



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION
DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES**

QUALIFICATION: BACHELOR OF MANAGEMENT	
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COURSE CODE: BBE612S	COURSE NAME: BUSINESS ETHICS
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DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
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MODERATOR:	Prof. Asa

THIS QUESTION PAPER CONSISTS OF 8 PAGES (Including this front page)

INSTRUCTIONS	
1.	Answer all questions .
2.	Read all the questions carefully before answering.
3.	Marks for each question are indicated at the end of each question.
4.	Please ensure that your writing is legible, neat and presentable and start each Section on a new page.

PERMISSIBLE MATERIALS

1. Examination question paper
2. Examination answer sheet

Section A. Part 1: Multiple choice questions from 1 – 10. Answer all the questions in the answer booklet provided. [2X10 = 20marks]

QUESTION 1

1. Ethical weaknesses of monopolies
 - (a) Lack of respect for positive rights
 - (b) Economic inefficiency
 - (c) None of the above
 - (d) Violation of egalitarian justice

2. It might be true that society as a whole would benefit by having some group discriminated against” is a/an _____ argument for discrimination.
 - (a) Kantian
 - (b) Utilitarian
 - (c) Capitalist
 - (d) Communist

3. Organisation in business is characterised mainly by its.....
 - (a) rules
 - (b) profits
 - (c) products
 - (d) hierarchy

4. The common definition of price fixing is:
 - (a) When companies agree to set prices artificially high
 - (b) When companies agree to limit production
 - (c) When a company sells a buyer certain goods only on condition that the buyer also purchases other goods from the firm
 - (d) When companies agree to limit production

5. Which one is not an argument against discrimination?
 - (a) Affirmative action
 - b) Rights argument
 - c) Justice argument
 - d) Utilitarian argument

6. In Locke’s state of nature the following statements are true except:
 - (a) All people are free and equal
 - (b) Each person owns his body and labour
 - (c) People agree to form governments to protect their right to freedom and property

- (d) The material and social controls that the society uses to produce its economic goods should be in the hands of the government
7. Institutionalised discrimination:
- (a) is always intentional
 - (b) is based on the prejudices or morally offensive attitudes shared by a group.
 - (c) can be the act of a single individual
 - (d) All of the above
8. What is trust?
- (a) Trust is a negative expectation that another will not-through words, action, or decisions act opportunistically.
 - (b) Trust is a negative expectation that another will-through words, action, or decisions act opportunistically.
 - (c) Trust is a positive expectation that another will not-through words, action, or decisions act opportunistically.
 - (d) Trust is a positive expectation that another will-through words, action, or decisions act opportunistically.
9. The probability that the product will function as consumers are led to expect that it will function, is...
- (a) Service life
 - (b) Product safety
 - (c) Maintainability
 - (d) Reliability
10. Immanuel Kant's principle, called the categorical imperative, requires that everyone be treated as:
- (a) A free and equal person
 - (b) A dependent employee
 - (c) An indentured person
 - (d) A non-resident employee

Section A. Part 2: TRUE / FALSE

Indicate whether the following statements are True or False. Answer all the questions in the answer booklet provided. Indicate true or false next to the corresponding number(s)

QUESTION 2

[10marks]

No.	Questions
2.1	The root meaning of "to discriminate" is morally neutral—it isn't necessarily wrong to discriminate.
2.2	Employees must be given the opportunity to give or withhold consent before their private lives are investigated and should be informed of any surveillance.
2.3	Modern technology such as computer and genetic engineering are forms of intellectual property.
2.4	Subjective conflicts of interest are conflicts of interest that are based on emotional ties or ion relationships.
2.5	Inability, as a result of either internal or external circumstances, eliminates all moral responsibility for an action.
2.6	Political the model of business organizations which defines them as structures of formal relationships designed to achieve a technical or economic goal with maximum efficiency; often associated with a firm's organizational chart.
2.7	Firms in perfectly competitive free markets often engage in price fixing.
2.8	Whistle-blowing in business, is when an individual demands a consideration from persons outside the firm as a condition for favorably dealing with them.
2.9	Quotas is the practice by which governmental agencies earmark a percentage of their budget exclusively for hiring minority contractors now legally prohibited "except as a last resort" in "an extreme case."
2.10	Some laws have nothing to do with morality.
Total	[10marks]

SECTION B. SHORT/ESSAY QUESTIONS

[60marks]

QUESTION 3

Oligopolies can set high prices through explicit agreement to restrain competition. They tend to have high degree of market concentration. In this regard what should the society do in terms of high concentration of oligopolistic industries? (10)

QUESTION 4

Explain the three basic ethical issues that business ethics deals with.

(6)

QUESTION 5

Explain any four of the most common types of political tactics encountered in a business organisation.

(4)

QUESTION 6

6.a) Differentiate between act utilitarianism and rule utilitarianism.

(4)

6.b) Although rights generally override utilitarian standards, they are not immune from all utilitarian considerations. Briefly discuss any three rights.

(6)

QUESTION 7

You are a Human Resources Director at Zebra Investment (Pty) Ltd and there are vacancies at your company. Your brother-in-law is out of work and his wife (your sister) is also unemployed. Their house is about to be repossessed. Your sister asks you to appoint him for a position at your company.

7.a) What is the moral obligation of the employee to the employer?

(2)

7.b) What is the moral obligation of the employer to the employee?

(2)

7.c) Name and explain the type of dilemma that this Human Resource Manager finds himself or herself in. (4)

7.d) As a human resource manager, how would you deal with this dilemma? (2)

QUESTION 8

Elaborate on the most basic duty that a business owes its customers according to the Sturdivant's list of key types of implied claims.

(8)

QUESTION 9

Consumers' rights to privacy need to be balanced with legitimate business needs for information. Discuss any six key concerns of consumer privacy.

(12)

Eliminating harassment in the world of work

The labour ministry has said now that Namibia has ratified Convention 190, employers should regard this pact as an instrument that aims to promote harmonious labour relations at their workplaces, and it is time to boost the human dignity of both their employees and those they serve.

Namibia ratified this convention in December 2020, but it became effective only in December 2021 as per the International Labour Organisation (ILO) requirements, which stipulate that any ratified convention by a member state becomes effective after a year of ratification.

“This is the first international legal instrument that aims to eliminate violence and harassment in the world of work. The employers should, therefore, come up with workplace policies that are in support of this convention,” said Maria Hedimbi, the labour ministry’s spokesperson.

Adopted in 2019, the ILO Convention 190 protects workers and other persons in the world of work, including employees as well as persons working, irrespective of their contractual status, persons in training, including interns and apprentices and many others.

Due to the recent ratification of the convention, Hedimbi said the ministry has had no official cases brought before it up to now. “This does not mean there are no cases of sexual harassment in the world of work. Some of these cases might have been lodged with the Namibian Police before this convention became part of our laws,” Hedimbi stated.

She added: “The ministry conducted a rapid assessment in terms of violence and harassment in the world of work before the ratification of this convention. This assessment proved that there are indeed various forms of violence and harassment in the world of work, including sexual harassment”. Hedimbi said the ministry, with its social partners, after the ratification of this convention, came up with loads of activities, aimed at educating the public about this convention.

The ministry trained 15 master trainers late last year, who are now busy training change agents drawn from different workplaces. Recently trained change agent, Social Security Commission’s manager for talent and development Winfred Pokolo, told New Era the essence of the convention carries a lot of weight because of its impact on the more subtle issues employees face daily.

“The importance of the convention is seen and experienced daily. If the violence and harassment are not addressed, it will continue to manifest itself by when people vent at work and more sadly at home or in public,” stated Pokolo. He said: “As a country, we should not just adopt the convention as a matter of process but focus on the correct and stringent application of these principles, as Namibia can benefit more from a productive workforce if they are rescued from this evil”.

Doreen Zamuee from the University of Namibia said the prevalence of harassment in the world of work has necessitated an intervention to be developed on an international platform.

“I, having experienced countless inappropriate remarks in the workplace, receive this initiative with a thousand hoorays. Difficult people are not considered for promotions. So, you are forced to brush it off or steer the conversation elsewhere. Nobody stands up for you,” she shared.

Zamuee said: “I recently received a foul comment from a colleague at a work function. He said ‘do Ovahereros engage in sexual conduct with uncircumcised men?’ Other employees were sitting there just listening and expecting a response. I am still scarred by this event.”

She noted the greatest perpetrators are in superior positions.

“They are responsible for driving the implementation and influencing the manner and gravity with which anything new would be received. Can we truly believe that they would legitimise a convention that affects their muscle flexing?”

Source: <https://neweralive.na/posts/eliminating-harassment-in-the-world-of-work>

QUESTION 10

In relation to the ethics in the above article, do you find that Zamuee experienced intentional, institutional, or some other kind of discrimination? Why?

10.a) “Sexual harassment is difficult to define and prevent.” What are the elements that will constitute sexual harassment?

(5)

10.b) What is the responsibility of the employer if such an act takes place?

(5)

