

DESCRIPTION OF THE COLLEGE

GENERAL INFORMATION		
Course leader	Darija Korkut, M.Sc. Engl.	
Name of the course	Ethics in Business and Management	
Study program	Professional Short Study Entrepreneurship	
Course status	Compulsory	
Year	Second year	
Point value and method of teaching	ECTS student load coefficient	6
	Number of hours (L+E+S)	(15+45+0)

DESCRIPTION OF THE COLLEGE
1.1. Objectives of the college
<p><i>a) General competencies:</i></p> <p><i>Identifying key concepts of corporate social responsibility in the context of a globalized economy and social relations.</i></p> <p><i>Analyzing ethical issues in business practice within the contemporary business environment.</i></p> <p><i>Distinguishing possible origins and implications of moral positions and power.</i></p> <p><i>Understanding the influence of ethical and cultural differences on entrepreneurial activities and decision-making.</i></p> <p><i>Determining and delivering solutions based on economic, legal, and ethical principles of business.</i></p> <p><i>Systematically and coherently arguing viewpoints on ethical competencies and dilemmas of entrepreneurs as ethical agents and key drivers of ethics at all levels of organization, as well as the ethical implications of entrepreneurship on society as a whole.</i></p> <p><i>b) Specific competencies:</i></p> <p><i>Commenting on the most important ethical systems and deontological principles, as well as the fundamentals of ethical conduct in business.</i></p> <p><i>Reevaluating ethical principles relevant to ethical conduct in everyday business life and making ethical judgments on business situations in the MSME sector.</i></p> <p><i>Identifying the consequences of unethical business decisions and activities on societal development.</i></p> <p><i>Create a framework for understanding ethical responsibility in business practice and the responsibility of leaders towards clients, employees, investors and society as a whole, based on ESG standards</i></p> <p><i>Critically assessing specific cases and making appropriate decisions based on a valid perception of ethical issues and effective application of methods/structures for their resolution.</i></p> <p><i>Developing a code of ethical conduct upon which entrepreneurs can successfully address ethical and moral</i></p>

dilemmas.
1.2. Conditions for course enrollment
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1.3. Expected learning outcomes for the course
<p>Students should be able to:</p> <ol style="list-style-type: none"> 1. Present historical and theoretical frameworks of various approaches to business and managerial ethics. 2. Define the objectives and fundamental standards of business ethics, moral business conduct, and social responsibility. 3. Analyze (individual) ethical principles in the process of business decision-making. 4. Explain the concept of culture and differences in cultural values of different societies and their impact on the ethics of entrepreneurial activities. 5. Evaluate the relationship between organizational culture and climate, business ethics, and business success. 6. Create programs and models for the implementation of business ethics based on ESG standards in business management systems.
1.4. Course content
<p>FUNDAMENTALS FOR UNDERSTANDING THE CONCEPT OF ETHICS</p> <p><i>Defining the concept of ethics</i> <i>Ethical theories and approaches to ethical decision-making</i></p> <p>FUNDAMENTALS FOR UNDERSTANDING THE CONCEPT OF BUSINESS ETHICS</p> <p><i>Defining the concept of business ethics</i> <i>Historical development of business ethics</i> <i>Benefits of implementing business ethics</i> <i>Differences and similarities between business ethics and social responsibility</i> <i>Institutionalization of business ethics</i> <i>Globalization of business ethics</i> <i>Cultural aspects</i> <i>Managing business ethics in a global context</i> <i>Global standards of responsible ethical behavior</i></p> <p>INDIVIDUAL ETHICS – DECISION-MAKING PROCESS</p> <p><i>Ethical approaches in decision-making</i> <i>Prescriptive (normative) approach</i> <i>Descriptive (observational) approach</i> <i>Factors in the decision-making process</i> <i>Models for resolving ethical dilemmas</i> <i>Managerial compass for decision-making</i></p> <p>ORGANIZATIONAL CONTEXT OF BUSINESS ETHICS</p>

<i>Leadership as a fundamental determinant of business ethics</i> <i>Organizational culture and climate as determinants of business ethics</i> <i>Concept and types of ethical organizational culture and climate</i> <i>The role of leadership in creating ethical organizational culture and climate</i>							
IMPACT OF BUSINESS ETHICS ON PERFORMANCE							
<i>Defining the concept of success</i> <i>Social responsibility and sustainability in relation to ethics</i> <i>Measuring business performance – Model of business excellence</i>							
IMPLEMENTATION OF BUSINESS ETHICS INTO ENTERPRISE MANAGEMENT SYSTEMS							
<i>Program and implementation model of business ethics</i> <i>Emphasizing values as fundamental guidelines for ethical management</i> <i>Application of ESG standards - ethics, DEI and socially responsible business</i> <i>Introduction of business ethics into management systems</i> <i>Case studies: When is a company ready for the implementation of ethics and compliance programs?</i>							
1.5. Types of teaching		<input checked="" type="checkbox"/> lectures <input type="checkbox"/> seminars and workshops <input checked="" type="checkbox"/> exercises <input type="checkbox"/> distance education <input type="checkbox"/> field work			<input checked="" type="checkbox"/> independent tasks <input type="checkbox"/> multimedia and network <input type="checkbox"/> laboratory <input type="checkbox"/> mentoring work <input type="checkbox"/> the rest _____		
1.6. Obligations of students							
<p>The obligations of students are prescribed in detail in the Statute, the Rules of Study and the Instructions on Student Obligations. The key obligations of students are:</p> <p>ATTENDANCE AT CLASSES: students have an obligation to attend classes, actively monitor lectures and exercises, and participate constructively in classes, and to acquire the right to sit for the exam, it is necessary to attend classes in the percentages prescribed by the Study Regulations. For each student, his attendance at classes is recorded through the Infoeduk digital attendance system. The minimum obligations are:</p> <ul style="list-style-type: none">• Full-time students must attend at least 70% of the total number of hours of classes to exercise the right to sign.• Part-time students must attend at least 50% of the total number of hours of classes to exercise the right to sign. <p>EXAMINATION: to obtain a positive grade in the subject, it is necessary to obtain at least 54 points from the subject, but also at least 50% points for each learning outcome. The method of taking the exam is described in more detail in the section Assessment and evaluation of students' work during classes and on the final exam.</p> <p>LESSON ACTIVITY: Present historical and theoretical assumptions of different approaches to business and managerial ethics</p>							
1.7. Monitoring of students' work (add X next to the appropriate form of monitoring)							
Class attendance	X	Class activity	X	Seminar work		Experimental work	

Written exam	X	Oral exam		Essay		Research	
Project	X	Continuous verification of knowledge	X	Report		Practical work	
Portfolio							

1.8. Assessment and evaluation of student work during classes and at the final exam

Assessment and evaluation of students' work during classes and at the final exam is carried out based on the Study Regulations of the EFFECTUS University.

In order to improve students' progress in classes, lectures, exercises, continuous testing of knowledge (interim exams and activity in classes), project and exam are conducted. In this way, students adopt smaller teaching units and master the course material more easily.

The total number of points is distributed through the following activities:

Assessment Structure and Student Engagement

The course evaluation consists of class attendance, written exams, class participation, and a final project. The total ECTS credit allocation is 6, with different elements contributing to the overall grade.

Class Attendance

- *ECTS Credits: 2*
- *Learning Outcomes Covered: 1 - 6*
- *Student Activity: Participation in lectures and exercises*
- *Assessment Method: Attendance record*
- *Maximum Points: 0*

Written Exam

- *ECTS Credits: 2.5*
- *Learning Outcomes Covered:*
 - *Midterm Exam 1 (MI1): Learning outcomes 1, 2, and 3*
 - *Midterm Exam 2 (MI2): Learning outcomes 4 and 5*
- *Student Activity: Written exam with various types of questions, including:*
 - *MI1: Essay-style questions on a given topic (learning outcomes 1, 2, and 3)*
 - *MI2: Individual practical tasks (learning outcomes 4 and 5)*
- *Assessment Method:*
 - *Midterm Exam 1: Maximum 48 points (16 points per learning outcome)*
 - *Midterm Exam 2: Maximum 32 points (16 points per learning outcome)*
- *Total Possible Score: 80 points*

Class Participation

- *ECTS Credits: 0.5*
- *Learning Outcomes Covered: 1*
- *Student Activity:*
 - *Presenting historical and theoretical foundations of different approaches to business and managerial ethics*
- *Assessment Method: Maximum 4 points*
- *Total Possible Score: 4 points*

Final Project

- ECTS Credits: 1
- Learning Outcomes Covered: 6
- Student Activity:
 - Preparation, development, and presentation of a project assignment that evaluates the practical application of business ethics knowledge and skills
- Assessment Method: Maximum 16 points
- Total Possible Score: 16 points

Total ECTS and Grading Distribution

- Total ECTS Credits: 6
- Overall Maximum Score: 100 points

**FINAL EXAM - a student who, during the continuous assessment of knowledge, did not meet the requirements for passing the exam (achieved a total of at least 54 points in the course and met the lower point threshold for acceptance of each learning outcome, i.e. a minimum of 50% points for each learning outcome), can take the learning outcome of the course in the final exam. On the final exam, it is possible to get a maximum of 96 points (100 – class activity 4 points = 96 points). The student can get additional points on the Challenge learning outcome.*

In the Ethics in Business and Management subject, the following assessment methods are used to check students' knowledge, i.e. the level of adoption of learning outcomes:

- Exam in the form of an essay on a given topic (outcomes 1, 2 and 3): essay-type questions check the adoption of theoretical concepts related to ethical business and management: historical and theoretical settings of different approaches to business and managerial ethics, goals and basic standards of business ethics, moral business and social responsibility, and individual ethical principles in the business decision-making process.

- Individual practical tasks (outcomes 4 and 5) and team project (outcome 6): 1) tasks check the ability to apply critical thinking in connecting theoretical knowledge and practical application of basic ethical principles in business decision-making and action; 2) the project verifies the practical application of knowledge, understanding and skills of implementing business ethics in business management systems in the given field of application. The project must be submitted before the exam date.

NAME OF THE LEARNING OUTCOME	INTERMEDIATE EXAM/EXAM	CLASS ACTIVITY	PROJECT	TOTAL
OUTCOME 1	16	4	0	20
OUTCOME 2	16	0	0	16
OUTCOME 3	16	0	0	16
OUTCOME 4	16	0	0	16
OUTCOME 5	16	0	0	16
OUTCOME 6	0	0	16	16
TOTAL	80	4	16	100

ASSESSMENT:

To achieve a positive grade in the course, the student must cumulatively fulfill two conditions: achieve a total of at least 54 (fifty-four) points in the course and meet the lower point threshold for acceptance of each individual learning outcome, which is 50% of the total points of the learning outcome.

Grades are calculated based on the following distribution of points:

NUMBER OF POINTS	GRADE
0,00 – 53,90	Unsufficient (1)
54,00 – 64,90	Sufficient (2)
65,00 – 79,90	Good (3)
80,00 – 89,90	Very Good (4)
90,00 i više	Excellent (5)

The assessment is carried out in a transparent way by collecting points. The subject is evaluated with 100.00 points (with the possibility of obtaining an additional 8 points on the Challenge learning outcome).

CHALLENGE LEARNING OUTCOME - the student through the Challenge learning outcome has the opportunity to obtain an additional maximum of 8 points; the student independently chooses one of the activities proposed in the first lesson, and has the option to independently propose an activity with which he wants to increase the number of points and, with the consent of the subject holder, achieves them according to the criteria of the subject. The points for the Challenge learning outcome are not distributed according to the learning outcomes, but the achieved number constitutes an additional number of points to the total number of points achieved according to the learning outcomes.

Before taking the final written exam, each student must meet the prescribed conditions, which primarily means that they have attended the % of classes determined by the Study Regulations and that they have received an electronically coded permit to take the exam.

1.9. Mandatory literature and the number of copies in relation to the number of students currently attending classes in the course

Title	Number of copies	Number of students
Vig, S. (2023) Business Ethics. CODUPO d.o.o., Zagreb, second amended edition	50	50

1.10. Supplementary literature

Bebek, Borna; Kolumbić, Antun (2005). Business ethics. Zagreb: Sinergija publishing house

Pupavac, D. (2020) BUSINESS ETHICS, 2nd edition, Zagreb: Veleri

Ghillyer, A. (2020) Business Ethics Now, 6th Edition, McGraw Hill

Crane, A., Matten, D., Glozer, S., Spence, L. (2019) Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization, 5th Edition, Oxford University Press

Crane, A., McWilliams, A., Matten, D., Moon, J., Siegel, D.S. (eds.) (2009) The Oxford Handbook of Corporate Social Responsibility, Oxford University Press

1.11. Methods of quality monitoring that ensure the acquisition of output knowledge, skills and competences

- *Statistical processing and analysis of exam results (checking for Gaussian curve/normal distribution of success, comparing and tracking exam results across different cohorts, analyzing understanding of individual modules/questions on the exam, etc.),*
- *Conducting surveys among students,*
- *Evaluation and self-assessment of instructors,*
- *Achieved results and level of knowledge demonstrated during the preparation and defense of the final thesis (for students who choose a thesis in this subject),*
- *Analysis of quality center manager reports,*
- *Feedback from graduates on the usefulness of the content of this subject in their professional activities.*