

## Week 6 Solution

**01)** Which of the following do Crane and Matten **not** provide as an example of an issue associated with an employee's duty to respect their employer's property?

- a. Working time
- b. Unauthorized use of company resources for private purposes
- c. Whistleblowing
- d. Embezzlement
- e. All of the above.

**Answer=c Feedback:** This is not one of the issues involved in an employee's duty to respect the employer's property. Rather, it is an issue involved in the employee's right to freedom of conscience and speech.

**02)** Imagine a retailer introduces a programme aimed at making sure employees smile and appear happy in front of customers. This is an example of which of the four kinds of threat to privacy that Simms (1994) suggests we might want to protect? Choose the best fit.

- a. Physical privacy
- b. Social privacy
- c. Informational privacy
- d. Psychological privacy
- e. None of the above.

**Answer=d Feedback:** Psychological privacy is about controlling emotional and cognitive inputs and outputs, and not being compelled to share private thoughts and feelings.

**Page reference:** 304

**03)** 'Presenteeism' is a common cultural force in many organizations – but what is it?

- a. Social pressure to give gifts to colleagues upon return from a business trip.
- b. The phenomenon of being at work when you should be at home recovering or enjoying time off.
- c. The assumption that an employee can only work effectively in the workplace.
- d. The reality that employees are expected to stay at work until after the boss has left.
- e. None of the above.

**Answer=b Feedback:** This is an explanation of presenteeism. The implicit assumption is that only those putting in long hours will be rewarded with career progression and other company rewards.

**04)** With regard to differences between national cultures and moral values, what do Crane and Matten suggest should be the starting point for providing direction between the two poles of absolutism and relativism on questions of employment conditions?

- a. The moral standards of the employer.
- b. Moral standards of the host country.
- c. The economic development of the host country.
- d. Human rights should be a basic compass.

e. All of the above

**Answer=d Feedback:** This is the position that Crane and Matten suggest (citing Frankental, 2002). The UN's Universal Declaration of Human Rights is the most widely accepted set of principles in this regard.

**05)** Ruggie (2008) has developed a framework for understanding business and government responsibilities in the area of human rights. It is a framework of ...

a. Protect, respect and remedy.

b. Protect, serve and employ.

c. Respect, remedy and redeploy.

d. Awareness, benevolence and compassion.

e. none of the above.

**Answer=a. Feedback:** The framework offers an important starting point for delineating corporate and governmental responsibilities in this area. States have a duty to **protect** against human rights abuses by non-state actors, such as corporations. Corporations have a responsibility to **respect** human rights by obeying the law and following international principles. Firms and governments need to put in place systems to provide **remedy** for human rights abuses.

**06)** 'Green jobs' is one of the main ways in which the problems and tensions inherent in the concept of sustainable development has been addressed. Which of the following do Crane and Matten identify as aspects of green jobs? Please select all that apply.

a. Jobs in the agricultural industry.

b. Jobs become more environmentally sustainable through reorganization of labour and the workplace.

c. Jobs become human-centred, reducing the need for complicated and energy-intensive machinery.

d. Jobs in industries producing environmentally friendly goods and services.

e. Both options b and d.

**Answer= e. Feedback:** The concept of green jobs is one of greater environmental sustainability in the organization's goods and services and/or structure and organization. There are a great many approaches to achieving the goal of a greener workplace, such as increasing recycling and introducing home-based teleworking.

**07)** Which of the following is true about the rights and obligations of employers in the employment-at-will doctrine?

a. Employers are free to hire whomever they choose but must give just cause for firing them.

b. Employers must hire the best qualified person for the job and must give just cause for firing them.

c. Employers are free to hire whomever they choose and to fire them whenever they choose.

- d. Employers must fire the best qualified person for the job but can fire them whenever they choose.
- e. None of these

**Answer= c Feedback:** Employment-at-will Doctrine refers to the **presumption** that employment is for an indefinite period of time and may be terminated either by employer or employee.

- 08)** According to Crane and Matten, there are three types of models of business organisations. Which of these is **not** a type of these models?
- a. Affirmative model
  - b. Rational model
  - c. Caring model
  - d. Political model
  - e. None of these

**Answer= a Feedback:** There are three types of models of business organisations-rational model, political model and caring model.

- 09)** Which of the following is an individual right of the “right to work”?
- a. Each person has a claim against his society to have the opportunity to work.
  - b. Each person has the right to pursue work and should not be prevented by others from doing so.
  - c. Work is important for the social dimension that it communicates.
  - d. The person has a right to develop and express himself through productive labor.
  - e. All of these

**Answer= d Feedback:** The right to work is the concept that people have a human right to work, or engage in productive employment, and may not be prevented from doing so.

- 10)** Which of the following is/are not benefits of international outsourcing?
- a. Purchasing goods more cheaply
  - b. Cheaper labor
  - c. Closer controls on the manufacturing process
  - d. Easier regulatory practices
  - e. All of these

**Answer= c Feedback:** International outsourcing is the practice of a company manufacturing or contracting all or parts of its product abroad. Through such outsourcing, a company can purchase what it needs more cheaply abroad than making it itself, or if it manufactures the product itself, it does so using cheaper labor than is available at home.