Chapter 1: Ethical Competencies and Perspectives

Test Bank

# Multiple Choice

1. Which ethical perspective argues that decisions should be based on what does the most good for the greatest number of people?

A. categorical imperative

B. confucianism

C. utilitarianism

D. altruism

Ans: C

Cognitive Domain: Knowledge

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Easy

AACSB Standard: Application of knowledge

2. Which theorist is associated with Justice as Fairness theory?

A. Immanuel Kant

B. John Rawls

C. Jeremy Bentham

D. John Stuart Mill

Ans: B

Cognitive Domain: Knowledge

Answer Location: Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. The Categorical Imperative has been criticized for \_\_\_\_\_\_.

A. being hard to remember

B. disrespecting the rights of individuals

C. undermining the moral courage of decision makers

D. arguing that universal principles apply in every situation

Ans:D

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Medium

AACSB Standard: Application of knowledge

4. \_\_\_\_\_\_ serves as the foundation for moral rights.

A. Justice as fairness

B. Categorical imperative

C. Ethic of care

D. Aristotelian

Ans: B

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

5. A boss bullying an employee violates which of Kant’s categorical imperatives?

A. the golden mean

B. equal liberties

C. treating humanity as an end

D. justice as fairness

Ans: C

Cognitive Domain: Application

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Medium

AACSB Standard: Application of knowledge

6. Juanita sets limits on how much her employees use work computers for personal business. However, she does not completely ban personal use. She is following which ethical principle?

A. the golden mean

B. the golden rule

C. what is right for one is right for all

D. the difference principle

Ans: A

Cognitive Domain: Application

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Medium

AACSB Standard: Application of knowledge

7. Which is a true statement about Aristotelian ethics?

A. make the right choices by following rules or principles

B. seek pleasure

C. it is easy to find the ethical middle ground

D. build character through good habits

Ans: D

Cognitive Domain: Comprehension

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Hard

AACSB Standard: Application of knowledge

8. According to Aristotle, happiness comes from \_\_\_\_\_\_.

A. pleasure

B. wealth

C. living well on our own

D. fulfilling our purpose

Ans: D

Cognitive Doman: Knowledge

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

9. What is a true statement about altruism?

A. people are naturally selfish

B. easy to put into practice

C. promotes healthy organizations

D. can be counted on to always produce good results

Ans: C

Cognitive Domain: Comprehension

Answer Location: Altruism: Concern for Others

Difficulty Level: Medium

AACSB Standard: Application of knowledge

10. What is the most important virtue according to Confucius?

A. benevolence

B. persistence

C. friendliness

D. discernment

Ans: A

Cognitive Domain: Knowledge

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Easy

AACSB Standard: Application of knowledge

11. All of the following are true statements about Confucianism EXCEPT \_\_\_\_\_\_.

A. advocates for the Golden Rule

B. promotes personal virtue or character

C. emphasizes that people are social creatures

D. forbids making a profit

Ans: D

Cognitive Domain: Knowledge

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Medium

AACSB Standard: Application of knowledge

12. \_\_\_\_\_\_ is the Chinese practice of favoring those with social connections.

A. Guanxi

B. Li

C. Etiquette

D. none of these

Ans: A

Cognitive Domain: Knowledge

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Easy

AACSB Standard: Application of knowledge

13. All of the following are examples of organizational citizenship behavior EXCEPT \_\_\_\_\_\_.

A. staying after hours to help a colleague

B. teaching a newcomer about office procedures

C. showing up on time for work everyday

D. volunteering to clean up after the office party

Ans: C

Cognitive Domain: Application

Answer Location: Altruism: Concern for Others

Difficulty Level: Easy

AACSB Standard: Application of knowledge

14. The ethic of care is associated with which ethical perspective?

A. aristotelian ethics

B. confucianism

C. altruism

D. categorical imperative

Ans: C

Cognitive Domain: Knowledge

Answer Location: The Ethic of Care

Difficulty Level: Easy

AACSB Standard: Application of knowledge

15. Which approach is based on concern for specific individuals?

A. ethic of care

B. utilitarianism

C. justice as fairness

D. none of these

Ans: A

Cognitive Domain: Knowledge

Answer Location: The Ethic of Care

Difficulty Level: Easy

AACSB Standard: Application of knowledge

16. All of the following are components of the Care Ethic EXCEPT \_\_\_\_\_\_.

A. value emotions

B. separate the public and private spheres

C. specific needs over universal principles

D. people are interdependent

Ans: B

Cognitive Domain: Analysis

Answer Location: The Ethic of Care

Difficulty Level: Medium

AACSB Standard: Application of knowledge

17. All of the following are considered strengths of altruism EXCEPT \_\_\_\_\_\_.

A. promotes character

B. prevents ethical abuses

C. recognizes that altruism is rare

D. promotes healthy relationships

Ans: C

Cognitive Domain: Analysis

Answer Location: Altruism: Concern for Others

Difficulty Level: Medium

AACSB Standard: Application of knowledge

18. Why should you practice ethical pluralism?

A. find a better solution to a dilemma

B. integrate multiple perspectives

C. new insights for better decision-making

D. all of these

Ans: D

Cognitive Domain: Comprehension

Answer Location: Ethical Perspectives

Difficulty Level: Medium

AACSB Standard: Application of knowledge

19. What is the goal for utilitarianism?

A. maximize profits

B. maximize the good effects or outcomes of decisions

C. pursue what is best for one’s self

D. define personal goals and virtues

Ans: B

Cognitive Domain: Comprehension

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Easy

AACSB Standard: Application of knowledge

20. Who declared “what is right for one is right for all?”

A. Immanuel Kant

B. John Rawls

C. Jeremy Bentham

D. John Stuart Mill

Ans: A

Cognitive Domain: Knowledge

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

21. Which of the following was NOT included in Rawls’ equal liberties?

A. freedom of speech and thought

B. right to vote

C. freedom to own personal property

D. freedom to profit from the highest gains possible

Ans: D

Cognitive Domain: Analysis

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Application of knowledge

22. The “Golden Mean” is identified with which ethical perspective?

A. confucianism

B. aristotelian ethics

C. utilitarianism

D. Kant’s categorical imperative

Ans:B

Cognitive Domain: Knowledge

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

23. The importance of etiquette (policies, norms, procedures, rituals, etc.) is associated with which ethical perspective?

A. justice as fairness theory

B. aristotelian ethics

C. altruism

D. confucianism

Ans: D

Cognitive Domain: Knowledge

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Easy

AACSB Standard: Application of knowledge

24. Which ethical perspective emphasizes choices based on duty?

A. Kant’s categorical imperative

B. confucianism

C. justice as fairness theory

D. utilitarianism

Ans: A

Cognitive Domain: Knowledge

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

25. What is *NOT* a key element of Confucianism?

A. relationships

B. etiquette (policies, norms, and procedures)

C. personal virtues

D. risk

Ans: D

Cognitive Domain: Analysis

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Medium

AACSB Standard: Application of knowledge

26. Which ethical perspective is likely to overemphasize relationships?

A. aristotelian ethics

B. confucian ethics

C. utilitarianism

D. Kant’s categorical imperative

Ans: B

Cognitive Domain: Comprehension

Answer Location: Confucianism: Building Healthy RelationshipsDifficulty Level: Medium

AACSB Standard: Application of knowledge

27. All of the following are elements of the definition of organizations EXCEPT \_\_\_\_\_\_.

A. three or more people

B. goal directed

C. unstructured interaction

D. socially constructed

Ans:C

Cognitive Domain: Analysis

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

28. To become an ethical expert \_\_\_\_\_\_.

A. learn in a well structured environment

B. practice ethical problem solving

C. learn from previous ethical experts

D. all of these

Ans:D

Cognitive Domain: Knowledge

Answer Location: Taking a Practical Approach to Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

29. \_\_\_\_\_\_ refers to the fact that organizations are greater than the sum of their parts.

A. Hierarchy

B. Synergy

C. Socially constructed

D. None of these

Ans: B

Cognitive Domain: Knowledge

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

30. All of the following are part of becoming an ethical expert EXCEPT \_\_\_\_\_\_.

A. practice

B. study only on your own

C. master both theory and skills

D. gain experience

Ans: B

Cognitive Domain: Analysis

Answer Location: Taking a Practical Approach to Organizational Ethics

Difficulty Level: Medium

AACSB Standard: Application of knowledge

31. Communication networks are part of which organizational element?

A. socially constructed

B. goal directed

C. systems

D. structured interaction

Ans:D

Cognitive Domain: Comprehension

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

32. Alyssa strongly desires to become more ethical. She is demonstrating \_\_\_\_\_\_.

A. cognitive decision-making competence

B. affective pre-behavioral disposition competence

C. context management competence

D. none of these

Ans: B

Cognitive Domain: Application

Answer Location: Taking a Practical Approach to Organizational Ethics

Difficulty Level: Hard

AACSB Standard: Application of knowledge

33. Which of the following is a cognitive decision-making skill or competency?

A. moral courage

B. moral sensitivity

C. moral reasoning

D. exercising business citizenship

Ans: C

Cognitive Domain: Knowledge

Answer Location: Taking a Practical Approach to Organizational Ethics

Difficulty Level: Medium

AACSB Standard: Application of knowledge

34. What kind of approach is best when it comes to organizational ethics?

A. practical approach

B. analytical approach

C. complex approach

D. all of these

Ans: A

Cognitive Domain: Comprehension

Answer Location: Developing Ethical Competencies

Difficulty Level: Easy

AACSB Standard: Application of knowledge

35. Ethical experts develop expertise by \_\_\_\_\_\_.

A. learning in situations that reward successful behaviors

B. building on knowledge from prior generations

C. putting forth a sustained effort

D. all of these

Ans: D

Cognitive Domain: Knowledge

Answer Location: Developing Ethical Competencies

Difficulty Level: Easy

AACSB Standard: Application of knowledge

36. What number within a group makes for a formation of an organization?

A. 2 or more people

B. 3 or more people

C. 5 or more people

D. 12 or more people

Ans: B

Cognitive Domain: Knowledge

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

37. What is a key element to developing our ethical competence?

A. ethical theories

B. ethical solutions

C. ethical temptations

D. ethical dilemmas

Ans: A

Cognitive Domain: Knowledge

Answer Location: Ethical Perspectives

Difficulty Level: Easy

AACSB Standard: Application of knowledge

38. Utilitarians consider what type of consequences when making ethical determinations?

A. short-term consequences

B. long-term consequences

C. medium-term consequences

D. short- and long-term consequences

Ans: D

Cognitive Domain: Knowledge

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Easy

AACSB Standard: Application of knowledge

39. A limited number of flu shots were available at the hospital this season. Dr. Parr chose to prioritize flu shots for the infants under the age of 2, and any adult over the age of 80. This is an example of which ethical approach?

A. Kant’s categorical imperative approach

B. Rawl’s justice as fairness approach

C. Utilitarian approach

D. Aristotelian live well approach

Ans: C

Cognitive Domain: Application

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Medium

AACSB Standard: Application of knowledge

40. Which theorist believed, “What is right for one is right for all?”

A. Confucius

B. Immanuel Kant

C. John Rawls

D. Aristotle

Ans: B

Cognitive Domain: Knowledge

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

41. Which is NOT a principle noted by philosopher, John Rawls \_\_\_\_\_\_.

A. each person has an equal right to the same basic liberties that are compatible with similar liberties for all.

B. what is right for one is right for all.

C. social and economic inequalities are to satisfy two conditions: (a) they are to be attached to offices and positions open to all under conditions of fair equality of opportunity, and (b) they are to be to the greatest benefit of the least advantaged members of society.

D. individual freedom is the key to an ethical society

Ans: B

Cognitive Domain: Comprehension

Answer Location: Rawl’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Application of knowledge

42. Which philosopher helped bridge the divide of ethical thought between individual freedom and social justice?

A. John Rawl

B. Immanuel Kant

C. Jeremy Bentham

D. John Stuart Mill

Ans: A

Cognitive Domain: Comprehension

Answer section: Rawl’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Hard

AACSB Standard: Application of knowledge

43. Which philosopher argued that we make better ethical decisions if we develop character traits and virtues, rather than by making right choices to follow rules and principles?

A. Kant

B. Rawls

C. Mills

D. Aristotle

Ans: D

Cognitive Domain: Comprehension

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

44. Jesse decided he would set some personal goals to develop his personal ethics rather than set a set of rules and guidelines. This is which kind of approach?

A. Aristotelian ethics approach

B. Rawl’s justice as fairness

C. Kant’s categorical imperative

D. Utilitarian approach

Ans: A

Cognitive Domain: Analysis

Answer Location: Ethical Perspectives

Difficulty Level: Hard

AACSB Standard: Application of knowledge

45. Which principle of John Rawls is often included on job applications or organizational websites?

A. Principle 1: principle of equal liberty

B. Principle 2a: principle of equal opportunity

C. Principle 2b: difference principle

D. Principle 3: principle of fair compensation

Ans: B

Cognitive Domain: Comprehension

Answer Location: Rawl’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Application of knowledge

# True/False

1. In focusing on what’s best for the group as a whole, Utilitarianism discounts the worth of the individual.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Easy

AACSB Standard: Application of knowledge

2. Care appears to be a universal value.

Ans: T

Cognitive Domain: Knowledge

Answer Location: The Ethic of Care

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. According to the Categorical Imperative, acts can be judged as moral or immoral based on their consequences.

Ans: F

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Hard

AACSB Standard: Application of knowledge

4. Justice as Fairness theory balances freedom and liberty.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality\

Difficulty Level: Medium

AACSB Standard: Application of knowledge

5. Justice as Fairness theory protects the intrinsic value of individuals.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Application of knowledge

6. Respect for persons is the foundation of human rights.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

7. Confucian thinkers downplay the importance of power and status.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Medium

AACSB Standard: Application of knowledge

8. Confucianism emphasizes the importance of character to building healthy relationships.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Medium

AACSB Standard: Application of knowledge

9. Aristotle lays out specific rules for making ethical decisions.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Aristotelian Ethics: Live Well

AACSB Standard: Application of knowledge

10. Utilitarianism is a deontological approach to ethics.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Medium

AACSB Standard: Application of knowledge

11. The term “eudemonia” can be translated as “flourishing.”

Ans: T

Cognitive Domain: Knowledge

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

12. Status and power differences are part of every interaction between organizational members.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Defining Organizational Ethics

Difficulty Level: Medium

AACSB Standard: Application of knowledge

13. Acting on professional values is one ethical competency identified as important to those in government and other organizations.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Developing Ethical Competencies

Difficulty Level: Easy

AACSB Standard: Application of knowledge

14.Ethics involves judgments about the rightness or wrongness of human behavior.

Ans: T

Cognitive Domain: Knowledge

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

15. Becoming an ethical expert is different than becoming an expert in other fields.

Ans: F

Cognitive Domain: Knowledge

Answer Location: Introduction: Making the Case for Studying Organizational Ethics

Difficulty Level: Medium

AACSB Standard: Application of knowledge

16. Utilitarian decision makers may reach different conclusions when faced with the same dilemma.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Good for the Greatest Number

Difficulty Level: Medium

AACSB Standard: Application of knowledge

17.Utilitarian decision makers are only concerned with developing personal character.

Ans: F

Cognitive Domain: Comprehension

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Easy

AACSB Standard: Application of knowledge

18.Confucius believed “what is right for one is right for all.”

Ans: F

Cognitive Domain: Knowledge

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

19. Rawl’s principles are designed to foster cooperation and standards within organizations and democracies.

Ans: T

Cognitive Domain: Comprehension

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Application of knowledge

# Short Answer

1. Ethical \_\_\_\_\_\_ means applying multiple ethical approaches to solve the same problem.

Ans: pluralism

Cognitive Domain: Knowledge

Answer Location: Introduction: Making the Case for Studying Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

2. According to the \_\_\_\_\_\_ rule, the best choice is the alternative that guarantees everyone a minimum level of benefits.

Ans: maximin

Cognitive Domain: Knowledge

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. Philosopher John Rawls argued that members of a democratic society should step behind a veil of \_\_\_\_\_\_ when making ethical choices

Ans: ignorance

Cognitive Domain: Knowledge

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Application of knowledge

4. According to Immanuel Kant, “treating humanity as an end” means treating people with \_\_\_\_\_\_.

Ans: respect

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

5. \_\_\_\_\_\_ describes routine altruistic acts that increase productivity and build trusting relationships in the workplace.

Ans: Organizational citizenship behavior

Cognitive Domain: Knowledge

Answer Location: Altruism: Concern for Others

Difficulty Level: Easy

AACSB Standard: Application of knowledge

6. The \_\_\_\_\_\_ describes choosing the moral middle ground between extremes.

Ans: golden mean

Cognitive Domain: Knowledge

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

7. The \_\_\_\_\_\_ was developed as an alternative to male-oriented approaches to ethics.

Ans: ethic of care

Cognitive Domain: Comprehension

Answer Location: The Ethic of Care

Difficulty Level: Easy

AACSB Standard: Application of knowledge

8. \_\_\_\_\_\_ involves judgments about the rightness or wrongness of human behavior.

Ans: Ethics

Cognitive Domain: Knowledge

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

9. \_\_\_\_\_\_ are sets of expectations, responsibilities, and duties associated with organizational positions.

Ans: Roles

Cognitive Domain: Knowledge

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Application of knowledge

10. \_\_\_\_\_\_ involves the managerial skills needed to build ethical organizational environments.

Ans: Context management competence

Cognitive Domain: Comprehension

Answer Location: Defining Organizational Ethics

Difficulty Level: Medium

AACSB Standard: Application of knowledge

11. Ethical \_\_\_\_\_\_ are critical to developing our ethical competence.

Ans: theories

Cognitive Domain: Knowledge

Answer Location: Ethical Perspectives

Difficulty Level: Easy

AACSB Standard: Application of knowledge

12. Philosopher, \_\_\_\_\_\_, held his theory which fell under the deontological ethics because of its approach with moral reasoning.

Ans: Immanuel Kant

Cognitive Domain: Knowledge

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Application of knowledge

13. \_\_\_\_\_\_ is a term used to describe people who take extreme measures and sacrifices to practice altruism.

Ans: Extreme altruism or extreme altruist

Cognitive Domain: Knowledge

Answer Location: Extreme altruism

Difficulty Level: Easy

AACSB Standard: Application of knowledge

14. Explain the difference between Act and Rule Utilitarianism.

Ans: Act--right choice in a particular case; Rule--generally preferred in most situations

Cognitive Domain: Comprehension

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Hard

AACSB Standard: Ethical Understanding and Reasoning

15. Name the five components of the ethic of care that separate it from other moral philosophies.

Ans: Focus on meeting needs of those we are responsible for Values emotion. Specific needs and relationships take priority over universal principles. Breaks down barriers between the public and private spheres. Views persons as relational and interdependent

Cognitive Domain: Knowledge

Answer Location: The Ethic of Care

Difficulty Level: Hard

AACSB Standard: Application of knowledge

16. Name and explain the two principles of Justice as Fairness theory?

Ans: Principle of equal liberty and Principle of Equal Opportunity/Difference Principle

Cognitive Domain: Comprehension

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Ethical Understanding and Reasoning

17. How does stepping behind the veil of ignorance improve ethical decision-making?

Ans: Improves fairness, helps least advantaged

Cognitive Domain: Comprehension

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Ethical Understanding and Reasoning

18. Name and explain the two major tenets of Kant’s moral philosophy.

Ans: Categorical imperative (“what is right for one is right for all) ”; “treating humanity as an end.”

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Medium

AACSB Standard: Application of knowledge

19. Explain the Golden Mean.

Ans: Avoid extremes (too little or too much); find the middle ground

Cognitive Domain: Comprehension

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Application of knowledge

20. How do good habits build good character?

Ans: Good habits leave a trace, which builds good character over time.

Cognitive Domain: Comprehension

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

21. Provide examples of *li* in business relationships.

Ans: Li = business etiquette

Cognitive Domain: Application

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Easy

AACSB Standard: Ethical Understanding and Reasoning

22. Define organizational ethics.

Ans: Ethics involves judgments about the rightness or wrongness of human behavior. Organizational ethics applies moral standards to the organizational context

Cognitive Domain: Comprehension | Application

Answer Location: Defining Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

23. How do ethical experts differ from ethical novices?

Ans: Know more about the ethical domain, see the world differently, different skills sets

Cognitive Domain: Analysis

Answer Location: Taking a Practical Approach to Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

24. What strategies can you follow to become more of an ethical expert?

Ans: Learn in a well structured environment where ethical behaviors are rewarded, interact with mentors, get coaching, master both moral theory and skills.

Cognitive Domain: Application

Answer Location: Whole chapter

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

25. Briefly share about the two principles introduced by John Rawls.

Ans: First principle, the principle of equal liberty. Certain rights are protected and available to all. Second principle (a), the equal opportunity principle, gives everyone the chance to qualify for offices and jobs. Second principle (b), the difference principle recognizes that inequalities exist but priority given to meet the needs of the disadvantaged.

Cognitive Domain: Comprehension

Answer Location: Rawl’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

# Essay

1. Outline the strengths and weaknesses of Utilitarianism. Do its strengths outweigh its weaknesses?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Utilitarianism: Do the Greatest Good for the Greatest Number

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

2. Are there some behaviors that are always wrong, without exception? If so, what are they? Provide examples of these behaviors from the organization context.

Ans: Varies

Cognitive Domain: Analysis/Application

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

3. Explain how the principle of respect for persons underlies human rights.

Ans: Varies

Cognitive Domain: Comprehension

Answer Location: Kant’s Categorical Imperative: Do What’s Right Despite the Consequences

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

4. Do you think Rawls’ Justice as Fairness theory adequately balances the tension between liberty and equality?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

5. What would you say to someone who excuses unethical behavior by saying that “business is business?”

Ans: Varies

Cognitive Domain: Application

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

6. Should altruism be considered a unique ethical perspective? Why or why not?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Altruism: Concern for Others

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

7. Evaluate the veil of ignorance as a decision-making tool in an organizational setting.

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Rawls’s Justice as Fairness: Balancing Freedom and Equality

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

8. Compare and contrast Confucianism with another perspective described in the chapter. What similarities and differences do you note between the two theories?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Confucianism: Building Healthy Relationships

Difficulty Level: Medium

AACSB Standard: Ethical understanding and reasoning

9. What does it mean to you to “live well?”

Ans: Varies

Cognitive Domain: Application

Answer Location: Aristotelian Ethics: Live Well

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

10. Which ethical perspective do you find most useful? Why?

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Chapter 1

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning

11.Is there a difference between ethics and morals? Defend your position.

Ans: Varies

Cognitive Domain: Analysis

Answer Location: Defining Organizational Ethics

Difficulty Level: Hard

AACSB Standard: Ethical understanding and reasoning

12. What kind of ethical dilemmas do you see with extreme altruism? Provide an example.

Ans: Varies

Cognitive Domain: Application

Answer Location: Contemporary Issues in Organizational Ethics

Difficulty Level: Easy

AACSB Standard: Ethical understanding and reasoning