

Major Semester Assignment (Spring 2020)

Program: MBA-90

Semester: 4th

Course: Business Ethics

Lecturer Name: Wajahat Gul

Assignment Submitted By: Ali Latif Awan

Roll No: 15319

Topic: Case studies

CASE 1

Office Affair

Q No. 1. "Should Donald take Bernadette's advice and turn a blind eye to the situation, or should he intervene?"

Answer: In this case Donald should take serious action to control this situation on an immediately basis under the terms and conditions of the company's policy on office romance, in which it is clearly mentioned that "Company doesn't allow any employee for office romance because the company avoids potential sexual harassment suits"

Secondly, Donald's job mainly consists of determining that his Customer Service Representatives are able to meet their team's quota for daily calls. If any member of his team fails to achieve the target for the defined quota, so it automatically causes his failure.

So in both above situations, Donald can suffer from his job, because if he takes Bernadette's advice and turns a blind eye to the situation, so it may source the potential sexual harassment suits in the future. This will be laid down as a company reputation and considered the disgraceful act of Donald's team.

In the second case, if Donald doesn't pay attention to Jimbo & Ella's budding romantic relationship and keeps them going on, so their attention will be less on work and both can lose to achieve the target quota. Donald already observes Jimbo's performance degrading. Such failure as a Customer Service Representative will reflect poorly on Donald's capability as a Team Leader.

CASE 2

The Supervisor's Choice

Q No. 2. What should Malou do?

Answer: Being as is a recruitment manager at a production house it is Malou's main responsibility to take the right person for the right job and should follow the company's terms and conditions for recruitment. She should shortlist the candidates for the final interview stage based on competitive criteria for a fair and transparent recruitment process and avoid personal reference for the best selection of a proficient candidate in the company's favor.

Malou should refuse Jessa M. Palacios' application and accordingly, keeping in view the company terms & conditions, report to his immediate superior that Jessa M. Palacios is not the suitable candidate for the stated job because Jessa is a fresh graduate and also had not taken school seriously, Jessa has also no work experience in the past, so she doesn't qualify for

desire job. This intimates that Jessa is not the right person for the right job and also for the company.

Case 3

Gifts from the Boss's Friend

Q No. 3. Should Kelly do anything about this? If so, what?

Answer: Being as auditor, it is Kelly responsibility to keep management informed about any unethical action taken by any employee against company's ethics policies weather it's her boss or subordinates.

Kelly should submit the detail audit report to her management about his boss activities because being as auditor; Kelly was trained to keep clients' information strictly confidential, to steer clear of conflicts of interest with clients, and to refuse gifts of any value from clients.

But her boss had joined clients at golf outings at very luxurious golf resorts – and that he had not reported any expenses on his expense reports. He has also received expensive bottles of wine from other clients as hi says are "old friends." Kelly has never seen him return any of the bottles.

This is unethical act done by his boss and goes against company's ethics policies.

CASE 4

Falsifying Attendance

Q No. 4. Falsifying Attendance, Has Jason done anything wrong?

Answer: As a junior system administrator Jason has not done anything wrong because first of all he couldn't clock in because his boss asked for progress reports, so it wouldn't hurt to change an attendance because he was only late for 4 minutes 27 seconds. It wasn't like he didn't make any effort to come on time. In fact it states that he arrived 5 minutes early. But in my opinion Jason should have clocked in for his attendance at first, so he wouldn't have to make changes to his attendance in the first place.