



**MAASAI MARA UNIVERSITY
REGULAR UNIVERSITY EXAMINATIONS
2020-2021 ACADEMIC YEAR
FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT**

CODE: BHR 4105

**COURSE TITLE: BUSINESS ETHICS, VALUES
AND SOCIAL RESPONSIBILITY**

DATE: 6TH APRIL 2022

TIME: 8.30 AM – 10.30 AM

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **THREE** questions

Question one

- a. Sports Pesa, once a betting company in Kenya went to court to challenge the Government upon imposing a 50% tax on their earnings. Based on your knowledge on CSR discuss their case against the government. **7 marks**
- b. Discuss the different approaches that organizations use in adopting green management **4 marks**
- c. Why should we study organization ethics? **4 marks**
- d. Green human resource management is a new dimension in managing human resources. Discuss its benefits to an organization. **10 marks**

Question two

The managing Director of Naivas supermarket has recruited you as a consultant on ethical issues arising at the place of work. You are expected to train the employing on the factors that influence an individual's behavior. With the aid of a diagram discuss how the **intensity of the issue** as a key moderator of ethical behavior influences an individual's behavior. **15 marks**

Question three

- a. The issue of international ethics or universal ethics is a concern to many global business managers. You have been appointed an advisor to the newly established foreign business unit in your organization. What are the principles you will use to advise your foreign business unit teams? **10 marks**
- b. Discuss how people with a strong locus of control determine ethical or unethical behaviors. **5 marks**

Question four

- a. An organizational structural design can influence whether employees behave ethically. Using relevant examples, discuss the statement. **5 marks**
- b. In order for an organization's code of conduct to be effect, it must factor a number of issues. Identify and discuss the key issues to be considered. **10 marks**

Question five

The management of Simba lodge has had problems with the local community arguing that they do not benefit from it despite being in their locality. The general manager has proposed to the board the need for participating in corporate social responsibility and the board seems not to agree. As a consultant the lodge has invited you to help advice both parties. Prepare a paper to present to the satisfaction of the management and the board. **15 marks**