**PHL 1253 Assignment2 (TotalMarks 4.00/100)**

**Group F**

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**1.Why do managers need to be knowledgeable about Kohlberg’s cognitive moral development theory? Explain in a few sentences (30marks)**

Managers need to be knowledgeable about kohlberg’s cognitive moral development theory as the reasoning ability of every person is different. These distinct levels of moral reasoning are preconventional, conventional and postconventional with each having two stages. People pass from one stage to another and each new stage replaces reasoning typical of earlier stages. Also, not everyone achieves all the stages.

Thus, managers should be aware about it.

**2.Do you agree or disagree with the statement –“people in higher stages of cognitive moral development make better ethical decisions” Explain your answer in a few sentences.(70marks)**

Yes, I strongly believe that people in higher stages of cognitive moral development make better ethical decisions. We know that as a person moves from one stage to another, his reasoning ability improves.

For an individual in a preconventional level, they are obedient, moral development is fostered, and punishment is given in case they make mistakes.

In the next level (conventional), they are more inclined towards social expectations and their image in front of society, which influences their relationship. Thus judgements are made as per social norms.

In the final level (postconventional), decision is based upon the ethical principles and reasoning considering the opinions, values and conflict with the laws and rules put forward by the society.

Thus we can say that an individual in higher stages of cognitive moral development makes better ethical decisions.