

Exam

Name _____

TRUE/FALSE. Write 'T' if the statement is true and 'F' if the statement is false.

- 1) Business ethics refers to principles and standards that determine acceptable conduct in business organizations. 1) _____
- 2) Social responsibility is another term for ethics. 2) _____
- 3) The Sarbanes-Oxley Act was designed to prevent the elimination of employee health benefits for all full time workers in the United States. 3) _____
- 4) Nearly all business decisions may be judged as right or wrong, ethical or unethical. 4) _____
- 5) The most basic ethical concerns have been formalized through laws and regulations that encourage conformity to society's values and norms. 5) _____
- 6) The Occupy Movement was considered a global protest against the private ownership of resources and the resulting undermining of democracy. 6) _____
- 7) Business ethics are the same as legal issues. 7) _____
- 8) One of the principal causes of unethical behaviour in organizations is overly aggressive financial or business objectives. 8) _____
- 9) Knowing the difference between right and wrong is universal and independent of cultural association. 9) _____

SHORT ANSWER. Write the word or phrase that best completes each statement or answers the question.

- 10) Only corporations have to worry about ethics scandals and social responsibility issues. 10) _____
- 11) An ethical issue is an identifiable problem, situation, or opportunity that requires a person or organization to choose from among several actions that may be evaluated as ethical or unethical. 11) _____

TRUE/FALSE. Write 'T' if the statement is true and 'F' if the statement is false.

- 12) One of the principal causes of unethical behaviour in organizations is overly aggressive financial or business objectives. 12) _____
- 13) The best way to judge the ethics of a decision is to look at it from a manager's or employee's point of view. 13) _____
- 14) Abusive or intimidating behaviour is the most common ethical problem for employees. 14) _____
- 15) Bullying is associated with a hostile workplace when someone considered a target is threatened, harassed, belittled, or verbally abused or overly criticized. 15) _____
- 16) Bullying may create what some may call a hostile environment and has similar legal recourse to that of sexual harassment. 16) _____
- 17) A bribe is considered as a conflict of interest. 17) _____

- 18) While large bribes are no longer considered acceptable, it still isn't clear about small bribes, often referred to as "facilitation payments," that get people to perform their jobs. 18) _____
- 19) Another aspect of conflict of interest relates to disclosure of potential harm caused by product use. 19) _____
- 20) According to the first major study of academic misconduct in Canada, cheating, deceit, and plagiarism were not found to be a problem among Canadian post-secondary students. 20) _____
- 21) Establishing and enforcing ethical standards and policies within business can help reduce unethical behaviour by prescribing which activities are acceptable and which are not, and by removing the opportunity to act unethically. 21) _____
- 22) Ethical decisions in an organization are influenced by three key factors: individual moral standards, the influence of managers and co-workers, and the opportunity to engage in misconduct. 22) _____
- 23) Without a code of ethics or formal policy on ethics, employees are likely to base their decisions on how their peers and superiors behave. 23) _____
- 24) Codes of ethics foster ethical behaviour because they expand the opportunity to behave unethically. 24) _____
- 25) Ethical decisions in an organization are influenced by a single factor, the moral standard of the organization's leadership. 25) _____
- 26) Codes of ethics are formalized rules and standards that describe what the company expects of its employees. 26) _____
- 27) The Canadian government is hoping to encourage whistleblowers to inform them about tax cheats. Revenue Canada is offering whistleblowers a 15 percent commission on money collected as a result of tips. 27) _____
- 28) The Federal Accountability Act provides public-sector workers legal protection against reprisals for reporting government wrongdoing. 28) _____
- 29) The concept of social responsibility is universally accepted. 29) _____
- 30) The dimensions of social responsibility include economic, legal, ethical, and voluntary responsibilities. 30) _____
- 31) Increasingly, consumers are choosing not to patronize businesses that receive negative publicity concerning misconduct. 31) _____
- 32) Corporate citizenship is the extent to which businesses meet the legal, ethical, economic, and voluntary responsibilities placed on them by their owners. 32) _____
- 33) Voluntary responsibilities are optional activities that promote human welfare or goodwill. 33) _____

- 34) Managers consider social responsibility on an annual basis. 34) _____
- 35) Recycling is a business response to employee issues. 35) _____
- 36) The right to safety requires that businesses provide a safe place for consumers to shop. 36) _____
- 37) A major social responsibility for business is providing equal opportunities for all employees. 37) _____
- 38) Day care has become a major employment issue for women, yet many corporations have failed to address this issue in an adequate way for them. 38) _____
- 39) The size of the transaction, the history of personal relationships within the particular company, and many other factors may determine whether a customer gift will be judged as ethical. 39) _____
- 40) Conflicts of interest are payments, gifts, or special favours intended to influence the outcome of a decision. 40) _____
- 41) Ethics is related to the culture in which a business operates. 41) _____
- 42) Workplace bullying is a decreasing problem. 42) _____
- 43) Environmental responsibility is yet to become a leading issue as both business and the public still fail to acknowledge the damage done to the environment in the past. 43) _____
- 44) The efforts to make products, packaging, and processes more environmentally friendly have been labelled "green" business or marketing by the public and media. 44) _____

MULTIPLE CHOICE. Choose the one alternative that best completes the statement or answers the question.

- 45) Which of the following statements about business ethics is *false*? 45) _____
- A) It refers to principles and standards that define acceptable behaviour in business organizations.
 - B) What is ethical is determined by the public, government regulators, interest groups, competitors, and each individual's personal moral values.
 - C) Studying it can help you recognize ethical issues and understand how others make unethical decisions.
 - D) It concerns the impact of a business's activities on society.
 - E) It relates to an individual's values and moral standards, and the resulting business decisions he or she makes.
- 46) Studying business ethics will not necessarily: 46) _____
- A) help you recognize ethical issues.
 - B) describe the ethical decision-making process.
 - C) tell you what you ought to do.
 - D) inform you about the impact of the work group on ethical decisions.
 - E) help you understand the importance of ethical decisions.
- 47) Ethical violations destroy: 47) _____
- A) profits.
 - B) morale.
 - C)

jobs.

- D) confidence/trust.
- E) nothing.

- 48) The Sarbanes-Oxley Act and Ontario's Bill C-198 were both passed to: 48) _____
- A) help laid-off employees get their jobs back.
 - B) help investors recoup their losses.
 - C) punish those who committed accounting fraud in the late 1990s.
 - D) improve corporate profits.
 - E) help restore confidence in corporations and markets.
- 49) Which of the following has been cited as an incident of unethical business activity recently? 49) _____
- A) Using the Internet to steal another person's credit-card number
 - B) Deceptive advertising of food products
 - C) Accounting fraud
 - D) Unfair competitive practices in the computer industry
 - E) All of the choices are correct
- 50) Which of the following statements is *false*? 50) _____
- A) Regardless of what an individual feels about a particular action, if society judges it to be unethical, that judgment affects the organization's ability to achieve its objectives.
 - B) Ethical issues are limited to for-profit organizations.
 - C) Business ethics go beyond legal issues.
 - D) Ethical conflicts may evolve into legal disputes.
 - E) Ethical conduct builds trust among individuals and in business relationships.
- 51) The most common ethical problem for employees is: 51) _____
- A) Bribery.
 - B) Communications.
 - C) Fairness and Honesty.
 - D) Abusive or Intimidating Behaviour.
 - E) Conflict of Interest.
- 52) Which of the following is *not* considered unethical behaviour in the workplace? 52) _____
- A) Using your cell phone to make a doctor's appointment during your lunch break
 - B) Taking notebooks and pens home for personal use
 - C) Shopping for clothes online while at work
 - D) Looking the other way when you notice a superior doing something that is against company policy
 - E) Using on the job time to write e-mails to your friends and family
- 53) In Canada, if a businessperson brought an elaborately wrapped gift to a prospective client on their first meeting, it might be viewed as: 53) _____
- A) appropriate.
 - B) a bribe.
 - C) an act of dishonesty.
 - D) an expected enticement to do business.
 - E) an acceptable motivation for business.

- 54) If a corporate manager makes a decision that results in personal financial benefit while the company's owners lose financially, this is an ethical issue related to: 54) _____
- A) communication problems.
 - B) illegal actions.
 - C) inequality.
 - D) dishonesty.
 - E) conflicts of interest.
- 55) If the owner of a toy store seeking a price reduction gives the manager of a toy manufacturing company a new personal computer, the toy-store owner is using which approach to influence the manufacturer's decision making? 55) _____
- A) High technology
 - B) Tipping
 - C) Discounting
 - D) Bribery
 - E) Computer impacting
- 56) A supplier of a component part has offered Karen's family a free two-week cruise if his firm gets a very large order from Karen's company. The most ethical course of action for Karen to take would be to: 56) _____
- A) accept it if the part in question meets quality standards.
 - B) politely turn it down and discuss the offer with her boss.
 - C) call the police.
 - D) ask around and see how her boss handled such offers previously.
 - E) accept the offer.
- 57) That businesspeople are expected not to harm customers, clients, and competitors knowingly through deception, misrepresentation, coercion, or discrimination is part of: 57) _____
- A) conflicts of interest.
 - B) business relationships.
 - C) consumerism.
 - D) communications.
 - E) fairness and honesty.
- 58) When The Forzani Group and Suzy Shier Inc. ended up on the receiving end of a number of consumer complaints due to overstating regular prices to make the sales look more attractive, this was an ethical issue concerned primarily with: 58) _____
- A) cost control.
 - B) fairness and honesty.
 - C) game rules.
 - D) communications.
 - E) conflicts of interest.
- 59) When CBC's *Marketplace* investigated Herbal Magic for questionable weight loss claims, the primary area of ethical concern in this case was questionable: 59) _____
- A) product design.
 - B) financing.
 - C) conflicts of interest.
 - D) communications.
 - E) business relationships.

- 60) Canadian anti-tobacco legislation and the U.S. Surgeon General's warning on cigarette packages about the health implications of smoking is an example of which of the following ethical issues? 60) _____
- A) Conflicts of interest
 - B) Environmental issues
 - C) Relationships within a business
 - D) Communications
 - E) Fairness and honesty
- 61) The following behaviour is an example of ethical consideration within business relationships: 61) _____
- A) shirking responsibilities.
 - B) offering a bribe.
 - C) avoiding obligations.
 - D) setting a poor example for others.
 - E) keeping company secrets.
- 62) If a manager pressures a subordinate to engage in activities that he or she may otherwise view as unethical, such as accounting fraud or stealing a competitor's secrets, there exists an ethical issue related to: 62) _____
- A) fairness and honesty.
 - B) communications.
 - C) plagiarism.
 - D) business relationships.
 - E) conflicts of interest.
- 63) If an employee learned of a significant cost-saving idea from a co-worker and then informed the management of the idea without revealing its true source, then the employee would be involved in: 63) _____
- A) socialism.
 - B) career advancement.
 - C) egalitarianism.
 - D) keeping a secret.
 - E) plagiarism.
- 64) A set of formalized rules and standards that describe what a company expects of its employees is called a(n): 64) _____
- A) guideline.
 - B) law.
 - C) opportunity.
 - D) moral philosophy.
 - E) code of ethics.
- 65) What occurs when an employee exposes an employer's wrongdoing to outsiders? 65) _____
- A) Fraud
 - B) Whistleblowing
 - C) Mayhem
 - D) A criminal lawsuit
 - E) Plagiarism
- 66) Codes of ethics foster ethical behaviour by: 66) _____

- A) limiting the opportunity to behave unethically by providing punishments for violations of the rules and standards.
- B) limiting the opportunity to behave unethically by providing rewards for violations of the rules and standards.
- C) expanding the opportunity to behave ethically by providing punishments for following the rules.
- D) expanding the opportunity to behave ethically by providing rewards for following the rules.
- E) all of the choices are correct.

67) Unethical behaviour in business can be reduced if management does all of the following, **except:** 67) _____

- A) establish formal rules and procedures.
- B) establish clear policies on unethical behaviour.
- C) limit opportunities for unethical behaviour.
- D) punish unethical behaviour firmly.
- E) depend totally on employees' personal ethics.

68) According to the text, ethical decisions in an organization are influenced by (1) individual moral standards, (2) the influence of managers and co-workers, and (3): 68) _____

- A) the founder's values.
- B) religious values.
- C) the opportunity to engage in misconduct.
- D) informal ethical policies or rules.
- E) family influence.

69) Which of the following should help reduce the incidence of unethical behaviour in an organization? 69) _____

- A) Overlooking violations of codes of ethics.
- B) Maximizing ethical conflict in work groups.
- C) Expanding opportunity by providing punishments for violations of the rules.
- D) Understanding individual moral standards, the influence of managers and co-workers, and the opportunity to engage in misconduct.
- E) All of these answers will help reduce the incidence of unethical behaviour in an organization.

70) Firms that develop higher levels of _____ function more efficiently and effectively and avoid damaged company reputations and product images. 70) _____

- A) trust
- B) profit
- C) respect
- D) philanthropy
- E) cooperation

71) Corporate _____ refers to the extent to which businesses meet the legal, ethical, economic, and voluntary responsibilities placed on them by their stakeholders. 71) _____

- A) citizenship
- B) philanthropy
- C) codes
- D) compliance
- E) values

- 72) Being profitable relates to which social responsibility dimension? 72) _____
- A) Legal
 - B) Corporate citizenship
 - C) Voluntary
 - D) Economic
 - E) Ethical
- 73) Which of the following is *not* one of the dimensions of social responsibility? 73) _____
- A) Voluntary
 - B) Ethical
 - C) Economic
 - D) Legal
 - E) Altruistic
- 74) Philanthropic contributions made by a business to a charitable organization represent which dimension of social responsibility? 74) _____
- A) Corporate citizenship
 - B) Legal
 - C) Economic
 - D) Ethical
 - E) Voluntary
- 75) Which of the following is at the base of the Pyramid of Social Responsibility? 75) _____
- A) Philanthropic responsibilities
 - B) Voluntary responsibilities
 - C) Economic responsibilities
 - D) Legal responsibilities
 - E) Ethical responsibilities
- 76) Which of the following is at the peak of the Pyramid of Social Responsibility? 76) _____
- A) Legal responsibilities
 - B) Philanthropic responsibilities
 - C) Economic responsibilities
 - D) Voluntary responsibilities
 - E) Ethical responsibilities
- 77) Contributing to the community and quality of life is considered in which level of the Pyramid of Social Responsibility? 77) _____
- A) Philanthropic responsibilities
 - B) Voluntary responsibilities
 - C) Economic responsibilities
 - D) Ethical responsibilities
 - E) Legal responsibilities
- 78) Consumers vote against firms they view as socially irresponsible by: 78) _____
- A) filing complaints with the Bank of Canada.
 - B) boycotting the company's products.
 - C) expressing dissatisfaction through violent protests.
 - D) writing to their representatives in Parliament.
 - E) buying more of the company's products.

- 79) Studies have found a direct link between social responsibility and _____ in business. 79) _____
- A) the happiness of stakeholders
 - B) global warming
 - C) ethics
 - D) declining stock prices
 - E) profitability
- 80) In addressing social responsibility, managers must consider their firms' relations with: 80) _____
- A) the community.
 - B) customers.
 - C) owners.
 - D) employees.
 - E) all of these stakeholders.
- 81) Managers consider social responsibility: 81) _____
- A) on a weekly basis.
 - B) during budget planning sessions.
 - C) on a daily basis.
 - D) at annual planning meetings.
 - E) infrequently.
- 82) All of the following are arguments *against* social responsibility, **except** that: 82) _____
- A) it gives businesses more power.
 - B) the government should bear the responsibility.
 - C) businesses may not have the necessary expertise.
 - D) it sidetracks managers from their primary objective.
 - E) businesses have the financial resources to help society.
- 83) All of the following are arguments in favour of social responsibility, **except** that: 83) _____
- A) businesses created many of the problems, so they should participate in finding solutions.
 - B) as members of society, businesses should do their fair share to help others.
 - C) businesses that are socially responsible prevent more government regulation.
 - D) the survival of a healthy economy depends on businesses being socially responsible.
 - E) businesses may lose their focus on profit-making.
- 84) Businesses must first be responsible to: 84) _____
- A) employees.
 - B) bankers.
 - C) owners.
 - D) managers.
 - E) customers.
- 85) A business's responsibilities to its owners and investors include: 85) _____
- A) maximizing their investment in the firm.
 - B) providing all relevant information about the current and projected performance of the firm.
 - C) maintaining proper accounting procedures.
 - D) protecting the owners' rights and investments.
 - E) all of the choices are correct.

- 86) Many of the laws regulating safety in the workplace are enforced by: 86) _____
- A) the RCMP.
 - B) the Canadian government.
 - C) NAFTA.
 - D) the Canadian Safety and Security Association.
 - E) the Criminal Code.
- 87) The activities that independent individuals, groups, and organizations undertake to protect their rights as consumers are known as: 87) _____
- A) welfare.
 - B) ethics.
 - C) morals.
 - D) social responsibilities.
 - E) consumerism.
- 88) Writing letters to companies, making public service announcements, lobbying government agencies, and boycotting irresponsible companies are activities involved with which social responsibility issue? 88) _____
- A) Environmental issues
 - B) Consumer relations
 - C) Community relations
 - D) Employee relations
 - E) Relations with owners
- 89) Which right assures the fair treatment of consumers who voice complaints about a purchased product? 89) _____
- A) The right to choose
 - B) The right to safety
 - C) The right to be heard
 - D) The right to complain
 - E) The right to be informed
- 90) The assurance of satisfactory quality and service at a fair price is part of a consumer's right to: 90) _____
- A) choose.
 - B) be informed.
 - C) freedom of speech.
 - D) be heard.
 - E) safety.
- 91) Whose role is it to protect consumers against unfair, deceptive, or fraudulent practices? 91) _____
- A) The Ministry of Labour Relations
 - B) Statistics Canada
 - C) The Department of Marketing
 - D) Industry Canada
 - E) Canada's Office of Consumer Affairs
- 92) One of the most important things companies can do to curb global warming is to reduce greenhouse-gas emissions. Of the options below, which is NOT a good way to reduce daily carbon and greenhouse gas output? 92) _____

- A) Recycling bottles, cans, and paper products
- B) Buying a more fuel-efficient car
- C) Keeping the air conditioner running all summer long
- D) Riding a bike to work
- E) Taking measures to streamline operations and reduce waste

93) Cosmetic and drug testing on animals is a primary concern under which social responsibility issue? 93) _____

- A) Employee relations
- B) Consumer relations
- C) Environmental issues
- D) Community relations
- E) Relations with stockholders

94) Which of the following is *not* an area of environmental concern in society today? 94) _____

- A) Business practices that harm endangered wildlife.
- B) Land pollution.
- C) Animal rights.
- D) Waste disposal.
- E) Donations to local charitable organizations.

ESSAY. Write your answer in the space provided or on a separate sheet of paper.

95) What is business ethics?

96) Differentiate between the terms social responsibility and ethics.

97) Briefly summarize the Occupy Movement.

98) What are some of the general ethical issues in business?

99) Describe how ethics is related to the culture in which a business operates.

100) Academic misconduct is not pervasive in Canada. Do you agree or disagree? Why?

101) How can an organization improve ethical behaviour?

102) Identify the three factors that influence business ethics.

103) What are the four dimensions of social responsibility?

104) Provide four arguments in favour of social responsibility.

105) Provide four arguments against social responsibility.

106) Discuss the social responsibility issues related to providing equal opportunities for all employees, regardless of their sex, age, race, religion, or nationality.

107) Discuss the environmental issues managers must confront in dealing with social responsibility issues.

- 1) TRUE
- 2) FALSE
- 3) FALSE
- 4) TRUE
- 5) TRUE
- 6) FALSE
- 7) FALSE
- 8) TRUE
- 9) FALSE
- 10) False
- 11) True
- 12) TRUE
- 13) FALSE
- 14) TRUE
- 15) TRUE
- 16) FALSE
- 17) TRUE
- 18) TRUE
- 19) FALSE
- 20) FALSE
- 21) TRUE
- 22) TRUE
- 23) TRUE
- 24) FALSE
- 25) FALSE
- 26) TRUE
- 27) TRUE
- 28) TRUE
- 29) FALSE
- 30) TRUE
- 31) TRUE
- 32) FALSE
- 33) TRUE
- 34) FALSE
- 35) FALSE
- 36) TRUE
- 37) TRUE
- 38) FALSE
- 39) TRUE
- 40) FALSE
- 41) TRUE
- 42) FALSE
- 43) FALSE
- 44) TRUE
- 45) D
- 46) C
- 47) D
- 48) E
- 49) E
- 50) B
- 51) D

- 52) A
- 53) B
- 54) E
- 55) D
- 56) B
- 57) E
- 58) B
- 59) D
- 60) D
- 61) E
- 62) D
- 63) E
- 64) E
- 65) B
- 66) A
- 67) E
- 68) C
- 69) D
- 70) A
- 71) A
- 72) D
- 73) E
- 74) E
- 75) C
- 76) D
- 77) B
- 78) B
- 79) E
- 80) E
- 81) C
- 82) E
- 83) E
- 84) C
- 85) E
- 86) B
- 87) E
- 88) B
- 89) C
- 90) A
- 91) E
- 92) C
- 93) C
- 94) E
- 95) Answers will vary

Business ethics refers to principles and standards that define acceptable behaviour in business organizations. Within the context of an organization, ethics relate to an individual's or a work group's decisions that society evaluates as right or wrong.

- 96) Answers will vary

Although many people use the terms social responsibility and ethics interchangeably, they do not mean the same thing. Business ethics relate to an individual's or a work group's decisions that society evaluates

as or wrong, whereas social responsibility is a broader concept that concerns the impact of the entire right business's activities on society.

97) Answers will vary

The Occupy Movement can be described as a global protest against social and economic inequality. Protestors believe that global corporations (notably financial institutions and wealthy individuals) have an unfair influence in politics leading to economic and social problems that undermine democracy. The movement, which originated in New York, spread quickly throughout North America as protestors built camps in highly visible areas such as in public parks or in front of government buildings. Today, people in the movement claim they are still working on ending economic disparity and note several major political themes, including higher minimum wage and the focus of politicians working for the "other 99 percent of Canadians and not the top 1 percent" was a direct result of the movement.

98) Answers will vary

General ethical issues include conflicts of interest that exist when people must choose whether to advance their own interests or those of others. Fairness and honesty relate to the general values of decision makers. Communications is another area in which ethical concerns may arise. The behaviour of businesspersons toward customers, suppliers, and others in their workplaces may also generate ethical concerns.

99) Answers will vary

In Canada, for example, it would be inappropriate for a businessperson to bring an elaborately wrapped gift to a prospective client on their first meeting—the gift could be viewed as a bribe. In Japan, however, it is considered impolite not to bring a gift. Experience with the culture in which a business operates is critical to understanding what is ethical or unethical.

100) Answers will vary

According to the first major study of academic misconduct in Canada, cheating, deceit, and plagiarism were found to be serious problems. Students admitted to having engaged in some form of misconduct while completing their academic work. Seventy-three percent admitted to "serious" cheating while in high school and 53 percent of undergrads admitted they are still cheating in university.

101) Answers will vary

Understanding how people choose their ethical standards and what prompts them to engage in unethical behaviour may reverse the current trend toward unethical behaviour in business. Establishing and enforcing ethical standards and policies within a business can reduce unethical behaviour by describing which activities are acceptable and which are not, and removing the opportunity to act unethically. Codes of ethics and training programs can help the business create a corporate culture that encourages ethical behaviour.

102) Answers will vary

Figure 2.2 Three Factors That Influence Business Ethics

[INSERT GRAPHIC]

103) Answers will vary

Economic, legal, ethical, and voluntary concerns represent the four dimensions of social responsibility. Earning profits is the foundation of these dimensions and complying with the law is the next step. A business whose sole objective is to maximize profits is not likely to consider its social responsibility, although its activities will probably be legal. Voluntary responsibilities are additional activities that may not be required, but they promote human welfare or goodwill.

104) Answers will vary

See Table 2.7 蓄 The Arguments for and against Social Responsibility

Business helped to create many of the social problems that exist today, so it should play a significant role in solving them, especially in the areas of pollution reduction and cleanup.

Businesses should be more responsible because they have the financial and technical resources to help solve social problems.

As members of society, businesses should do their fair share to help others.

Socially responsible decision making by businesses can prevent increased government regulation.

Social responsibility is necessary to ensure economic survival: If businesses want educated and healthy employees, customers with money to spend, and suppliers with quality goods and services in years to come, they must take steps to help solve the social and environmental problems that exist today.

105) Answers will vary

See Table 2.7 蓄 The Arguments for and against Social Responsibility

It sidetracks managers from the primary goal of business—earning profits. Every dollar donated to social causes or otherwise spent on society's problems is a dollar less for owners and investors.

Participation in social programs gives businesses greater power, perhaps at the expense of particular segments of society.

Some people question whether business has the expertise needed to assess and make decisions about social problems.

Many people believe that social problems are the responsibility of government agencies and officials, who can be held accountable by voters.

106) Answers will vary

Women and minorities have been slighted in the past in terms of education, employment, and advancement opportunities.

In some organizations, female employees continue to be paid lower wages and salaries than men in comparable positions.

Women, who continue to bear most child-rearing responsibilities, often experience conflict between those responsibilities and their duties as employees.

Day care has become a major employment issue for women, and more companies are providing daycare facilities as part of their effort to recruit and advance women in the workforce.

Companies are considering alternative scheduling such as flex-time and job sharing to accommodate employee concerns.

Telecommuting has grown significantly over the past five to ten years.

107) Answers will vary

Managers today must consider the consequences of their actions on the environment as a part of their social responsibility. One area of concern is the controversial business practice of animal testing for cosmetics and drugs. Business practices that harm endangered wildlife and their habitats are another environmental issue. Businesses must also be concerned with their contributions to air, water, and land pollution as a result of their operations. In response to these concerns, many firms are trying to eliminate wasteful practices, the emission of pollutants, and/or the use of harmful chemicals from their manufacturing processes.