

## **FOUNDATIONS OF THE PRINCIPLES OF BUSINESS ETHICS**

**-Belief Systems And Ethics**

**OBJECTIVE:**

- I can define the given examples of how belief systems affect business practices
- I can explain the given examples of how belief systems affect business practices
- I can interpret the given examples of how belief systems affect business practices

## **IMPORTANCE OF RELIGION:**

- Deeply embedded in the culture of every society
- Comes in the actual act of doing the ethical act, which is really hard to do. They act based on faith and for many religion is a source of moral strength

## **TWO-WAY PROCESS TO ACT ETHICALLY:**

**First** – an individual has to find out what should be done, given a particular situation (there is an ethical theory needed to determine what should be done)

**Second** – is the actual act of doing it (that requires moral character)

## **8 WORLD'S MAJOR RELIGIONS**

1. Judaism
2. Christianity
3. Islam
4. Hinduism
5. Buddhism
6. Confucianism
7. Taoism
8. Shintoism

# JUDAISM



# JUDAISM

- About 12 to 17 million Jews in the US and in Israel
- **Three groups of Jews**
- **Middle Eastern or Oriental Jews**
- **Sephardic Jews from Spain and Portugal**
- **Ashkenazi Jews from Europe**
- Traces its roots from the covenant made between God and Abraham. The covenant also includes the Ten Commandments which embody the core values of Christianity.

## JUDAISM

The eleven core Jewish values that form the basis of ethics in Judaism

- 1. Honesty** – the Jews are taught to be always truthful
- 2. Integrity** – it is the consistency in words and actions
- 3. Brit** – it means always keeping one's word

## JUDAISM

The eleven core Jewish values that form the basis of ethics in Judaism

4. **Loyalty** – it is developing a trusting relationship with God, parents, friends, and tradition
5. **Tzedakah** – it means refraining from being judgmental and doing acts of charity to the poor
6. **Chesed** – it means being kind and merciful to others

## JUDAISM

The eleven core Jewish values that form the basis of ethics in Judaism

7. **Respect for human dignity** – it is respect for human life sincere all of us are created in image and likeness of God.
8. **Respect of law** – it is the practice of good citizenship by abiding by the laws of the community
9. **Accountability** – it means each individual is held accountable for his/her actions and is therefore answerable to God and others

## JUDAISM

The eleven core Jewish values that form the basis of ethics in Judaism

- 10. Taking responsibility** – ethical people takes responsibility for their decisions and set example for others
- 11. Tikkun Olam** – we can contribute something to make the world better place by fighting oppression, corruption, and exploitation.

## JUDAISM

### Principles by Jews in terms of business ethics

1. Have a high regard for work
2. Concerned with the welfare of others (same with Christian beliefs)
3. Jews believe that to acquire wealth through profit in business is wrong because it leads to envy or greed
4. Also believe that a person should have the things needed for survival and happiness (like Buddhism)

## JUDAISM:

Rules followed by Jews in the business organizations

1. Employers and employees follow different sets of rules because they have different positions
2. Employers should be aware of the extent of their employees capacity and are not allowed to insult or embarrass them
3. Not permitted to withhold salaries because of debt
4. Jewish employees should be allowed to go home before the sun sets during Sabbath and holidays
5. Employees should always be productive

## CHRISTIANITY

- Has around two billion followers with many branches and churches

Three main branches of Christianity

- Catholic
  - Orthodox
  - Protestant
- The Christian Bible is the main guide to determine what is ethical and moral. All of the 72 books in the Bible are believed to be inspired by God, thus, it has become the source of knowledge on what is right and wrong

## CHRISTIANITY

- Traces its roots to Judaism which based its ethical and moral principles on the Old Testament (God and Abraham). Old Testament laid the foundation of the New Testament (ministry of Jesus and the Apostles to the world)
- Ethics in Christianity is three-fold:
  - First – the values propagated in Christian belief are based on the Christian Scriptures
    - Second – behavior is related to the behavior of Christian prophets
    - Third – ethics is based on the standards of behavior taught by Jesus
  - The supreme norm for Christian ethics is Jesus Christ, which is the central figure in all Christian teachings.

## CHRISTIANITY

# Beliefs that adapted by Christianity in business

*Emphasizes justice in the form of honoring contracts or agreements and working for a common good.*

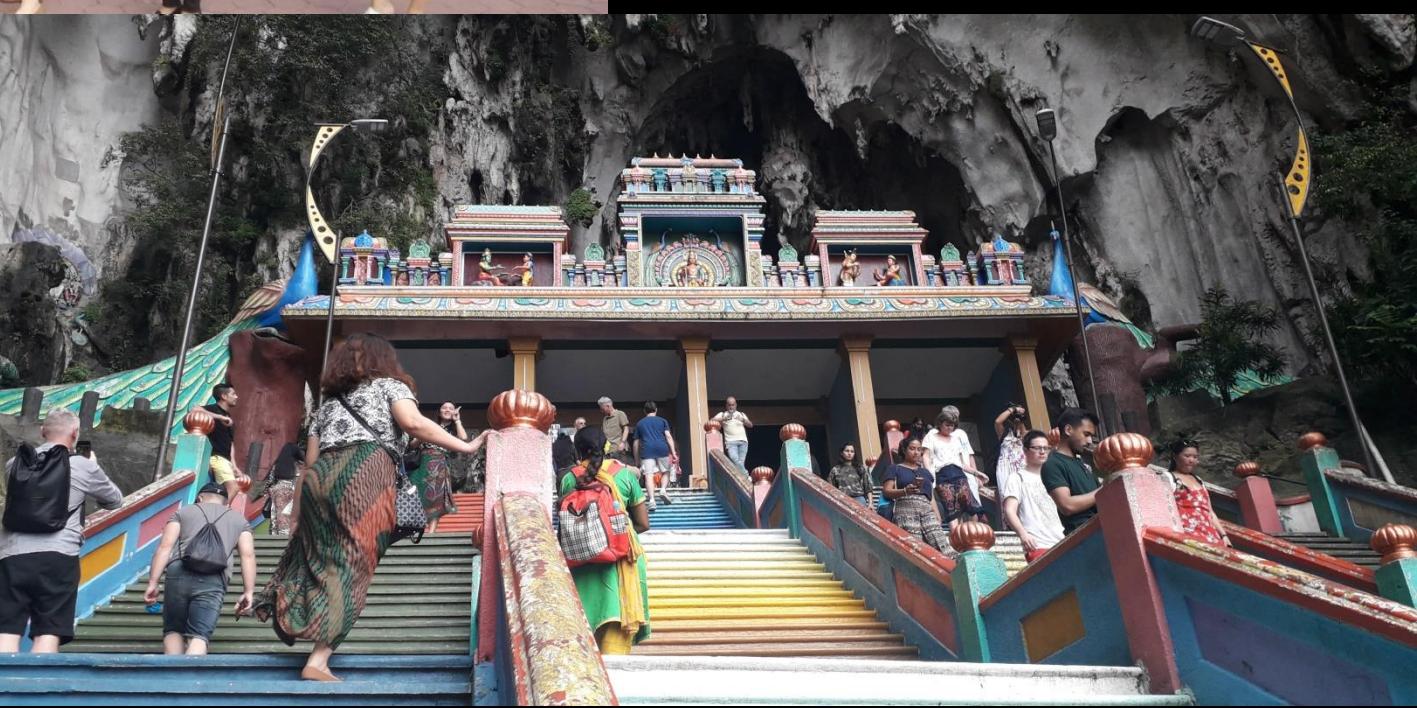
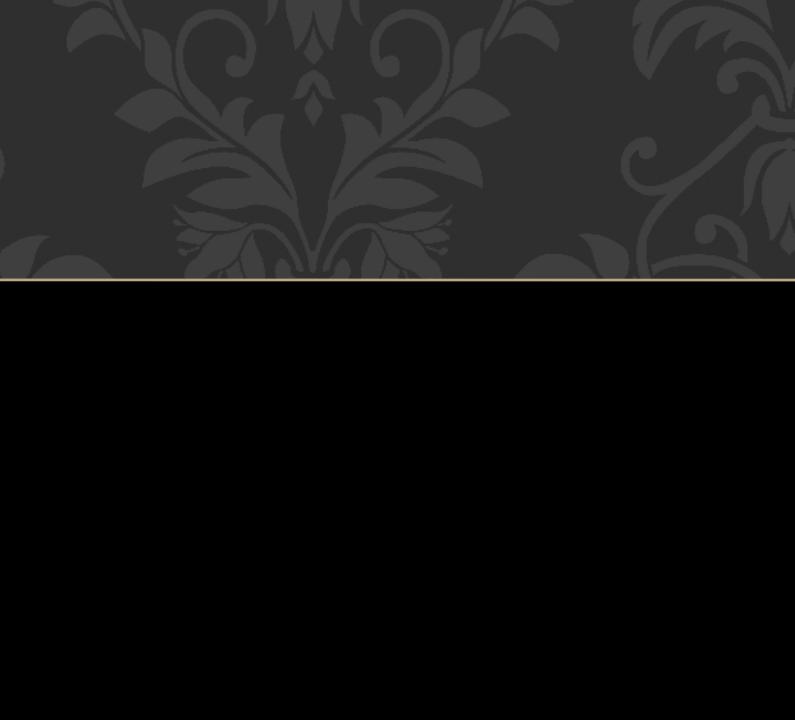
# HINDUISM

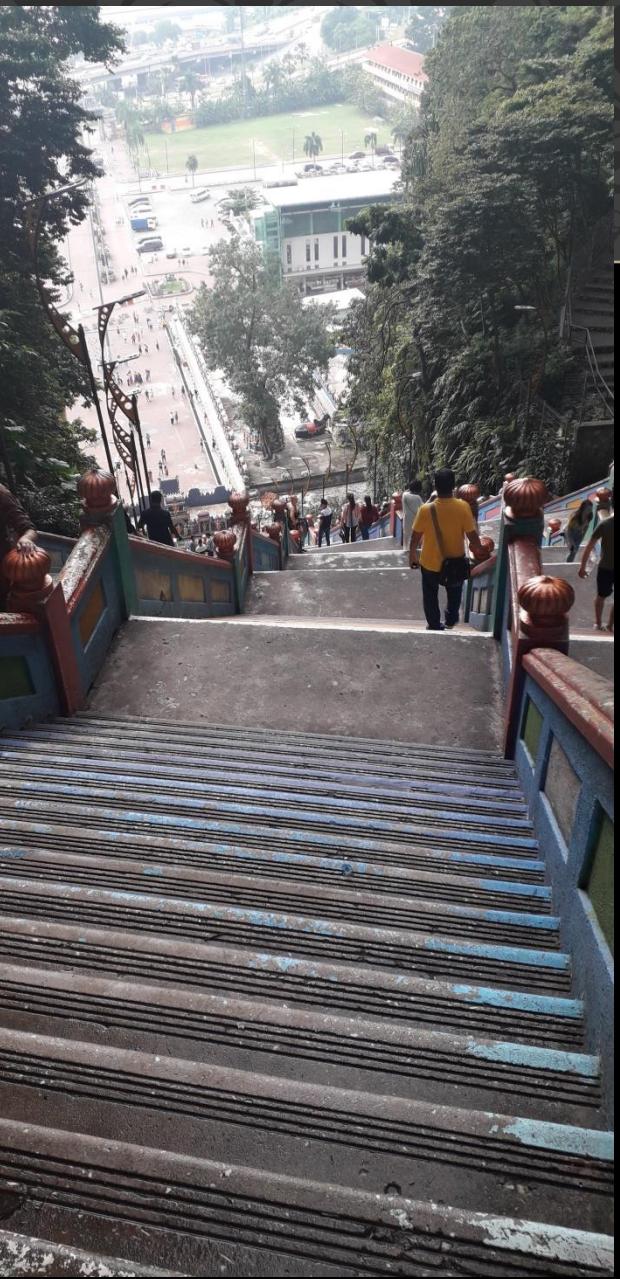


[saibabaofindia.com](http://saibabaofindia.com)

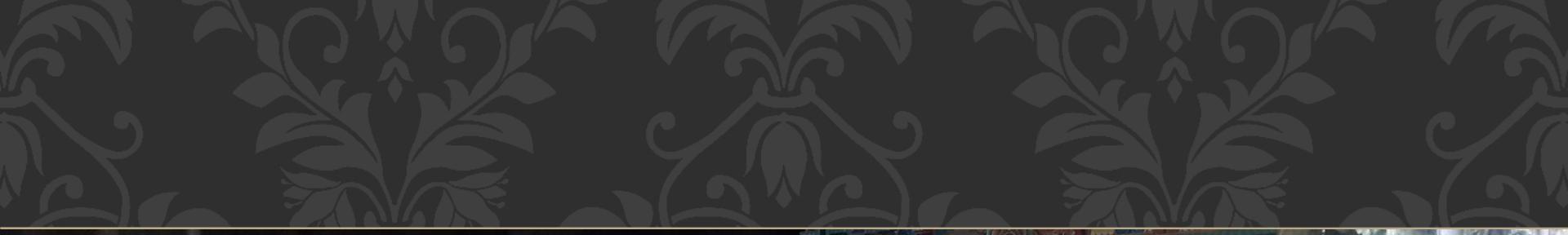












## HINDUISM

- Primarily centered in South Asia and nearly 85% of Hindus live in India. It has about a billion followers
- The Hindus worship **Brahman** who is considered the source of ultimate oneness in the form of gods and goddesses. These representations can be idols, temples, animals, mountains, rivers, and so on.

# HINDUISM

## Beliefs of Hindus

- The Hindus present life is brought about by whatever actions or behaviors they had in the past or the LAW OF KARMA
  - They believe that there is a continuous cycle of reincarnation. Their end goal is freedom from the law of karma.
  - *Karma – is a term for an act or deed, whether good or bad, which may result in either happiness or misfortune.*

### Vedanta

- Ancient Hindu scriptures such as the **Upanishads**, the **Bhagavad Gita**, and the **Brahma Sutra** have been used to develop the **Vedanta**, the ethics of the Hindus for practical life.
- Hindus positive outlook towards different aspects of human life:
  - How the work is done is more important than what particular work is done
  - Hindus value commitment to work and they are held accountable for results
  - Hindus are dedicated workers and protect the interest of the organization where they work

# BUDDHISM









RESPECT  
THE  
SACREDITY  
OF ALL  
LIFE FORMS

Humanity is utterly unique,  
diverse in life, and  
sacred in the sanctity of life.

We differ in citizenship,  
ethnicity, nationality,  
religion, belief, sex, and age but  
the right to life is the same.  
We have the right to survival  
and respect for all beings,  
to share our resources and  
respect all life forms;  
to live sustainably and  
in co-existence.

A NEW  
LIVING CULTURE

The New Living Culture  
embraces  
the principles of  
mutual respect, love,  
kindness, family  
members, Nature,  
and the environment.

尊重一切生命的尊嚴

尊重人與自然的文化





佛

先

照

造福錄

# BUDDHISM

- Nearly 2500 years ago, Siddhartha Gautama separated from Hinduism and became known as the Buddha or “Enlightened One”
- Around 350 million Buddhist or 1/3 of the population residing in China and around 90% of Thailand’s population are Buddhists
- Buddhism is based on the teachings of Buddha
- Buddhists do not worship gods or God
- Buddha is not a God but considered by Buddhists as their end goal, the one they would like to attain, to be free from the cycle of life and death

# BUDDHISM

## Beliefs of Buddhists

- Just like Hindus, Buddhists believe in the cycle of rebirth and part of this rebirth is suffering. They believe that the causes of these rebirths are cravings, aversions, and selfish motives. The end goal of a Buddhist is to let go of all these selfish yearnings and hostility by purifying the heart. They do this through **meditation until they reach Nirvana**, where all these selfish attachments to oneself are extinguished.

## BUDDHISM

### Beliefs of Buddhists

- Buddhists **do not acknowledge** companies which do not give importance to the environment and animals.
- People can engage in business activities and may become wealthy but money, status, and power should not conquer them.

# ISLAM



# ISLAM

- The history of Islam started with Muhammed. Upon his death, majority of the Arab countries adopted Islam
- Has about a billion followers
- Muslims believe that Muhammed is God's last prophet
- **Quran** is the holy book that provides the basic principles on how to deal with life including business
- The Muslims believe that **Allah** is the Almighty God who is the creator of the universe.

## ISLAM

### ALLAH

- Allah is the source of good and evil and whatever happens to humans is His will.
- Considered as powerful and strict and whoever believes in Allah is his servant. Giving one's life to Allah is a sure way of entering Paradise

# ISLAM

## Islamic ethics

- Islamic ethics is governed by freedom, responsibility, and honesty
- Gambling is restricted among Muslims
- Not allowed to invest in the stock market because it is considered a gambling activity, but not restricted from engaging in business activities or making a profit



# **CONFUCIANISM**

- The religion propagated by Confucius in China in the 5<sup>th</sup> century BC
- Found in China and Korea
- One of the three traditional religions of China and the fundamental belief system of the Chinese (the other two is Buddhism and Taoism)
- The teaching of Confucius advocate stability by organizing the society and places more emphasis on the common good and welfare of all through interdependence

# **CONFUCIANISM**

Beliefs of Confucianism in business

- Profit should be acquired with righteousness and a business organization should attend to the needs of its stakeholders.
- The most important core value in Chinese business practice is interpersonal relationship built on trust and reciprocity (mutuality/exchange)

# TAOISM



# TAOISM

Based on the *Tao Te Ching* or the Book of the Way and  
Virtue by Lao Tzu

Many of the 30 million Taoists blend their religion with  
Buddhism and Confucianism

Taoist are found in Taiwan and other Chinese minorities  
found in Southeast Asian countries

Promotes inner peace within an individual and harmony  
with the surroundings

## TAOISM

TAO

means the path or the way

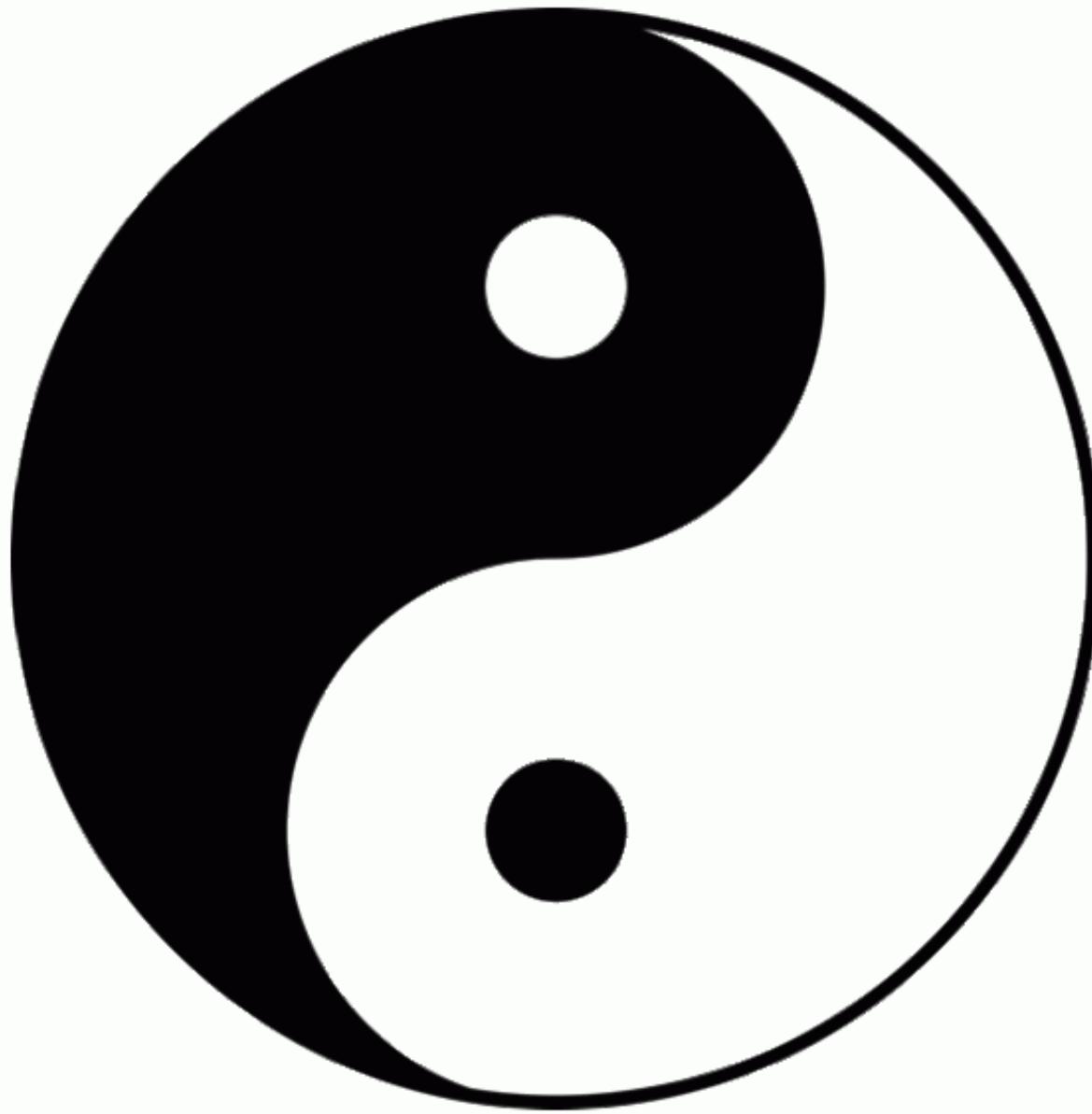
considered as the cause of everything which means that if one follows the Tao, there is harmony; if not, there is chaos.

Has three basic tenets (creeds/beliefs)

Tao – refers to the universal nature

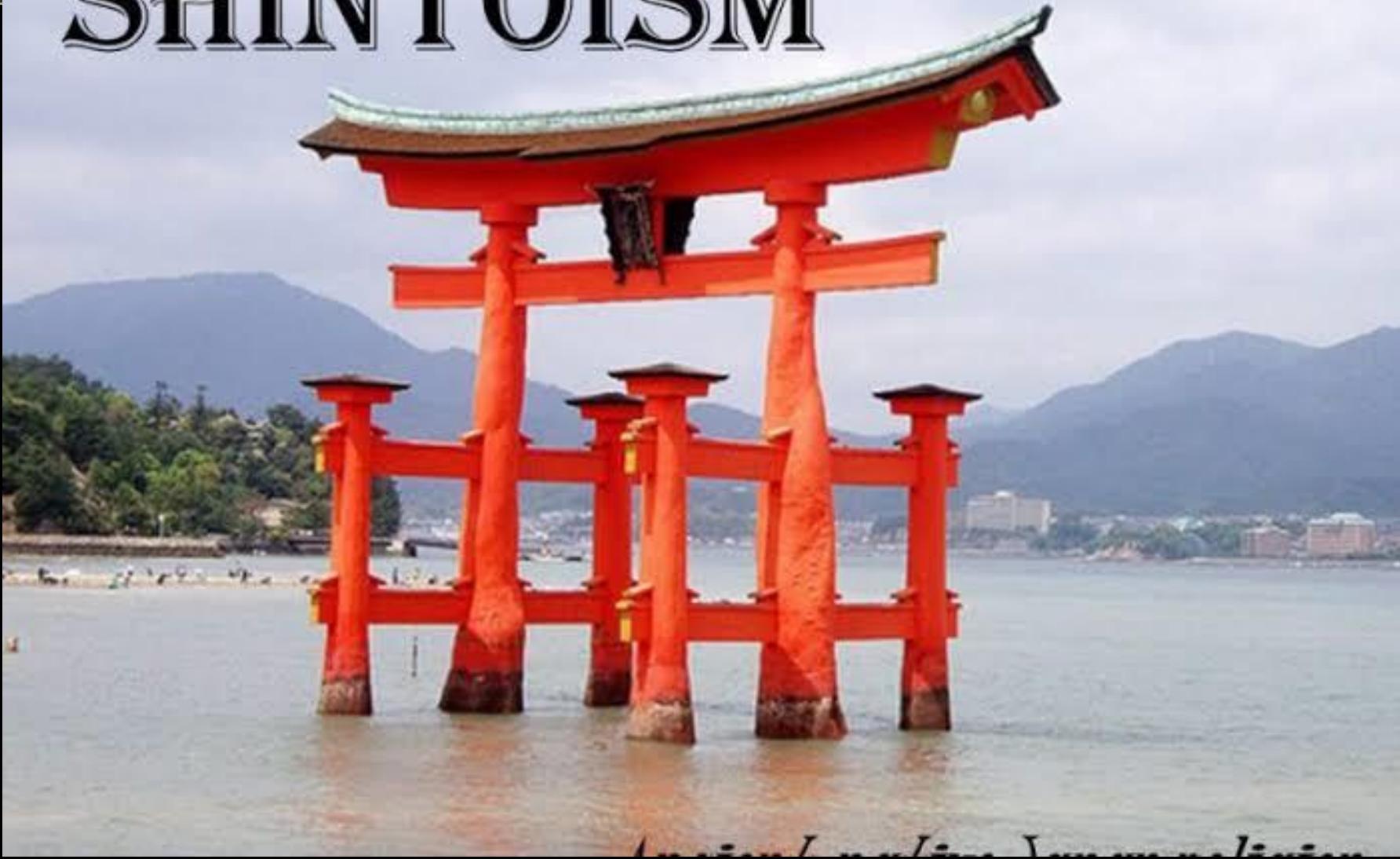
Wu Wei – means letting go

Yin and Yang – means dualism or interconnecting opposites. The black dot in the white area represents that there may be opposing aspects of the other within itself and vice versa. This means that Yin and Yang may be opposites but they are interdependent (mutually supporting)



# SHINTOISM

# SHINTOISM



## SHINTOISM

- Is the ethnic religion of Japan which started around the 7<sup>th</sup> century AD
- The emergence of Shintoism is closely tied to the development of Japan as a nation

## SHINTOISM

- Shinto comes from the Chinese words *Shen* or divine being and *Tao* which means way of the spirits
- Shinto considered by the Japanese not as a belief but more as a way of life because it focuses on rituals and Japanese practices.

## SHINTOISM

- Shinto has no god and no commandments; they worship sacred spirits called *kami* which are found in nature such as wind, rain, mountains, trees, and other geographic forms.

## SHINTOISM

Shinto's ethical principles were inspired by Confucianism.

- Its ethics based on the idea that all human beings are basically good and the world is good as well
- **Shintoism leads the Japanese to respect nature since people and *kami* co-exist unlike the Western counterparts wherein people control nature for profit.**
- Shintoism encourages group effort which recognizes individuals in a group, such as treating employees like family.

## **ASSIGNMENT:**

Make a tabular report and describe the similarities and differences of the belief systems that affect business practices

Religion	Beliefs	Similarities	Differences