**Subject:** Business ethics

**Total marks:** 50

**Case study 1: Returning back unspent money from the grant (25 marks)**

Aslam runs an NGO to help underprivileged street children who are not getting even basic education. His NGO is against child labor and convinces parents to let them learn free of cost.

Aslam receives a grant of Rs five lacs from government for a project to teach those children who are out of school and doing odd jobs like working at tea-stalls, washing cars, do boot polishing etc. The granted money is for a year only.

After a year, Aslam managed to utilize only three lacs from the grant and according to terms and conditions on the agreement paper he has to return the unspent money.

Aslam is an honest man. Despite putting all his effort he couldn’t convince parents to join his NGO for this project.

One of his friends Nadir gives the following suggestions:

1. If we return back the unspent amount then government may not grant us for any project next year.
2. Our reputation will be at stake and government will put our name in the category of in-effective NGOs.
3. Most of the NGOs are having the same practice, no objection will be raised.
4. We should consult a Chartered Accountant to manipulate our Accounts Book showing no amount left from the grant for project.
5. Even, official in charge of this project will not come to us for an audit if a little percentage from the grant is given to him.
6. We will not utilize a single penny on our personal needs; the remaining amount will be spent on street children only.
7. In brief, not returning unspent money is ethical and justified.

**Questions:**

Q1. Should Aslam return back the unspent money to government from the grant or not? Justify

Q2. Do you see any ethical issues in Nadir's suggessions? Explain your opinion.

**Case study 2: Sincerity with the workplace (25marks)**

Shakeela was fired from a company due to her irresponsibility, irregularity and lateness. She was working as an office assistant. After few weeks she comes to her former manager and informs that she has applied in another company for the same post and has given his name as a reference. She needs a job as she is a single parent with two children. She requests him to give good recommendation and feedback and not mentioning her weaknesses if enquired.

Shakeela asks her manager to make a character and experience certificate mentioning that she left the company voluntarily due to her family issues and the company didn’t want her to leave.

The manager knows Shakeela personally and has a soft corner for her; however, he would not recommend his own company hire her back.

**Questions:**

1. What should the manager say to the employer who calls him for Shakeela?
2. What if the employer was manager’s friend?
3. If Shakeela asks her manager to be a reference before applying somewhere else, what should be manager’s response?
4. What should be manager’s role in resolving Shakeela’s issue keeping the dignity and image of his company positive and transparent?