



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2022/2023 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS

BACHELOR OF SCIENCE IN HUMAN RESOURCE

MANAGEMENT

COURSE CODE: BHR 4105

**COURSE TITLE: ETHICS, VALUES & SOCIAL
RESPONSIBILITY**

DATE: 14TH DECEMBER, 2022

TIME: 1430-1630

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **THREE** questions

Question one

- a) Citing relevant examples, discuss how the following factors determine ethical and/or unethical behavior of an individual;
- i. Issue intensity **6 marks**
 - ii. Organizational variables **5 marks**
 - iii. Probability of the harm **4 marks**
- b) Ethical audit is a management tool for ensuring ethical behavior among employees globally. Giving relevant examples discuss how management can use it to encourage ethical behavior at Maasai Mara University **4marks**
- c) Citing relevant examples discuss the following terms, showing how organizations would apply them in their efforts to become good corporate citizens;
- i. Green employee empowerment **3 marks**
 - ii. Social obligation **3 marks**

Question two

- a). Management staff in your organizations are approached by members of the public with different types of gifts. As the human resource manager you have been asked to prepare a talk to guide the employees on how to deal with the matter. Citing relevant examples discuss the questions that they should seek answers for before making decisions to accept or reject the gifts. **10 Marks**
- b). Citing relevant examples, discuss how structural variables impact on ethical behaviour at the work place **5 marks**

Question three

Green human resource management has been adopted by many firms globally. The CEO of your company contemplates introducing it in your firm. You have been asked to champion the process. Identify and discuss five key benefits of GHRM showing how your organization stands to benefit from them **15 marks**

Question four

- a. "As the manager in-charge of corporate social responsibility in your organization, you have been experiencing challenges in implementation of the CSR programs due to lack of support. You have been asked to argue your case before the organization's board of management. Prepare an argument for corporate social responsibility. **10 marks.**
- b. Giving relevant examples discuss the approaches organizations use to go green **5 marks**

Question five

"An organizations value system is an important component for ensuring employees remain ethical" identify and discuss five key organizational ethical values showing how they benefit organizations. **15 marks**

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