



HIGHER EDUCATION PROGRAMMES

Academic Year 2024:	January - June
Formative Assessment 1 (FA1):	Business Ethics (HBMN201-1)
NQF Level, Credits:	6, 16
Weighting:	40%
Assessment Type:	Essay Questions
Educator:	TBA
Examiner:	Dylan Cachado
Date:	28 March 2024
Total:	100 Marks

Instructions:

- This paper consists of four (4) questions.
- It is based on Units 1- 4 of your study guide.
- All questions are compulsory.
- Your assessment must be typed using:
 - Font: Arial
 - Font size: 12
 - Line spacing: 1.5.
- 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, a mark of zero (0) will be awarded. If the Copyleaks Report indicates that a 30% similarity rating has been exceeded, 25% of the assessment total will be deducted from the final grade. 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 25% of the assessment total will be deducted from the final grade.

The following Learning Outcomes are assessed in this paper:

Unit 1:

- Discuss Ubuntu as a unique African approach to ethics.

Unit 2:

- Discuss prominent ethical issues in the local and global context and detail their impact on business operations.
- Explain the importance and benefits of applying business ethics.

Unit 3:

- Outline Specific legal requirements for business operations as put forth in the Companies Act.
- Discuss the role of legislation and regulatory bodies in South Africa in providing the legal framework for business operations.

Unit 4:

- Discuss various business stakeholders and explain why their business involvement creates a need to implement business ethics.
- Apply your knowledge of stakeholders and business ethics to fictional and real-life ethical dilemmas.

Read the enclosed extract from the indicated article below and conduct your own additional research to answer the following questions.

What Is the Spirit of Ubuntu? How Can We Have It in Our Lives?

“Ubuntu is also about justice, and particularly, justice for all people. As much as we must look after each other, it is also just as important that we exercise fairness and equality for all people regardless of race, gender, or social status.

So essentially, Ubuntu is about togetherness as well as a fight for the greater good. This is what Mandela was prepared to sacrifice his life for.

Ubuntu is the common thread and DNA that runs through the UN’s Global Goals because, without the spirit of Ubuntu within us, we cannot implement great change in our society. It is imperative that we help all people, young and old, to achieve only the best for our future.”

Source:

Williams, H., 2018. Global Citizen. *What Is the Spirit of Ubuntu? How Can We Have It in Our Lives? (Website)* Available at:

<https://www.globalcitizen.org/en/content/ubuntu-south-africa-together-nelson-mandela/> [Accessed 10 September 2023].

QUESTION 1

[20 marks]

1.1. In your own words, **define** the concept of **Ubuntu** from a South African perspective. (6 marks)

1.2. Suggest and **elaborate** on three (3) reasons why the spirit of **Ubuntu** as an *ethical framework* has not proven effective in uplifting South Africa as a country.

(3 x 2 = 6 marks)

1.3. Ex-President Nelson Mandela embodied Ubuntu when he led South Africa to democracy in 1994. **Provide** another suitable **example** of a person you believe has personified the principles of Ubuntu. **Justify** your answer by providing three (3) relevant reasons why this person personifies Ubuntu. (2 + (3 x 2) = 8 marks)

Note to students: You may NOT use Nelson Mandela.

QUESTION 2

[30 marks]

2.1. Since the end of the apartheid regime, attempts by the ruling party have defined South African politics, the African National Congress (ANC), to achieve the radical transformation of the country's society and economy and to defend and implement the country's new Constitution and the comprehensive Bill of Rights contained within. Following the election in 1994, the ANC-led government needed to pursue a transformative agenda in both government and regulation of the private sector to actively address the inequalities left by apartheid (Rossouw and Van Vuuren, 2017: 112).

Required:

South Africa introduced the Employment Equity (EE) Act after 1994. It is currently the year 2024. **Discuss** in detail and in your own words how the employment equity (EE) Act addresses discrimination fairly as required by the South African Government of businesses during recruitment processes. Use the rubric provided as a guide.

(30 marks)

	0-4	5-6	7-10
Theory	Knowledge of the theory demonstrated is poor.	Fair to good knowledge of theory is demonstrated.	Excellent knowledge of theory is demonstrated.
Application	Inappropriate integration of theory with context.	Appropriate integration of theory with context is fair to good, which reflects a fair-to-good integration.	Extremely appropriate integration of theory with context, which reflects well-thought-out integration.
Argument	Poor lay-out of a logical and justified	Fair to good lay-out of a logical and justified	Excellent layout of a logical and justified

	answer. Originality is lacking in the answer.	answer. There is a fair sense of originality present in the answer.	answer. There is a good sense of originality present in the answer.
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QUESTION 3

[28 marks]

Read the article below and conduct your own additional research to answer the following questions.

SAA's 17-month-long business rescue process ends, with the troubled airline now 'solvent and liquid'

"The rescue of SAA was unprecedented as it was the first time the government had placed a state-owned entity under such a restructuring process. Business rescue is an attempt to rehabilitate companies that are financially distressed by restructuring their affairs.

The filing of the notice at the CIPC means the SAA interim executive management and board can take control of the airline's operations. This leadership can then plan to restart the airline, which has been grounded for more than a year."

Source:

Mahlaka, R., 2021. Daily Maverick. *SAA's 17-month-long business rescue process ends, with the troubled airline now 'solvent and liquid' (Website)* Available at: <https://www.dailymaverick.co.za/article/2021-04-30-saas-17-month-long-business-rescue-process-ends-with-the-troubled-airline-now-solvent-and-liquid/#:~:text=%E2%80%9CThe%20BRPs%20%5Bbusiness%20rescue%20practitioners,practitioners%2C%20said%20in%20a%20statement> [Accessed 10 September 2023]

3.1. Examine the core components of which corporate responsibility is comprised.

(4 x 3 = 12 marks)

3.2. Critically analyse the process of business rescue in South Africa. By means of the example of South African Airways (SAA), **elaborate** on the ways in which employees and workers are protected during the process. (8 + (4 x 2) = 16 marks)

QUESTION 4

[22 marks]

4.1. Understanding the benefits and harms of competitors as stakeholders is critical to business success. In light of the aforementioned, **evaluate** the potential ethical issues caused by competitors as stakeholders. (2 x 6 = 12 marks)

4.2. The government is a critical stakeholder in any business; like all other stakeholders, it can be harmed or benefitted by a business. Harms and benefits to the government typically relate to taxes and gross domestic product (GDP). **Scrutinise** the interests and roles of government as a stakeholder. (8 + (4 x 2) = 16 marks)

TOTAL: 100 Marks