

NOTTINGHAM **BUSINESS SCHOOL**
MODULE SPECIFICATION

Module Title and Purpose

1. Module Title and Code:

ETHICAL ISSUES AND STRATEGIC HUMAN RESOURCING

2. Aims of the Module:

To develop course members' understanding and awareness of ethical issues in human resourcing practice by:

- a) critically exploring and evaluating the areas of ethical concern in business, management and human resource management.
- b) analysing the role, responsibilities and orientations of the individual manager within organisations and the range of different approaches to ethical choices.
- c) Mapping and evaluating the range of organisational responses to matters of ethics, legality and values in business and organisations

Module Delivery

3. Contents:

- a) Problems, dilemmas and issues concerning ethics, law and values in business, organisations and HRM.
- b) Perceptions of ethical issues and the range of philosophical approaches available for ethical analysis.
- c) Moral reasoning and moral action in business and organisations.
- d) Organisational policies and actions, including codes of values and ethics, policies on whistleblowing and the Public Interest Disclosure Act.
- e) Ethical leadership in organisations. Questions of commitment and compliance.
- f) Inter-cultural managerial values and ethical issues in international human resource management

4. Indicative Reading:

- Connock, S. and Johns, T. (1995) *Ethical Leadership* London: Institute of Personnel and Development.
- Bowie, N.E. and Duska, R.F. (1990) *Business Ethics* London: Prentice-Hall International.
- Fisher, C. and Rice, C. in *Strategic Human Resourcing, Principles, Perspectives and Practices* (1999) edited by J.Leopold, L. Harris and T.Watson, London: FT Pitman Publishing.
- Griseri, P. (1998) *Managing Values*. London: Palgrave.
- Snell, R. (1993) *Developing Skills for Ethical Management* London: Chapman and Hall.

Solomon, R.C. (1993) *Ethics and Excellence: Co-operation and Integrity in Business*
New York: Oxford University Press.
Winstanley, D. and Woodall, J. (2000) *Ethical Issues in Contemporary Human Resource
Management*, London: Macmillan.

5. Learning and Teaching Methods:

Total Contact Hours:

A one day workshop of 7 hours duration.

Range of Modes of Contact:

Lectures, seminar discussions, simulations and inventories, Monksbane and Feverfew, Dilemma, Downsizing.

Range of other Learning Methods:

Independent learning using the web based material provided by the NBS as part of the course materials.

Total Study Hours:

50

Module Assessment

6. Module Learning Outcomes:

On completion of the module, course members should be able to:

- a) demonstrate an understanding of the increasing impact of ethical issues on the practice of strategic human resourcing
- b) draw appropriately a range of conceptual frameworks to evaluate the impact of ethical issues on their own managerial role and decision-making processes
- c) demonstrate a critical awareness of the implications of ethical issues to business and management in general.
- d) Identify, propose and evaluate organisational policies, procedures and actions that are intended to achieve ethical leadership, and/or respond to an ethical problem or issue.
- e) make a strategic contribution, as a member of management, to the planning, implementation and monitoring of the ethical standing of an organisation

7. Assessment Methods:

Number, Type and Weighting of Elements:

100% course work

Type and Weighting of Methods within each element:

Course members will be required to submit for assessment an essay of a maximum of 2,500 words. This will require students to identify and critically assess an ethical dilemma within the HR field. Learning outcomes assessed a)-e).

Expected form of Feedback:

Formative and summative. Written comments with individual coursework assignments, Verbal feedback where required.

Module Management

8. Credit points and Duration:

5 credit 'M' level points; 1 day study block