to keep many employees classified as part-time. The HR department needs to develop policies to address the legal and cultural differences between the United States and the United Kingdom pertaining to hours and benefits. As the HR director, you are grappling with the ethical obligations to your employees and the limited funds available. Upon a review of the budget, excessive bonuses are being paid out to top executives.

During one of the company’s presentations to the Dellberg city council, commitments were made to sponsor community events, to support local youth leadership development programs, and to invest in infrastructure to aid in the rebuilding of the city of Dellberg utilizing environmentally responsible techniques. Up to this point, these commitments have not been addressed or funded by TechFite. The leadership team realizes the importance of community involvement, and this commitment is central to their corporate culture. A plan needs to be developed to meet the company’s corporate social responsibility to the city.

While residents of the city were excited about the company’s investment and the opportunity for new jobs in a bankrupt city, relationships quickly began to deteriorate when employees began to complain about wages, benefits, and weekly hours that fell far below the 40 hours necessary to receive full-time benefits under company policies. In addition, the company is not fulfilling the commitments it made to city officials about community involvement.

As part of its launch into the United States, TechFite realizes that corporate actions must be consistent with company culture to gain acceptance. Two primary focuses will be making this a great place to work and developing a strong presence as a company that is good for the community.

**Requirements:**

*Your submission must be your original work. No more than a combined total of 30% of the submission and no more than a 10% match to any one individual source can be directly quoted or closely paraphrased from sources, even if cited correctly. Use the Turnitin Originality Report available in Taskstream as a guide for this measure of originality.*

*The rubric provides detailed criteria for evaluating your submission. You are expected to use the rubric to direct the creation of your submission. Each requirement below may be evaluated by more than one rubric aspect. The rubric aspect titles may contain hyperlinks to relevant portions of the course.*

Take on the role of the HR director in the scenario and address the following:

A.  Create corporate policies that reflect the organization’s culture and ethical viewpoints.

1.  Explain the rationale behind the policies, including how they align with the organization’s culture. The explanation should include **three** supporting examples.

2.  Analyze the ethical issues at stake in the scenario (e.g., conflict of interest, misuse of resources, whistleblowing) and distinguish them from legal issues.

3.  Describe the role of the ethics officer in implementing and monitoring the policy created in part A to ensure compliance.

B.  Describe corporate social responsibility and how it applies to the scenario.

1.  Explain the ethical desirability of improving the company’s reputation in the community based on the scenario. The explanation should include **three** supporting examples.

2.  Describe an ethical and socially responsible course of action to address the business challenge based on the company’s culture and core values.

3.  Explain how the course of action from part B2 is ethical, socially, and environmentally responsible.

C.  Acknowledge sources, using in-text citations and references, for content that is quoted, paraphrased, or summarized.