

SYLLABUS

1. Information regarding the program

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| 1.1 Higher education institution | University of Oradea |
| 1.2 Faculty | Faculty of Economic Sciences |
| 1.3 Department | Department of Business Economics |
| 1.4 Field of study | Business Administration |
| 1.5 Cycle of study | Cycle I - Bachelor |
| 1.6 Program of study /Degree | Business Administration / Bachelor Degree |

2. Information regarding the discipline

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|-------------------------|---|--------------|---|------------------------|----|------------------------|---|
| 2.1 Name of discipline | BUSINESS ETHICS | | | | | | |
| 2.2 Course titleholder | Associate Professor Ioana POP COHUȚ, Ph. D. | | | | | | |
| 2.3 Seminar titleholder | Associate Professor Ioana POP COHUȚ, Ph. D. | | | | | | |
| 2.4 Year of study | III | 2.5 Semester | 6 | 2.6 Type of assessment | Ex | 2.7 Type of discipline | I |

(I) Compulsory; (O) Elective; (F) Facultative

3. Estimated total time (hours/semester of activities)

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|--|------------|--------------------------|----|-------------|----|
| 3.1 Number of hours/week | 3 | out of which: 3.2 course | 2 | 3.3 seminar | 1 |
| 3.4 Total of hours in the Curriculum | 42 | out of which: 3.5 course | 28 | 3.6 seminar | 14 |
| Distribution of hours: | | | | | |
| Studying the workbook, course book, bibliography and notes | | | | | 21 |
| Supplementary documentation in the library, on electronic specialty sites and in the field | | | | | 12 |
| Preparing seminars/laboratories, themes, projects, portfolios and essays | | | | | 17 |
| Tutorship | | | | | 4 |
| Assessment activities | | | | | 16 |
| Other activities | | | | | |
| 3.7 Total hours of individual study | 70 | | | | |
| 3.9 Total hours/semester | 112 | | | | |
| 3.10 Number of credits | 4 | | | | |

4. Pre-requisites (if applicable)

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| 4.1 Curriculum | n.a. |
| 4.2 Skills | n.a. |

5. Conditions (if applicable)

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| 5.1. concerning the course activities | Course room equipped with projector and whiteboard |
| 5.2. concerning the seminar/laboratory activities | <ul style="list-style-type: none"> • Seminar room equipped with projector and whiteboard; • Internet access for bibliographic documentation; • Access to University of Oradea Library for bibliographic documentation. |

| 6. Specific skills acquired | |
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| Professional skills | <p>C1. Collection, processing and analysis of the information regarding the interaction between business environment – firm / organisation</p> <p>C1.1 Description of the paradigms, concepts and economic theories regarding the influence of the external business environment on the firm/organisation</p> <p>C1.2 Explanation and interpretation of the relation of economic influence exerted by the external business environment on the firm/organization</p> <p>C1.3 Applying the adequate instruments for the analysis of the influence relation exerted by the external business environment on the firm/organization</p> <p>C1.4 Critical –constructive assessing and/or resolving of an issue concerning the economic influence relation exerted by the external business environment on the firm/organization</p> <p>C1.5 Developing of a project investigating the economic influence exerted by the external business environment on the firm/organization</p> <p>Designing a SWOT analysis of the firm/organization in its interaction with the external business environment</p> <p>C2. Assistance for administration of the assembly activity of the firm/organisation</p> <p>C2.1 Identification of the concepts and theories associated to the firm/organisation</p> <p>C2.2 Explanation and interpretation of the relations between the entities of the firm/organisation</p> <p>C2.3 Applying the adequate instruments to solve a problem concerning the relations between the subdivisions of a firm/organization</p> <p>C2.4 Critical –constructive assessing and/or resolving of an issue concerning the operation of the firm/organization</p> <p>C2.5 Elaborating of an analysis concerning the relations with economic impact between the subdivisions of the firm/organization</p> <p>Elaboration of a plan for functional and structural analysis of the firm/ organization</p> <p>C3. Administration of the activity of a subdivision of the structure of the firm/organisation</p> <p>C3.1 Identification of the economic implications associated to the operation and administration of a subdivision of the firm/organisation</p> <p>C3.2 Explanation and interpretation of the economic and social implications associated to the operation and administration of the subdivisions of the firm/organisation</p> <p>C3.3 Applying the specific instruments for the analysis of the functioning of a subdivision of the firm/organization</p> <p>C3.4 Critical –constructive assessing and/or resolving of an issue concerning the operation and administration of a subdivision of the firm/organization</p> <p>C3.5 Elaborating of a study regarding the operation and administration of a subdivision of the firm/organization</p> <p>Projection of a research concerning the better operating of a subdivision of the firm/ organization</p> |
| Transversal Skills | <p>CT1. Applying the principles, norms and professional ethics values in the personal strategy of rigorous, efficient and responsible work. Finding real time solutions, having qualified assistance, solving a real/hypothetical problem at the workplace, complying with the rules of professional ethics.</p> <p>CT2. Identifying the roles and responsibilities in a multi-specialized team and using the relationship techniques and efficient work in the team. Designing a work/project, assuming the responsibility of tasks specific to the role of multi-specialized team.</p> <p>CT3. Identifying the opportunities of continuous formation and values – the efficient implementation of the resources and educational techniques for the personal development. Developing and presenting with arguments the application of a personal professional development plan.</p> |

7. Objectives of discipline (resulting from the grid of specific skills acquired)

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| 7.1 General objective of discipline | <ul style="list-style-type: none"> Knowledge, understanding concepts, basic theories and methods of business ethics and use this knowledge to explain and interpret concepts, situations, processes and projects specific labour relations at different levels hierarchical relationships with customers, suppliers, consumers, community and so on, how to solve the main ethical international relations, to the design and implementation of codes of ethics in organizations, social responsibility projects. |
| 7.2 Specific objectives | <ul style="list-style-type: none"> capacity of knowledge, appreciation and valuing viewpoints on ethics in business; proper use of rules of conduct in the business, management, employees, external relations firm; Empowerment own cognitive approach in designing and implementing codes of ethics in business; explain key concepts and methodologies of interpretation of phenomena and processes faced by public and private organizations ethically in international affairs; applying the main concepts and methods used in economic diagnosis and identification of ethical issues that may arise in the evolution of the company; applying appropriate tools to study the behaviour different target groups to address the interests of public and / or private business ethics principles; application of principles and methods for resolving ethical dilemmas; Professional development projects using principles and specific analytical methods for improving labour relations, relationships with consumers, customers, suppliers, shareholders, community, etc.. project development work using the principles and methods of analysis specific to the implementation and sustainability of social responsibility of the company; stimulate personal opinion expression and argument; Completion approach required to identify ethical dilemmas and ways of making an ethical decision. |

8. Contents

| 8.1 Course (C) | Teaching methods | Observations |
|---|----------------------------------|--|
| 8.1.1. The conceptual framework of ethics and morality. Ethics and morals | Lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.1.2. Basic principles of ethics. Ethics and influencing factors | Lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.1.3. Ethics and rights. The conceptual framework | Lectures, heuristic conversation | Power-point slides presentation |

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| of rights ethics | Problem-solving, case study | using video-projector. |
| 8.1.4. Justification and classification of rights | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. |
| 8.1.5. Professional ethics. The conceptual framework of the profession and professionalism | Lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.1.6. Professional ethics. General presentation | Lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.1.7. Code of ethics, objectives, contents | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. Study case. |
| 8.1.8. Key concepts in professional ethics | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. |
| 8.1.9. Business Ethics. Ethics and morality in business | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. Study case. |
| 8.1.10. Myths and misconceptions about business | Lectures, heuristic conversation Problem-solving. | Power-point slides presentation using video-projector. |
| 8.1.11. Application of business ethics. Basic principles of business ethics | Lectures, heuristic conversation Problem-solving. | Power-point slides presentation using video-projector. |
| 8.1.12. Unethical behaviour - causes and influencing factors. | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. Study case. |
| 8.1.13. Ethical issues of international business | Lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.1.14. Social responsibility - concepts, principles, implications | Lectures, heuristic conversation Problem-solving, case study | Power-point slides presentation using video-projector. Study case. |
| Bibliography: | | |
| <ol style="list-style-type: none"> 1. John Richardson, William Kehoe, Annual Editions: <i>Business Ethics</i> 12/13, ISBN: 9780073528724, Division: Higher Education, http://www.mcgraw-hill.co.uk/html/0073528722.html 2. Airaksinen, Timo, <i>Professional Ethics</i>, in Encyclopedia of Applied Ethics, vol 3, Academic Press, 1998; 3. Christmas, Dan, Miller, Basil, Macoviciuc, Vasile, <i>Business Ethics</i>, Paideia Publishing House, Bucharest, 2005; 4. Pop Coșuț, Ioana, <i>Introduction to Business Ethics</i>, Ed University of Oradea, Oradea, 2008; 5. Pop Coșuț, Ioana, <i>Introduction to Business Ethics</i>, University of Oradea, Oradea; Available at: https://e.uoradea.ro/, 2020; 6. Solomon, Robert, <i>Business Ethics</i>, in A Companion to Ethics, P. Singer (ed), Blackwell, 1996, 7. Tierney, Elizabeth, <i>Business Ethics</i>, Rentrop & Stratton Publishing House, Bucharest, 1999; | | |
| 8.2 Seminar (S) | Teaching methods | Observations |
| 8.2.1. Organizational seminar | lectures, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.2.2. The conceptual framework of ethics and morality. moral values | Debate, heuristic conversation | Power-point slides presentation using video-projector. |
| 8.2.3. Ethics and rights. Application Model Scott Rae for ethical decision making | Case study, team work | Power-point slides presentation using video-projector. Study case. |
| 8.2.4. Professional ethics. Introducing the theme "my model professional" | Heuristic conversation, Case study | Power-point slides presentation using video-projector. Study case. |
| 8.2.5. Codes of ethics - ethics application specific tools | Debate, Case study | Power-point slides presentation using video-projector. Study case. |
| 8.2.6. Business Ethics. Case Study | Case study, team work | Power-point slides presentation using video-projector. Study case. |
| 8.2.7. Myths and misconceptions about the business world; | Heuristic conversation, Case study | Power-point slides presentation using video-projector. Study case. |
| 8.2.8. Applying business ethics; | Case study, team work | Power-point slides presentation using video-projector. Study case. |
| 8.2.9. Levels of application of business ethics; | Debate, Problem solving | Power-point slides presentation using video-projector. Study case. |
| 8.2.10. Basic principles of business ethics; | Case study, team work | Power-point slides presentation using video-projector. Study case. |
| 8.2.11. Unethical behaviour - causes and influencing factors; | Case study, team work | Power-point slides presentation using video-projector. Study case. |
| 8.2.12. Ethical issues at international case study; | Heuristic conversation, | Power-point slides presentation using |

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| | Case study, | video-projector. Study case. |
| 8.2.13. Social responsibility Applications in Romania | Debate, team work | Power-point slides presentation using video-projector. |
| 8.2.14. Final evaluation of seminar activity | Heuristic conversation | |
| Bibliography: | | |
| <ol style="list-style-type: none"> Andrew Wicks, R. Freeman, Patricia Werhane, Kirsten Martin, <i>Business Ethics</i>, Pearson Education Limited, 2009, ISBN13: 9780131427921 ISBN10: 013142792X, disponibilă la DIFIR; John Richardson, William Kehoe, Annual Editions: <i>Business Ethics</i> 12/13, ISBN: 9780073528724, Division: Higher Education, http://www.mcgraw-hill.co.uk/html/0073528722.html Airaksinen, Timo, <i>Professional Ethics</i>, in Encyclopedia of Applied Ethics, vol 3, Academic Press, 1998; Christmas, Dan, Miller, Basil, Macoviciuc, Vasile, <i>Business Ethics</i>, Paideia Publishing House, Bucharest, 2005; Pop Coșuț, Ioana, <i>Introduction to Business Ethics</i>, Ed University of Oradea, Oradea, 2008; Pop Coșuț, Ioana, <i>Introduction to Business Ethics</i>, University of Oradea, Oradea; Available at: https://e.uoradea.ro/, 2020; Solomon, Robert, <i>Business Ethics</i>, in A Companion to Ethics, P. Singer (ed), Blackwell, 1996, Tierney, Elizabeth, <i>Business Ethics</i>, Rentrop & Straton Publishing House, Bucharest, 1999; | | |

9. Corroboration of the contents of the discipline with the expectations of the epistemic community, professional associations and employers representing the field of study of the program

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| <ul style="list-style-type: none"> Course content is consistent with those of similar disciplines taught at the undergraduate curricula of faculties in the country and abroad. In meetings with representatives of professional associations and employers, who were consulted on the content of the discipline, so that skills acquired by graduates of this specialization to meet labour market requirements. Thus, the discipline of Business Ethics, the powers assumed, provides: Using methods and techniques for formulating company values; Proper use of the principles of business ethics in labour relations, relationships with customers, consumers, suppliers and the community; Knowledge of the main requirements for professional conduct and ethics; Proper use of communication techniques and unethical situations; Expressing their views on the arrangements for the Code of Conduct, how to implement, efficient modes of implementation; Finding solutions to avoid unethical behaviours; Autonomy in making a request for the initiation, design and implementation of projects of social responsibility; |
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10. Assessment

| Type of activity | 10.1 Assessment criteria | 10.2 Assessment methods | 10.3 Percentage of the final grade |
|--|--|---|--|
| 10.4 Course (C) | <ul style="list-style-type: none"> Defining, understanding and correct use of concepts, concepts of business ethics in the context of economic activities; Identification of concepts, concepts of ethical behaviours in business; List of traits, characteristics, factors, conditions and professionalism of the profession; Comparative characterization of ethical vs unethical actions, causes, factors of influence; Analysing facts and unethical behaviour and implications for economic activity and labour relations; Resolving ethical dilemmas; Construction of examples to illustrate characteristics, theories, interactions, evolutionary trends by applying ethical codes; Answer questions, participate in the work of analysis, interpretation and communication of issues for discussion; | Continuous assessment, formative: <ul style="list-style-type: none"> Current observation; Questioning / oral examination; Summative assessment: <ul style="list-style-type: none"> Written test/ on-line test; | 10% 40% |
| 10.5 Seminar (S) | <ul style="list-style-type: none"> Accurate response to issues raised; Degree of synthesis and answers analogy and causal relationships; Way communication, presentation and dialogue; | Continuous assessment, formative: <ul style="list-style-type: none"> Written test; Knowledge tests; Case study | 30% |
| 10.6 Laboratory (L) | | | |
| 10.6 Project (P) | Develop a project / study design and implement a code of ethics in an organization | Continuous assessment, formative: <ul style="list-style-type: none"> Questioning / oral examination/On-line test; | 20% |
| 10.8 Practical works (P) | | | |
| 10.9 Minimum performance standard | | | |
| <ul style="list-style-type: none"> Knowledge and understanding of course content to the essential ideas; Approach to a subject at least two in the written exam; | | | |

- Proper analysis of the case study;
- Develop a project / study design and implement a code of ethics in an organization structure and compliance with the minimum criteria of content and presentation.

| Date | Course titleholder: | Seminar titleholder: |
|-------------------|---|---|
| 25.09.2020 | Associate Professor Ioana POP COHUȚ, PhD. E-mail: ipop@uoradea.ro | Assistent Anca PUP, PhD. / Associate Professor Ioana POP COHUȚ, PhD. E-mail: ipop@uoradea.ro |

**Director of Department,
Associate Professor Bâc, PhD**

**Date of approval in
the Department:**

29.09.2020

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Dean,

Professor Habil. Alina BĂDULESCU, PhD

**Date of approval in
The Council of the
Faculty of
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30.09.2020

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² State the contact information (telephone, e-mail, web page, etc) of the academic institution beneficiary of the *Syllabus*