

- 01.** There are two extremes in locating a place for ethical theory. What are these two extremes?
- a. Normative / instrumental
  - b. Moral / immoral
  - c. Absolutism / relativism
  - d. Religious / non-religious
  - e. None of the above.

**Answer= c Feedback:** Absolutism claims there are eternal, universally applicable moral laws, whereas relativism claims morality is context-dependent and subjective.

- 02)** What, according to Crane & Matten, are the main problems with utilitarianism? Please select all that apply.

- a. Distribution of utility
- b. Subjectivity
- c. Limited social acceptability
- d. Problems of quantification
- e. All of above except option c.

**Answer=e. Feedback:** The problems listed here show the limits to the utilitarian approach. These have led to utilitarianism being refined over time.

- 03)** Kant's categorical imperative contains three parts. Maxim 3 states, "Act only so that the will through its maxims could regard itself at the same time as universally lawgiving". What does this mean?

- a. Humans deserve respect as autonomous, rational actors and human dignity should never be ignored.
- b. It is a test to check whether other rational actors would endorse our judgement of a certain situation.
- c. It is a consistency test to check whether the principle underlying an action could be followed by everyone.
- d. The maxim celebrates the inherent subjectivity of our moral decisions.
- e. All of the above

**Answer=b Feedback:** Kant's third maxim scrutinises the element of universality: it tries to overcome the risk of subjectivity by asking us to check if other rational actors would endorse our judgement of a particular situation. This has also been referred to as the New York Times test: if you would be uncomfortable with your actions being reported in the press, it is likely that they are of dubious moral status.

- 04)** According to John Rawls, justice is achieved when certain tests are met. What are they? Please select all that apply.

- a. Social and economic inequalities are to be arranged so that they benefit the least advantaged the most. .
- b. Social and economic inequalities are to be arranged to ensure the greatest good for the greatest number of people whilst ensuring liberty for all.
- c. Each person is to have an equal right to the most extensive total system of basic liberties compatible with a similar system of liberty for all.
- d. Inequalities are to be arranged so that they are attached to offices and positions open to all under conditions of fair equality of opportunity. .
- e. Options a,c,d

**Answer =e. Feedback:** In his theory of justice, Rawls (1971) suggests two criteria – two tests – to decide whether an action could be called just. The second test is based on the assumption that inequalities are unavoidable in a free, competitive society, and is split into two parts. Option a= Crane and Matten list this as test 2a, option c= Crane and Matten list this as test 1. Option d= Crane and Matten list this as test 2b

- 05)** Crane and Matten define feminist ethics as an approach that prioritises the following above abstract principles: (Please select all that apply.)

- a. Harmonious social relationships

- b. Care for one another
- c. Attention to the least privileged
- d. Avoidance of harm
- e. Options a,b and d.

**Answer =e. Feedback:** This approach is often also called an ethics of care because of its close attention to the embeddedness in a network of interpersonal relationships. Key elements include relationships, responsibility and experience (following Borgerson, 2007).

**06)** According to Crane and Matten, postmodern ethics recommends the following way of deciding what is right and wrong in a given situation:

- a. None of these options is correct.
- b. The best way for deciding between right and wrong is for individuals to enter into discussion with others to generate situational norms.
- c. Individuals should always follow the morals of their local communities.
- d. Individuals should follow their emotions, inner convictions and gut feelings.
- e.all of the above.

**Answer=d.Feedback:** See Crane and Matten's definition of postmodern ethics. Postmodern ethics has neither a recipe for ethical decision-making nor any specific rules or principles. Rather (following Gustafson, 2000), it takes a holistic approach, focuses on examples rather than principles, and sees ethical reasoning as a constant learning process (preliminary character of reasoning). It also rejects the notion of general or universal principles, focussing instead on the principle of 'Think local, act local'.

**07)** Crane and Matten suggest a pragmatic use of ethical theory, in which the business actor sees an ethical dilemma through a 'prism' of ethical theories. What do they see as a main advantage of this approach?

- a. The business actor is in a position to ethically justify any decision to stakeholders.
- b. The business actor is in a strong position to argue within the organization for the firm to take ethical actions.
- c. The business actor can draw up a general nine-point plan for ethical decision making.
- d. The business actor is able to fully understand the issues and possible solutions.
- e. all of the above.

**Answer=d.Feedback:** Crane and Matten's focus is on enabling the business actor to be as fully aware of the issues at hand as possible, and to see a variety of possible solutions.

**08)** Contemporary ethical theories are those that have either been developed or brought to prominence in the business ethics field over the past decade or so. The four main contemporary ethical theories given by Crane and Matten are:

- a. Virtue, feminist, discourse, post-modern
- b. Virtue, pluralism, discourse, post-modern
- c. Virtue, feminist, discourse, relativism
- d. Absolutism, feminist, post-modern, pre-modern
- e. None of these

**Answer=a**

**Feedback:**

- Ethical approaches based on character and integrity
- Ethical approaches based on relationship and responsibility
- Ethical approaches based on procedures of norm generation
- Ethical approaches based on empathy and moral impulse

**09)** According to Ford and Richardson, the individual factors which influence ethical decision-making process are:

- a. Factors given by birth
- b. Factors acquired by experience and socialization
- c. Factors associated with work context
- d. Factors associated with the issue itself
- e. All of these

**Answer=e Feedback:** Two broad categories: individual and situational (Crane and Matten- page no.- 144-145)

**10)** Basic things about morality are:

- a. It is a social phenomenon
- b. It is a cognitive phenomenon
- c. It is about harm and benefit
- d. Both a and c
- e. Both b and c

**Answer=d Feedback:** According to Kaler, two basic things about morality are: it is a social phenomenon and it is about harm and benefit