

Module 4 Assignment (50 possible points)

Name: _____

All assignments are to be completed individually without the assistance of classmates or anyone else. If you have questions, contact the professor who will be glad to help you. By turning in this assignment, you are stating that this work is yours alone.

I believe this section of material is a very valuable part of Business Ethics. As a manager, team leader, worker at a company, these are the things that can be controlled and manipulated by the company to get “good” behavior or lead to “bad” behavior regardless of the type of people working for you. Much of this boils down to psychology and human behavior. So I want you to see if you can find the take away – the thing that a manager needs to understand – to get the behavior he or she wants from people within the organization. We will assume the manager wants to get ethical behavior.

For this assignment,

- 1. Review the posted Organizational Factors Powerpoint Slides.**
- 2. Watch the posted clips or look at the posted material for each Organizational Factor.**
- 3. Then for each factor,**
 - a. tell me what your observations from that material and**
 - b. tell me what a manager can do to use this information to get ETHICAL behavior from employees.**

Organizational Factor: CULTURE – WHAT IS REWARDED AND PUNISHED

- a. After watching the clips from Survivor focused on reward challenges, tell me what you notice as to what behavior is rewarded by the TV show Survivor as the show has progressed through the years. What behavior is rewarded by contestants?
- b. Understanding that humans do that behavior that is rewarded and avoid behavior that is punished, what can a manager do to use this “factor” to get ethical behavior in the organization?

Organizational Factor: CONFORMITY

- a. What do you observe about human’s tendency or need to conform?
- b. How can a manager use this understanding of the need of humans to conform to get ethical behavior from people in his/her company?

Organizational Factor: GROUP THINK

The powerpoint slides are the most helpful for understanding group think. Also, focus on the warning signs that it is occurring and why it is bad for an organization if it occurs.

- a. Why does group think occur in organizations?
- b. How can a manager use this understanding the dangers of group think to put things in place to prevent it. Why would group think lead to unethical behavior from people in his/her company?

Organizational Factor: RELUCTANCE TO GET INVOLVED

- a. What do you observe about people's reluctance to get involved?
- b. What is the bystander effect?
- c. How can a manager use this understanding of people's reluctance to get involved to get ethical behavior from people in his/her company?

Organizational Factor: OPPORTUNITY FOR UNETHICAL BEHAVIOR

- a. What does Walter Pavlo and Mark Morze teach us about the need for organizations to limit the opportunity for employees to commit unethical behavior?
- b. How can a manager use this understanding of the need to limit the opportunity for unethical behavior?

Organizational Factor: OBEDIENCE TO AUTHORITY

- a. What do you observe about human's tendency to obey people in authority?
- b. How can a manager use this understanding that many of us follow people in authority (even if a small amount authority) to get ethical behavior from people in his/her company?

Organizational Factor: WHISTLEBLOWING PROTECTIONS

- a. What are whistleblowing protections?
- b. What does a manager need to understand about whistleblowing to help him or her get ethical behavior from the people within the organization?

Organizational Factor: LEADERSHIP

- a. What impact do leaders have on organizational ethics? Explain.
- b. What does a manager need to understand about leadership buy-in to help him or her get ethical behavior from the people within the organization?