

NOTES
On
Business Ethics

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Kohlberg's Stages of Moral Development

Level 1 - Pre-conventional morality

- At the pre-conventional level, individuals don't have a personal code of morality. Instead, the moral code is shaped by the standards of adults and the consequences of following or breaking their rules.
- Authority is outside the individual and reasoning is based on the physical consequences of actions.

Stage 1. Obedience and Punishment Orientation.

The individual obeys rules in order to avoid punishment.

Stage 2. Individualism and Exchange.

The individual follows the rules only if it is in his or her immediate self-interest to do so.

Level 2 - Conventional morality

- At the conventional level, individuals (most adolescents and adults), begin to internalize the moral standards of valued adult role models.
- Authority is internalized but not questioned and reasoning is based on the norms of the group to which the person belongs.

Stage 3. Good Interpersonal Relationships.

Individuals try to live up to the expectations of people close to them.

Stage 4. Maintaining the Social Order.

Individuals broaden their perspective to include the laws of the larger society. They fulfill duties and obligations and want to contribute to society.

Level 3 - Post-conventional morality

Lecture Notes On Business Ethics

Yan Bai



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Managing Business Ethics Alfred A. Marcus, Timothy J. Hargrave, 2019-12-19 Managing Business Ethics Solving Ethical Dilemmas teaches students how to navigate ethical issues they will inevitably encounter using the weight of reasons approach This decision making framework can be applied at the individual organizational and stakeholder levels Authors Alfred Marcus and Timothy Hargrave underscore the need for employees at all levels to carefully consider the ethical implications of their actions Each chapter provides a case to walk through application of the framework Mini cases within each chapter allow students to practice applying this framework on their own A wide range of longer real world case studies are presented featuring companies relevant to students such as Facebook and Amazon This practical down to earth text delves into topics not covered extensively by other books such as slow and fast thinking the inherent conflict between the individual and organization conformity and the difficulties of speaking truth to power This compelling new text offers ample opportunity for students to engage in thoughtful reflection discussion and application as they grapple with ethical issues big and small Key Features Presents a weight of reasons ethical decision making framework to help students understand the steps for making the right decisions and the importance of thinking through both short term and long term effects In text examples and end of chapter cases applications provide ample opportunity for students to see and apply the ethical decision making framework 20 Real World Cases on timely topics like Sexual Harassment at Google pharmaceutical companies and the Opioid Epidemic and Whole Food s Conscious Capitalism

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