



HIGHER EDUCATION PROGRAMMES

Academic Year 2024:	January - June
Summative Assessment 2 (SA2):	Business Ethics (HBMN201-1)
NQF Level:	6, 16
Weighting:	10%
Assessment Type:	Research Essay
Educator:	TBA
Examiner:	Dylan Cachado
Due Date:	10 June 2024
Total:	20 Marks

Instructions:

1. Summative Assessment 2 (SA 2) must be submitted on 10 June 2024.
2. The essay must be a minimum of 600 (six hundred) words and should not exceed 800 (eight hundred) words.
3. The essay structure must be as follows:
 - Cover Page:
 - Name
 - Surname
 - Student Number
 - Name of your Support Centre (i.e., Boston, Braamfontein)
 - Introduction: Tells the reader what the essay is about.
 - Body / Main Content: Is based on research and relates to the essay question or topic that has been set.
 - Conclusion: Is a summary of what has been covered in the essay; it may also include suggestions/recommendations.

- Reference list: (not included in the word count): the Harvard Referencing Method must be adhered to with regard to in-text citations and the reference list. Please make sure you read and adhere to *Boston's Harvard Method of Referencing: A Beginner's Guide* when referencing, as well as The Beginners Guide to Plagiarism, both are available in the HE Library module on ColCampus.
4. The essay must be typed using the following format settings only:
 - Font: Arial
 - Font Size: 12
 - Line Spacing: 1.5
 5. For this assessment, the following must be adhered to:
 - You have been provided with two (2) academic sources (see below). These sources are compulsory and must be consulted and referenced when answering the research question.
 - The compulsory sources must be accessed using the HE Library module on ColCampus unless otherwise stated, e.g., through a hyperlink.

Compulsory sources to be used:

Copy and paste the article details provided into Google Scholar search; then click on [PDF]

- Masianoga, E. and Govender, K.K., 2023. Ethical Leadership and Creative Behaviour. *Baltic Journal of Law & Politics*, 16(1), pp.536-543. Available at: <https://versita.com/manuscript/index.php/Versita/article/view/1234/1263> [Accessed 10 September 2023].
- Van Zyl, E. 2018. The Role of Self-Leadership in becoming an ethical leader in the South African Work Context. *African Journal of Business Ethics*. 8(2):5-14. Retrieved from: <https://ajobe.journals.ac.za/pub/article/view/82/86> [Accessed 10 September 2023].

- Academic sources and accessing credible e-Resources:

Not all sources/texts can be classified as academic sources. Wikipedia, for example, is not a credible academic source since authors are not identifiable, and editing an article on this site is very easy. Also, blog posts often provide valuable information but are not academically sound. To judge whether a source is credible, consider the following criteria:

- The author should be identifiable through author information, affiliations, and/or qualifications.
- An academic source has usually been peer-reviewed.
- Academic textbooks or academic journals should be published by a recognised authority/publisher like a university, an academic publishing house, a research organisation, etc.
- A list of references should be present, that is, full citations for sources used. Thorough reference to research is a crucial characteristic of legitimate academic work.

6. You must make use of the Boston Harvard Method of Referencing. Refer to the examples of referencing below:

Book, single author:

Holt, D.H. 2017. Management principles and practices. Sydney: Prentice-Hall.

Book, 2 or 3 authors:

McCarthy, E.J., William, D.P. & Pascale, G.Q. 2017. Basic marketing. Cape Town: Juta.

Book, more than 3 authors:

Bond, W.R., Smith, J.T., Brown, K.L. & George, M. 2016. Management of small firms. Sydney: McGraw-Hill.

Book, no author:

Anon. 2009. A history of Greece. Athens: Cengage.

eBook:

Case, J., Marshall, D. & McKenna, S. 2018. Going to university: The influence of higher education on the lives of young South Africans [E-book]. Cape Town: African Minds. Retrieved from https://www.africanminds.co.za/wp-content/uploads/2017/06/9781928331698_web.pdf [Accessed 3 June 2019].

Academic journal article with one author:

Waghid, Y. 2019. On the polemic of academic integrity in higher education. *South African Journal of Higher Education*, 33(1):1–5.

Academic journal with 2 or more authors:

Waghid, Y. & Davids, N. 2019. On the polemic of academic integrity in higher education. *South African Journal of Higher Education*, 33(1):1–5.

Newspaper article from a webpage:

Motshwane, G. 2019. A missed opportunity: Shakes slams Bafana's Afcon plans. Sowetan Live, 7 June. Retrieved from <https://www.sowetanlive.co.za/sport/soccer/2019-06-07-a-missed-opportunity-shakes-slams-bafanas-afcon-plans/> [Accessed 8 June 2019].

Court case:

Gold Circle (Pty) Ltd v Maharaj (1313/17) [2019] ZASCA 93 (3 June 2019).

Web-based images (figures, graphs, maps, artwork):

Boston City Campus & Business College. 2019. Welcome [Image]. Retrieved from <https://www.boston.co.za/> [Accessed 3 June 2019].

Music or recording:

Makeba, M. 1960. The Click Song [Recording]. YouTube. Retrieved from <https://www.youtube.com/watch?v=Qg4Fp-A7IRw> [Accessed 8 June 2019].

Chapter in an edited book (collected work):

Velez, C. 1978. Youth and ageing in Central Mexico. In B. Myerhoff & A. Simic (eds.). *Life's career-ageing: Cultural variations on growing old*. San Francisco, CA: Sage, 107–162.

7. Boston expects you to approach your work with honesty and integrity. Honesty is the basis of respectable academic work. Whether you are working on a formative assessment, a project, a paper (read at a conference), an article (published by a journal), or a summative assessment essay, you should never engage in plagiarism, unauthorised collaboration (collusion), cheating, or academic dishonesty.
8. Plagiarism occurs when a writer duplicates another writer's language or ideas and then calls the work their own. Simply put, plagiarism is academic fraud. This includes the 'copy and paste' of work from textbooks, study guides, journal articles, etc.
9. To obtain maximum results, please consult the rubric included in this brief to ensure that you adhere to and meet all the given criteria.
10. A **Copyleaks Report** will be issued via ColCampus once the assignment is submitted. Please ensure that you follow the correct steps when uploading your assignment to ensure that the Copyleaks Report is correctly issued. If the incorrect document is uploaded, or if no Copyleaks Report is issued, or if the Copyleaks Report indicates that a 30% similarity rating has been exceeded, a mark of zero (0) will be awarded. Where a Copyleaks Cheat Detection Report is issued, your submission will automatically be treated as if you received a similarity rating in excess of 30%, and a mark of zero (0) will be awarded.

The role of self-leadership in becoming an ethical leader in the South African work context.

Unethical behaviour has reached unacceptable levels in South Africa. Ethical leadership is an important source of ethical influence and, therefore, provides an impetus for finding ways of managing ethics in an organisational context. Ethical leadership, however, is influenced and affected by self-leadership.

The objective of this conceptual and theoretical research, therefore, was to indicate how self-leadership can contribute to leaders becoming ethical leaders within the current South African work context. The social learning theory can be made applicable to self-leadership and ethical leadership and was used as the basis for this study. It is indicated that self-leadership strategies can have an effect on the ethical behaviour of leaders.

Source:

Van Zyl, E. 2018. The Role of Self-Leadership in becoming an ethical leader in the South African Work Context. *African Journal of Business Ethics*. 8(2):5-14. Retrieved from: <https://ajobe.journals.ac.za/pub/article/view/82/86> [Accessed 10 September 2023].

Required:

Using the compulsory sources referenced, and conducting additional research of your own, scrutinise the leaders of South Africa addressing the below focus concepts:

- Identify the critical characteristics that an ethical leader should possess.
- Elaborate on how the aforementioned identified critical characteristics can address the challenges faced by South Africa.
- Suggest practical solutions to unethical leadership and the damage caused by inefficient and ineffective leadership in South Africa.

Compulsory sources to be used:

Copy and paste the article details provided into Google Scholar search; then click on [PDF]

- Masianoga, E. and Govender, K.K., 2023. Ethical Leadership and Creative Behaviour. *Baltic Journal of Law & Politics*, 16(1), pp.536-543. Available at: <https://versita.com/menuscrypt/index.php/Versita/article/view/1234/1263> [Accessed 10 September 2023].

- Van Zyl, E. 2018. The Role of Self-Leadership in becoming an ethical leader in the South African Work Context. *African Journal of Business Ethics*. 8(2):5-14. Retrieved from: <https://ajobe.journals.ac.za/pub/article/view/82/86> [Accessed 10 September 2023].

The following learning outcomes are assessed in this assessment:

- Outline the personality traits and characteristics of an ethical leader.
- Explain the organisational benefits of ethical leadership practices.
- Apply your knowledge of ethical leadership to fictional and real-life ethical dilemmas.

Note to students: Refer to the below grading rubric, provided to ensure maximum marks!

CRITERIA:	0-1	2	3-4	5-6
THEORY	Demonstrates poor knowledge of theory regarding the characteristics of an ethical leader.	Demonstrates average knowledge of theory regarding the characteristics of an ethical leader.	Demonstrates very good knowledge of theory regarding the characteristics of an ethical leader.	Demonstrates excellent knowledge of theory regarding the characteristics of an ethical leader.
	0-1	2-3	4-5	6-7
APPLICATION, INTEGRATION & ARGUMENT:	<p>Answer reflects poor display of putting forth an argument by way of poor combination of theory; integration; and justification.</p> <p>Zero to one characteristic/s of ethical leaders examined.</p>	<p>Answer reflects an average display of putting forth an argument by way of an average combination of theory; integration; and justification.</p> <p>Two to three characteristics of ethical leaders examined.</p>	<p>Answer reflects a very good display of putting forth an argument by way of a good combination of theory; integration; and justification.</p> <p>A minimum of four characteristics of ethical leaders examined.</p>	<p>Answer reflects an excellent display of putting forth an argument by way of an excellent combination of theory; integration; and justification.</p> <p>A minimum of five characteristics of ethical leaders examined.</p>
	0-1	2	3	4
ESSAY STRUCTURE	<p>Poorly laid out document with a poor sense of logic, and not sense-making to the reader.</p> <p>A poor argument.</p>	<p>Average layout of document with a sense of logic, and sense-making to the reader.</p> <p>An average argument.</p>	<p>Very well laid out document with a sense of logic, and sense-making to the reader.</p> <p>A good argument.</p>	<p>Excellent laid out document with a sense of logic, and sense-making to the reader.</p> <p>A convincing argument.</p>
	0	1	2	3
REFERENCING / ACADEMIC INTEGRITY	<p>Poor/No referencing throughout.</p> <p>No adherence to the prescribed Boston Harvard referencing method.</p> <p>No evidence of any of the two compulsory sources.</p>	<p>Boston Harvard referencing method used in some sections, some referencing errors evident.</p> <p>Evidence of at least one of the compulsory sources is evident.</p>	<p>Adherence to the prescribed Boston Harvard method, minor referencing errors evident.</p> <p>Evidence of the two compulsory sources (in-text referencing and in the reference list).</p>	<p>Excellent utilisation of the prescribed Boston Harvard method of referencing.</p> <p>Evidence of the two compulsory sources (in-text referencing and in the reference list).</p> <p>Evidence of at least one additional source (in-text referencing and in the reference list) is evident.</p>
			Total:	/20