H7ECG: Ethics and Corporate Governance

Module Code:	H7ECG
Long Title	Ethics and Corporate Governance APPROVED
Title	Ethics and Corporate Governance
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	
Module Author:	Isabela Da Silva
Departments:	School of Business
Specifications of the qualifications and experience required of staff	

Learning Outcomes	
On successful completion of this module the learner will be able to:	
#	**Learning Outcome Description**
LO1	Demonstrate an understanding of the major ethical theories, and their application in a business context.
LO2	Analyse the principles of Business Ethics in an international context, and the impact of cultural differences on the application of ethics in business.
LO3	Analyse the role of the Human Resource Function in the application of good business ethics and ethical decision making.
LO4	Evaluate the key principles of corporate governance and the management of risk via internal controls, audit, reporting including the role of the Remuneration Committee and the Nomination Committee
LO5	Evaluate the role of both the Board of Directors and the Human Resource Function in the management of Corporate Governance.

Dependencies
Module Recommendations
No recommendations listed
Co-requisite Modules
No Co-requisite modules listed

Entry requirements	As per programme requirements.

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Module Content & Assessment

Indicative Content

Ethical Theory
Utilitarian ethics, Deontological ethics, Virtue ethics

BusinessEthics
The business, legal and social responsibilities of organisations Corporate Social Responsibility (CSR) The role of businessethicsin the community andthewider society Primary and secondary stakeholders Stakeholder influences on Ethical Decision making

BusinessEthics in an International Context
Impact of Cultural and Societal Diversity on business decision making. Role of Ethics in International, Multinational and Transnational organisations. Impact ofGlobalisationon Business Ethics

Corporate Governance & Ethics
Introduction to theory of Corporate Governance. The link between Corporate Governance & Business Ethics and an outline of current issues

Theory of Corporate Governance
Conflict of Interest, Ownership, Agency Theory, Oversight, Stakeholder Theory

Responsibilities of Corporate Directors
Obligations ofDirectors and the legal constraints imposed on them.

Controls both Internal and External
Role of Internal & External Audit Remuneration Committee, Audit Committee & Nomination Committee.

Risk Management & Assessment
Environmental influences (internal) Risk Assessment and Internal control activities Information and Communication Monitoring risk

Role & Responsibilities of Human ResourcesCorporate Governance and Ethics
Distribution of Employee Benefits andRemuneration Policy Application of Best Practice HR Policyin ethical decision making Communication channels for employees Company Values

Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time

Coursework

Assessment Type:	Formative Assessment	**% of total:**	Non-Marked
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4,5
Non-Marked:	Yes		

Assessment Description:
Formative assessment will be included by the provision of class case studies and short answer questions. Feedback will be provided individually or as a group in written and oral format, or on-line through Moodle. In addition, in class discussions will be undertaken as part of the practical approach to learning.

Assessment Type:	Continuous Assessment	**% of total:**	100
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4,5
Non-Marked:	No		

Assessment Description:
Analysis of a case study of thelearner'schoice or provided by lecturer Evidence to be produced This consists of an individual written submission requiring learners to Critically Analyse the Ethical and Corporate Governance challenges facing an organisation of your choice.Identifyingthe role ofHR and providingsuitable recommendations.Learners will be assessed on the basis of a3,000 wordreportin teams of 2. Note: The assignment brief will be issued to learners at the start of the module

No End of Module Assessment

No Workplace Assessment

Reassessment Requirement

Coursework Only
This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	*Workload Description*	*Hours*	*Frequency*	*Average Weekly Learner Workload*
Lecture	Classroom and demonstrations	36	Per Semester	3.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	196	Per Semester	16.33
Directed Learning	Directed e-learning	6	Per Semester	0.50
			Total Weekly Contact Hours	4.50

Module Resources

Recommended Book Resources

Dowson, P, & Robinson, S , (2012), Business Ethics in Practice, 1st ED, CIPD, London.

Kirwan,C.McBride,H. andO'Riordan,C.(2018), Cases in Corporate Governance and Business Ethics, Institute of Chartered Accountants, Ireland.

Simpson, J. and Taylor, J. (2013), Corporate Governance Ethics and CSR, Kogan Page.

Fisher, C. & Lovell, A, (2009), Business Ethics and Values – Individual, Corporate and International Perspectives, 3rd ED, Prentice Hall, London, UK.

Crane, A. and Matten, D ,(2010), Business Ethics: Managing Corporate Citizenship and Sustainability in the Age of Globalization, 3rd ED, Oxford University Press.

Velasquez, M.G, (2011), Business Ethics, Concepts and Cases, 7th. 7th ED , Pearson Education, New Jersey.

Blowfield, M. and Murray, A,(2011), Corporate Responsibility – A Critical Introduction, 2nd. ED, Oxford University Press.

Ghillyer, A,(2009), Business Ethics – A Real World Approach, 2nd.ED, McGraw Hill, New York.

Velasquez, M, (2011), Business Ethics: Concepts and Cases, 7th. ED, Pearson, London.

Supplementary Book Resources

Stanwick, P, & Stanwick, S,(2014), Understanding Business Ethics, 2nd ED, Sage.

Crane, A , & Matten, D, (2007), Business ethics, 2nd ED, Oxford University Press, Oxford.

Danowitz, M,Hanappi-Egger, E., &Mensi-Klarbach, H. (2012), Diversity in organizations: concepts and practices, Palgrave Macmillan, Basingstoke.

Supplementary Article/Paper Resources

The Corporate Governance Review, 8th Edition April 2018, Willem J MCalkoen-,
https://www.algoodbody.com/images/upload s/services/Corporate-Governance/Corporat e_Governance_Review_2018.pdf

CSR Check 2019 Towards Responsible Business Ireland's National Plan on Corporate Social Responsibility 2017-2020 2nd Progress Report,
http://www.csrhub.ie/ireland-s-national- plan-on-csr/progress-reports-csr-check-2 019-and-csr-check-2018/v2-final-csr-chec k-pdf.pdf

Other Resources

[Website], Business in the Community Ireland,
https://www.bitc.ie/about-us/what-is-csr /

[Website], The Chartered Institute of Personnel and Development (CIPD),
http://www.cipd.co.uk

[Website], Irish Business & Employers Confederation,
http://www.ibec.ie/

[Website], Society for Human Resource Management,
http://www.shrm.org

Discussion Note: