



## Dr.G.R.Damodaran College of Science

(Autonomous, affiliated to the Bharathiar University, recognized by the UGC) Re-  
accredited at the 'A' Grade Level by the NAAC and ISO 9001:2008 Certified  
CRISL rated 'A' (TN) for MBA and MIB Programmes

III. B. COM [ 2015-2018]

SEMESTER- V

CORE: BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY- 502D

Multiple Choice Questions.

1. Business ethics deals primarily with \_\_\_\_\_

- A. Social responsibility.
- B. The pricing of products and services.
- C. Moral obligation
- D. Being unfair to the competition.

ANSWER: C

2. Ethics are important because \_\_\_\_\_

- A. Suppliers prefer to deal with ethical companies.
- B. Customers prefer to deal with ethical companies
- C. Employees prefer to deal with ethical companies.
- D. All of the choices

ANSWER: D

3. According to the concept of moral intensity, a worker is most likely to behave ethically and legally when \_\_\_\_\_

- A. A manager observes his or her behavior closely.
- B. The worker has intense morals
- C. The consequences of the act are minor.
- D. The consequences of the act are substantial.

ANSWER: D

4. Benefits derived from social responsibility include \_\_\_\_\_

- A. Enhanced organizational efficiency
- B. Producing better products
- C. Attracting people who want to work for the firm
- D. both a & c

ANSWER: D

5. According to concept of moral laxity, workers will often behave unethically because \_\_\_\_\_

- A. They have planned to be unethical.
- B. They come from dysfunctional families.
- C. Other issues seem more important at the time.
- D. Management pressures them into unethical behavior.

ANSWER: C

6. The three major types of ethical issues include except?

- A. Communication Issues
- B. Systematic Issues
- C. Corporate Issues

D. Individual Issues

ANSWER: A

7. Ethics is the same as

- A. Legality
- B. Strict compliance
- C. conformance to agreed values
- D. following black letter law

ANSWER: A

8. The main purpose of business ethics is to?

- A. understanding ethical uncertainties
- B. Principles and Conception
- C. Application of practices
- D. All of the above

ANSWER: D

9. Which one of the following is not a basic type of moral standards?

- A. Utilitarianism
- B. Rights
- C. Justice
- D. Relevant

ANSWER: D

10. Which one of the following is not a feature of moral standard?

- A. Prohibit
- B. Value
- C. Condemn
- D. All of the above

ANSWER: D

11. Equality of income and equality of opportunity is refers to:

- A. Inequality
- B. Economic Equality
- C. Political Equality
- D. Human Equality

ANSWER: B

12. \_\_\_\_\_ is a code of conduct that an individual or a group has about right and wrong

- A. Morality
- B. Ethics
- C. Business Ethics
- D. Personal Ethics

ANSWER: B

13. Which of the following does the term Corporate Social Responsibility relate to?

- A. Ethical conduct
- B. Environmental practice
- C. Human rights and employee relations
- D. All of the above

ANSWER: D

14. Who are organisational stakeholders?

- A. Customers

- B. Community
- C. Employees
- D. All of the above

ANSWER: D

15. Which of the following is an example of an area where business ethics apply?

- A. Everywhere in business
- B. Conduct of international operations
- C. In the personal life of staff
- D. None of the above

ANSWER: B

16. Self regulation of ethics is

- A. the best system available
- B. one that requires legal backing
- C. a good way to start
- D. the worst possible way to start

ANSWER: C

17. In which system slavery would be entirely legal?

- A. Free market system
- B. Command economy system
- C. Voluntary exchange system
- D. Pure free market system

ANSWER: D

18. Which of the following is Not a statement which presents the firm s view on ethics?

- A. Value statement
- B. Morality
- C. Ethical philosophy
- D. None of the above

ANSWER: C

19. What are the levels on which ethical decision making occurs?

- A. Individual
- B. Organizational
- C. Business system
- D. All of the given

ANSWER: D

20. Which one is the justice concern of blaming or punishing persons for doing wrong?

- A. Distributive justice
- B. Redistributive justice
- C. Compensatory justice
- D. None of the given

ANSWER: B

21. The commercial value of ethics

- A. lies in its capacity to increase turnover
- B. has a consequence of improving the bottom line
- C. lies purely in reputational advantage
- D. increases market share

ANSWER: D

22. Which one of the following ethic sees concrete communities and communal relationships as having a fundamental value?

- A. The care of ethic
- B. Demands of caring
- C. Communitarian ethic
- D. Socialism

ANSWER: C

23. Which statement reflects the "punishment and obedience orientation" stage(stage one) of moral development?

- A. I don't steal because my friends don't steal
- B. I don't steal because I don't want to be spanked
- C. I don't steal because it wouldn't be fair to everyone else if I did
- D. I don't steal because it would harm society as a whole

ANSWER: B

24. We wish to be good citizens of every community in which we operate. This is

- A. Ethical Code
- B. Political and Social Code
- C. Legal Rule
- D. Legal Act

ANSWER: A

25. If you believe in making decisions for the good of most people, you can be described as following which school of thought?

- A. utilitarianism
- B. teleology
- C. deontology
- D. egoism

ANSWER: A

26. Which statement is/are true?

- A. Ethics is not synonymous to religious morality or moral theology
- B. Ethics is the principle that guide the human behaviour
- C. The terms 'ethics' and 'morality' are not synonymous terms
- D. All of the above

ANSWER: D

27. Corporate social responsibility that extends beyond legal mandates can help meet societal expectations in the absence of

- A. Statutory devices
- B. Social tool
- C. Cost tool and Techniques
- D. Science tool

ANSWER: A

28. What is meant by the phrase CSR?

- A. Corporate Social Responsibility
- B. Company Social Responsibility
- C. Corporate Society Responsibility
- D. Company Society Responsibility

ANSWER: A

29. The four types of social responsibility include:

- A. legal, philanthropic, economic, and ethical
- B. ethical, moral, social, and economic
- C. philanthropic, justice, economic, and ethical
- D. legal, moral, ethical, and economic

ANSWER: A

30. The \_\_\_\_\_ dimension of social responsibility refers to a business's societal contribution of time, money, and other resources.

- A. ethical
- B. philanthropic
- C. volunteerism
- D. strategic

ANSWER: B

31. Stakeholders are considered more important to an organization when

- A. they can make use of their power on the organization
- B. they do not emphasize the urgency of their issues
- C. their issues are not legitimate
- D. they can express themselves articulately

ANSWER: A

32. An \_\_\_\_\_ is a problem, situation, or opportunity requiring an individual, group, or organization to choose among several actions that must be evaluated as right or wrong.

- A. crisis
- B. ethical issue
- C. indictment
- D. fraud

ANSWER: B

33. Which moral philosophy seeks the greatest good for the greatest number of people?

- A. Consequentialism
- B. Utilitarianism
- C. Egoism
- D. Ethical formalism

ANSWER: B

34. Carroll's model of social responsibility includes the social responsibilities categories of \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_ plus those at the discretion of the firm.

- A. consumerism; discrimination; environment
- B. ethical responsibilities; discrimination; legal responsibilities
- C. ethical responsibilities; legal responsibilities; economic responsibilities
- D. occupational safety; legal responsibilities; economic responsibilities

ANSWER: C

35. The ethical dilemma of choosing between two rights refers to

- A. choosing between the lesser of two evils
- B. deciding which of two employee rights is the most important
- C. deciding to offer a bribe or lose out on an important opportunity
- D. choosing between the two types of sexual harassment

ANSWER: A

36. Which of the following does not contribute to the development of a manager's standard of ethics?

- A. society's norms and values
- B. individual life experiences

- C. competitor behaviours
- D. environmental situations

ANSWER: C

37. Which one of the following is not principle business ethics?

- A. Principle of universality
- B. Principle of humanity
- C. Principle of autonomy
- D. Principle of dissatisfaction

ANSWER: D

38. Professional ethics is

- A. Monopolistic
- B. designing to protect a profession
- C. a necessary attribute of a profession
- D. not directly relevant to practice

ANSWER: B

39. Unethical behaviour is often triggered by

- A. pressure from higher management to achieve goals
- B. an organizational atmosphere that condones such behaviour
- C. both (a) & (b)
- D. a system of checks and balances

ANSWER: C

40. "Ethics deals with the right actions of individuals." Who said?

- A. Peter F. Drucker
- B. C. S. Rao
- C. J. R. Betty
- D. D. C. Zahe

ANSWER: A

41. Managers today are usually quite sensitive to issues of social responsibility and ethical behaviour because of \_\_\_\_\_.

- A. interest groups
- B. legal and governmental concerns
- C. media coverage
- D. all of the above

ANSWER: D

42. Periodic ethics audits

- A. are required by the Indian Stock
- B. a method of fostering ethics
- C. a method of quantitative assessment
- D. always use external consultants

ANSWER: B

43. Unethical behavior is often triggered by \_\_\_\_\_

- A. Pressure from higher management to achieve goals
- B. An organizational atmosphere that condones such behavior
- C. Both a & b
- D. A system of checks and balances.

ANSWER: C

44. Building a sustainable environment includes \_\_\_\_\_

- A. Developing a green supply chain
- B. Omitting hazardous emissions
- C. Both a & b
- D. Writing a code of ethics

ANSWER: C

45. Fairness in employment practices centers on \_\_\_\_\_

- A. Hiring no family members or friends.
- B. Giving people equal rewards for accomplishing the same tasks.
- C. Obeying equal employment opportunity legislation.
- D. Avoiding conflicts of interest

ANSWER: B

46. The stakeholder view of social responsibility states that organizations must respond to the needs of \_\_\_\_\_

- A. Employees and customers
- B. Shareholders and owners
- C. All interested parties.
- D. All those who might sue the organization

ANSWER: C

47. A firm is said to have good corporate social performance when \_\_\_\_\_

- A. Stockholders invest in socially responsible causes.
- B. Charitable deductions are automatically deducted from pay without the consent of employees
- C. The company has not been convicted of ethical violations for five consecutive years.
- D. Stakeholders are satisfied with its level of social responsibility

ANSWER: D

48. A socially responsible mutual fund will only purchase stocks in companies that \_\_\_\_\_

- A. Have a no-smoking policy in place.
- B. Have a culturally diverse management team.
- C. Hire some job candidates who are HIV positive.
- D. Have good social performance

ANSWER: D

49. A whistle blower is an employee who \_\_\_\_\_

- A. Exposes organizational wrongdoing.
- B. Complains a lot to company management.
- C. Engages in unethical behavior
- D. Referees disputes with other employees.

ANSWER: A

50. Which one of the following approaches to creating an ethical and socially responsible workplace is likely to be the most powerful?

- A. Passing out buttons with the statement Just Say No to Bad Ethics
- B. Placing posters about ethics throughout the organization
- C. Top management acting as models of the right behavior
- D. Including a statement about ethics and social responsibility in the employee handbook

ANSWER: C

51. A recommended way of minimizing unethical behavior is for employees to \_\_\_\_\_

- A. Write anonymous notes to ethical violators.
- B. Immediately report all suspicious behavior to top management.

- C. Spend part of their vacation preparing a personal philosophy of ethics.
- D. Confront fellow employees about ethical deviations

ANSWER: D

52. The application of ethical principles rather than actual specified actions would refer to

- A. Ethical standards
- B. Ethical dilemmas
- C. Morality
- D. Virtue ethics

ANSWER: C

53. In the United States professionals such as counselors or psychologists are directed and bound by ethical standards by

- A. The clients they serve
- B. Conscience
- C. Professional organizations to which they belong
- D. None

ANSWER: C

54. Quantification in ethics may be done by

- A. putting monetary value on prospective actions
- B. comparing the value of one action with another
- C. both A and B
- D. neither A nor B

ANSWER: C

55. Professional codes of ethics are binding \_\_\_\_\_

- A. To all individuals within the profession
- B. To individuals who hold that particular credential or membership
- C. Only to only individuals who hold a specialty certification
- D. To all professionals except students

ANSWER: B

56. Business ethics deals primarily with

- A. Social responsibility
- B. The pricing of products and services.
- C. Moral obligation
- D. Being unfair to the competition.

ANSWER: C

57. Ethics are important because

- A. Suppliers prefer to deal with ethical companies
- B. Customers prefer to deal with ethical companies
- C. Employees prefer to deal with ethical companies
- D. All of the choices

ANSWER: D

58. Benefits derived from social responsibility include \_\_\_\_\_

- A. Enhanced organizational efficiency
- B. Producing better products
- C. Attracting people who want to work for the firm
- D. Both a & c

ANSWER: D



59. An employee for Acme, Inc., has been asked to carry out an assignment that she believes is wrong. This situation can be classified as

- A. Ethical.
- B. Unethical.
- C. An ethical issue.
- D. A dilemma.

ANSWER: D

60. A person uncomfortable with his employers hiring only white men is experiencing \_\_\_\_\_

- A. A conflict of interest.
- B. An ethical issue.
- C. A feeling of guilt.
- D. Intraorganizational conflict.

ANSWER: C

61. The principal cause of ethical compromises within business is \_\_\_\_\_

- A. Helping the company survive.
- B. Meeting overly aggressive financial or business objectives.
- C. Meeting schedule pressures.
- D. Saving jobs

ANSWER: B

62. Opportunities for and encouragement of unethical behaviour result when \_\_\_\_\_

- A. It is easy to engage in unethical behaviour
- B. Others engage in unethical behaviour.
- C. There is a lack of rules or a lack of enforcement of the rules that do exist.
- D. There are too many rules.

ANSWER: C

63. It is most likely, during a takeover attempt, for a firms managers to face an ethical issue because \_\_\_\_\_

- A. Their duties to the firms owners may conflict with their personal interests.
- B. The takeover might not be in the shareholders best interests.
- C. Their duties to the firms owners may conflict with the best interests of society.
- D. Their duties to the firms owners may be illegal.

ANSWER: A

64. An activity is probably ethical if \_\_\_\_\_

- A. It is approved of by most individuals in the organization and is customary in the industry.
- B. It is approved of by most individuals in the organization
- C. It is customary in the industry
- D. It is legal.

ANSWER: D

65. In general when people discover unethical behaviour in their own company they usually \_\_\_\_\_

- A. Try to right the ethical wrong.
- B. Report it to the authorities outside the company.
- C. Mind their own business
- D. Report it to authorities in the company.

ANSWER: C

66. Businesses seem most concerned with ethical issues that could \_\_\_\_\_

- A. Offend their union employees.
- B. Eliminate competition.

- C. Affect employees
- D. Damage the firm

ANSWER: D

67. An employees response to a moral or ethical issue depends in part on \_\_\_\_\_
- A. What competitors are doing.
  - B. How dumb consumers are
  - C. What shift he or she is working
  - D. The structure and culture of the organization

ANSWER: D

68. Business ethics comprises \_\_\_\_\_
- A. Laws and regulations that guide behaviour in the world of business.
  - B. Mores, values, and customs that guide behaviour in general.
  - C. Moral principles and standards that guide behaviour in the world of business.
  - D. The obligations businesses assume to maximize their positive impact and minimize their negative impact on society.

ANSWER: C

69. A person who is punished or not rewarded for unethical behaviour \_\_\_\_\_
- A. Will be a model employee
  - B. Will quit the firm.
  - C. Will be angry
  - D. Is less likely to repeat the behaviour.

ANSWER: D

70. Honesty and fairness relate to the general \_\_\_\_\_ of decision makers.
- A. Unethicalness
  - B. Trustworthines
  - C. Ethicalness
  - D. Employability

ANSWER: C

71. The most important reason for having a code is that \_\_\_\_\_
- A. It provides a formal frame of reference for values
  - B. It is required by the board
  - C. It helps establish a good reputation
  - D. It gives employment to HR staff

ANSWER: A

72. Despite cultural diversity it is important that we consider \_\_\_\_\_
- A. Various principles of value
  - B. Always follow the UN principles
  - C. Give salience to the dominant national culture
  - D. Follow only your own religious laws

ANSWER: D

73. Cultural relativism means \_\_\_\_\_
- A. One culture is quite as good as any other nominated culture
  - B. Culture is the only reference point for a values system
  - C. Activities should be interpreted in terms of ones own culture
  - D. One culture should be compared to another

ANSWER: C

74. It is the function of an ethics code to \_\_\_\_\_

- A. Set standards
- B. Apply sanctions
- C. neither
- D. both

ANSWER: D

75. Ethics is about \_\_\_\_\_

- A. Improvement in standards
- B. Rewards and sanctions
- C. Reputation
- D. All of the above

ANSWER: D

76. Ethics is about \_\_\_\_\_

- A. Tangible and intangible benefits
- B. Only tangible benefits
- C. Only intangible benefits
- D. Something other than the above

ANSWER: A

77. Ethics is the same as \_\_\_\_\_

- A. Legality
- B. Strict compliance
- C. Conformance to agreed values
- D. Following black letter law

ANSWER: C

78. Where does ethical loyalty primarily lie?

- A. Towards family
- B. Towards agreed principles
- C. Towards the company
- D. Towards professional Standards

ANSWER: B

79. Ethics is concerned about \_\_\_\_\_

- A. The means of achieving something
- B. The ends to be achieved
- C. Neither of those
- D. Both of those

ANSWER: D

80. Time frames are \_\_\_\_\_

- A. Crucial part of ethics
- B. Irrelevant to ethics
- C. Of marginal interest to ethics
- D. An explanation of spatiality

ANSWER: A

81. The basic justification for ethics is \_\_\_\_\_

- A. To maximum profitability
- B. To behave according to agreed rules
- C. To build a commercial reputation
- D. To satisfy malcontents at AGMs

ANSWER: B

82. A conflict of interest may be defined as \_\_\_\_\_

- A. Where a disparity of wealth upsets balance
- B. Where one party is a bit vulnerable
- C. Where there is a breach of the equity of relationships rule
- D. The doctrine of the separation of powers does apply

ANSWER: C

83. Bankruptcy is \_\_\_\_\_

- A. Where the organisation is insolvent
- B. Where the organisation is corrupt
- C. Where the organisation is delisted on the stock exchange
- D. Where the organisation has a cash flow problem

ANSWER: A

84. The late payment of accounts necessarily involves \_\_\_\_\_

- A. Incomplete accounts clerks
- B. A cash flow problem for the business
- C. A policy of withholding payments
- D. Incompetent banking practices

ANSWER: B

85. Bribery and secret commissions are

- A. Culturally acceptable
- B. Unaccepted as business practice
- C. Alright under certain circumstances
- D. Are OK if they are called something else

ANSWER: B

86. Tipping is \_\_\_\_\_

- A. A form of tithing
- B. An Arbitrary custom
- C. A means of Profiteering by business
- D. Something to be fostered for goodwill

ANSWER: B

87. Corporate philanthropy is \_\_\_\_\_

- A. The donation of cash to worthy causes
- B. The donation of time to worthy causes
- C. Some other donation to worthy causes
- D. All of the above

ANSWER: D

88. Self regulation of ethics is

- A. The best system available
- B. One that requires legal backing
- C. A good way to Start
- D. The worst possible way to start

ANSWER: C

89. Ethical investment

- A. Is an investment of time
- B. An investment of money

- C. An investment according to value principles
- D. An investment that avoids shares in tobacco

ANSWER: C

90. Stakeholders

- A. Are the same as shareholders
- B. May be the same as shareholders
- C. Are not employees
- D. Are members of the Stock exchange

ANSWER: B

91. The commercial value of ethics

- A. Lies in its capacity to increase turnover
- B. Has a consequence of improving the bottom line
- C. Lies purely in reputational advantage
- D. Increases market share

ANSWER: B

92. Time frames for ethics involve

- A. Short time frames
- B. Long time frames
- C. No time frames
- D. Fluctuations in time frames

ANSWER: B

93. Equity

- A. Is a principle about equal relationships
- B. Is the same as honesty
- C. Is the same as prudence
- D. is a principle that emphasises privacy

ANSWER: A

94. Product liability

- A. Means that users must be responsible for bad products
- B. implies product recall
- C. Giving a misuse defence
- D. Means that manufacturers are responsible for bad products

ANSWER: A

95. Professional ethics is

- A. monopolistic
- B. Designed to protect a profession
- C. A necessary attribute of a profession
- D. Not directly relevant to practice

ANSWER: C

96. Periodic ethics audits

- A. Are required by the Indian stock exchange
- B. A method of fostering ethics
- C. A method of quantitative assessment
- D. Always use external consultants

ANSWER: B

97. Political intrusion into business

- A. May be desirable in some circumstances
- B. Is anathema
- C. Politics should have no say in how business is conducted
- D. state legislation over-rides Federal Legislation

ANSWER: A

98. The reach of codes is

- A. Restricted to those obliged to conform by virtue of membership
- B. Applicable to all
- C. Applicable to the public only
- D. the same as the reach of the law

ANSWER: A

99. Compliance

- A. Is an aspect of an aspirational code
- B. Gives us the option of compliance
- C. Requires conformance to a formal requirement
- D. Imposes no formal obligations

ANSWER: C

100. Action Vs thought

- A. Action is more important than thought
- B. Thought is more important than action
- C. Neither action nor thought are important in ethics
- D. Action and thought are based on professional ethics

ANSWER: A

101. Moral development

- A. Kohlberg's theory is about moral development
- B. Kohlberg's theory is about childhood behaviour
- C. Moral development is irrelevant to adulthood
- D. Takes place only in the workplace

ANSWER: A

102. Quantification in ethics may be done by

- A. Putting monetary value on prospective actions
- B. Comparing the value of one action with another
- C. Both A and B
- D. Neither A or B

ANSWER: C

103. Excellence is

- A. An aspirational goals
- B. unachievable
- C. A Chimera
- D. a fundumbulator

ANSWER: A

104. Which of the following is false?

- A. The ethics officer is typically a middle-level manager.
- B. The ethics officer typically reports directly to the CEO
- C. The ethics officer can be hired from inside or outside of the firm.
- D. The ethics officer can also be called the director of ethics or director of internal audit

ANSWER: A

105. The belief that a firm pursuit of social goals would give them too much power is known as what argument in opposition to a firm being socially responsible?

- A. costs
- B. lack of skills
- C. lack of broad public support
- D. too much power

ANSWER: D

106. Law

- A. is subordinate to ethical codes
- B. over-rides ethical
- C. is always codified
- D. expressive the will of the people

ANSWER: A

107. Social obligation is the obligation of a business to meet its \_\_\_\_\_.

- A. social and technological responsibilities
- B. economic and legal responsibilities
- C. technological and economic responsibilities
- D. economic and social responsibilities

ANSWER: B

108. Under the concept of social obligation, the organization \_\_\_\_\_.

- A. does what it can to meet the law, and a little bit more for stakeholders
- B. fulfills its obligation to the stakeholders, which makes it fulfill the law, too
- C. does the minimum required by law
- D. fulfills its obligation to the law and its stakeholders

ANSWER: C

109. Social responsiveness refers to the capacity of a firm to adapt to changing \_\_\_\_\_.

- A. societal conditions
- B. organizational conditions
- C. societal leaders
- D. organizational managers

ANSWER: A

110. Legal contracts

- A. are set in irredeemable form
- B. open to re-negotiation
- C. are the same moral contracts
- D. have the same meaning in different cultures

ANSWER: C

111. When a firm advertises that it only uses recycled paper products, it is \_\_\_\_\_.

- A. meeting its social obligation
- B. being socially responsive
- C. meeting social responsibilities
- D. paying attention to the bottom line

ANSWER: B

112. Applying social criteria to an investment decision refers to \_\_\_\_\_.

- A. socioeconomic view
- B. social responsiveness

- C. social responsibility
- D. social screening

ANSWER: D

113. There is \_\_\_\_\_ to say that a company socially responsible actions significantly hurt its long-term economic performance.

- A. not any evidence
- B. little evidence
- C. a lot of evidence
- D. mounting evidence

ANSWER: B

114. Which of the following is a basic definition of ethics?

- A. moral guidelines for behavior
- B. rules for acknowledging the spirit of the law
- C. rules or principles that define right and wrong conduct
- D. principles for legal and moral development

ANSWER: C

115. Reasoning at the \_\_\_\_\_ level of moral development indicates that moral values reside in maintaining the conventional order and the expectations of others.

- A. preconventional
- B. conventional
- C. principled
- D. arrival

ANSWER: B

116. A personality measure of a persons convictions is \_\_\_\_\_.

- A. moral development
- B. ego strength
- C. locus of control
- D. social desirability

ANSWER: B

117. \_\_\_\_\_ is a personality attribute that measures the degree to which people believe they control their own fate.

- A. Ego strength
- B. Social responsibility
- C. Locus of control
- D. Social obligation

ANSWER: C

118. Which of the following organizational structural characteristics would most likely result in managerial ethical behavior?

- A. few job descriptions
- B. formal rules
- C. mixed messages from authority figures
- D. performance appraisal systems focused on outcomes

ANSWER: B

119. Which of the following is true concerning the impact of organizational culture on ethical behavior?

- A. Low conflict tolerance leads to ethical behavior
- B. A strong culture will support high ethical standards
- C. Conflict tolerance is related to unethical behavior



D. A culture that is high in control tends to encourage unethical behavior  
ANSWER: B

120. Issue intensity, as an issue that affects ethical behavior, is described as \_\_\_\_\_.  
A. the characteristics of the ethical issue itself  
B. the level of control and influence one has over the event  
C. the cultural strength of the organization  
D. the organizational structure

ANSWER: A

121. Global organizations must \_\_\_\_\_ their ethical guidelines so that employees know what is expected of them while working in a foreign location  
A. clarify  
B. provide  
C. establish  
D. broaden

ANSWER: A

122. \_\_\_\_\_ is a document that outlines principles for doing business globally in the areas of human rights, labor, the environment, and anticorruption.  
A. A code of ethics  
B. The Global Compact  
C. The Foreign Corrupt Practices Act  
D. Global Ethics

ANSWER: B

123. Which of the following is not a way for management to reduce unethical behavior?  
A. select individuals with high ethical standards  
B. establish codes of conduct  
C. provide ethics training  
D. monitor employee telephone calls

ANSWER: D

124. A \_\_\_\_\_ is a formal statement of an organization primary values and the ethical rules it expects its employees to follow  
A. mission statement  
B. statement of purpose  
C. code of ethics  
D. vision statement

ANSWER: C

125. The primary debate about ethics training programs is whether \_\_\_\_\_.  
A. ethics can be taught  
B. ethics is what causes misconduct  
C. the programs cover misconduct outside the workplace  
D. the programs give unethical individuals more ammunition

ANSWER: A

126. Ethics training sessions can provide what benefit?  
A. They clarify acceptable and unacceptable practices.  
B. They create ego strength in employees.  
C. They evaluate decisions and management practices in terms of the code of ethics.  
D. They strengthen the employees locus of control

ANSWER: A

127. More than any other quality of leadership, employees crave \_\_\_\_\_.

- A. ethics .
- B. honesty
- C. integrity
- D. morals

ANSWER: B

128. Why should managers communicate to employees what they believe about ethics and values?

- A. to provide ethical leadership
- B. to be good whistleblowers
- C. to offer social impact management
- D. to provide formal mechanisms to protect employees who face ethical dilemmas

ANSWER: A

129. Why should managers assure whistleblowers that they will face no personal or career risks?

- A. Using the rewards system is often not enough
- B. Many may be reluctant to raise ethical concerns
- C. some may not wish to push their values on to other employees.
- D. Most do not want to lead by example

ANSWER: B

130. A \_\_\_\_\_ is an individual or organization who seeks out opportunities to improve society by using practical, innovative, and sustainable approaches.

- A. business entrepreneur
- B. social entrepreneur
- C. social impact manager
- D. whistleblower

ANSWER: B

131. Social impact management is an approach to managing in which managers examine the social impacts of their \_\_\_\_\_.

- A. decisions and actions
- B. ethics and values
- C. profits and earnings
- D. social responsibility

ANSWER: A

132. Which of the following is not a reason why it makes sense for your university to continue to be socially responsive?

- A. positive consumer image
- B. lower cost
- C. more dedicated workforce
- D. more motivated workforce

ANSWER: B

133. In ethical decision making which statement is acceptable?

- A. Economics never has a part to play
- B. Economics is always a consideration
- C. Economics should be prime
- D. Only in serious cases should economics play a part

ANSWER: B

134. What approach deals with an organization responding to the environment because of the

preferences of their customers?

- A. stakeholder approach
- B. market approach
- C. legal approach
- D. activist approach

ANSWER: B

135. A Decision tree is

- A. a method of proceeding to resolve an ethical breach
- B. a branch office of the main company that determines ethics
- C. determining the appropriate sanction for a breach
- D. an instruction to come to a determined conclusion

ANSWER: A

136. Under what approach does the organization look for ways to respect and preserve the earth and its natural resources?

- A. stakeholder approach
- B. market approach
- C. legal approach
- D. activist approach

ANSWER: A

137. At what level does ethical reasoning indicate that moral values reside in maintaining expected standards and living up to the expectations of others?

- A. principled level
- B. preconventional level
- C. conventional level
- D. value level

ANSWER: C

138. At what level do individuals make a clear effort to define moral principles apart from authority of the groups to which they belong or society in general?

- A. principled level
- B. preconventional level
- C. conventional level
- D. value level

ANSWER: A

139. Taken individually, specific instances of ethics training to reduce or eliminate unethical behaviors in an organization will \_\_\_\_\_.

- A. definitely have some impact
- B. probably not have much impact
- C. significantly improve an organization ethical climate
- D. work to completely eliminate the problems

ANSWER: B

140. How might managers have identified the ethically questionable applicants even before they became part of the workforce?

- A. by giving favored treatment to friends who apply
- B. by putting pressure on employees to complete more work in less time
- C. through communication
- D. through interviews, tests, and background checks

ANSWER: D

141. The company brings in help from outside to evaluate the situation. The routine evaluations that are performed regularly are called \_\_\_\_\_.

- A. ethical training sessions
- B. independent social audits
- C. formal protective mechanisms
- D. informal behavior modification

ANSWER: B

142. An alternative for the organization to provide formal means that protect employees who face ethical dilemmas so that they can do what is right without fear of reprimand would be \_\_\_\_\_.

- A. ethical training sessions .
- B. informal behavior modification
- C. formal protective mechanisms
- D. independent social audits

ANSWER: C

143. Ethics are important because

- A. suppliers prefer to deal with ethical companies
- B. customers prefer to deal with ethical companies.
- C. employees prefer to deal with ethical companies.
- D. all of the choices.

ANSWER: D

144. According to the concept of moral intensity, a worker is most likely to behave ethically and legally when

- A. a manager observes his or her behavior closely.
- B. the worker has intense morals.
- C. the consequences of the act are minor.
- D. the consequences of the act are substantial.

ANSWER: D

145. Pierre takes a utilitarian viewpoint of ethics. He will therefore judge a business decision to be ethical so long as

- A. more good than bad results from the decision.
- B. everybody is treated fairly
- C. certain rights are not violated.
- D. he has good character and integrity.

ANSWER: A

146. Bonita is an ethically centered production manager so she will ship a product

- A. only after all its problems have been eliminated.
- B. only if the shipping people use packing material that does not harm the environment.
- C. only after an ethics committee has approved it.
- D. as quickly as she can to meet the customer's schedule.

ANSWER: B

147. Benefits derived from social responsibility include

- A. enhanced organizational efficiency
- B. producing better products
- C. attracting people who want to work for the firm
- D. both a & c

ANSWER: D

148. Building a sustainable environment includes

- A. developing a green supply chain
- B. omitting hazardous emissions
- C. both a & b
- D. writing a code of ethics

ANSWER: C

149. Fairness in employment practices centers on

- A. hiring no family members or friends.
- B. giving people equal rewards for accomplishing the same tasks.
- C. obeying equal employment opportunity legislation.
- D. avoiding conflicts of interest

ANSWER: B

150. Team leader Gary is scheduled to prepare a performance of Lisa, a team member who also happens to be his wife's closest friend. The ethical temptation Gary faces is

- A. sexual harassment.
- B. misuse of corporate resources.
- C. dealing with confidential information
- D. conflict of interest

ANSWER: D

Staff Name  
Senthilkumar.L.