Management 515

Quiz 4

**PLEASE SUBMIT ALL ASSIGNMENTS IN MICROSOFT WORD**

This quiz is worth 50 points (5% of your final grade). Be certain to review the briefing on APA Format prior to attempting this quiz.

When I grade this quiz, I use the following scoring rubric for each question:

* **80%** for answer accuracy and completeness
* **10%** for citation (format, completeness, appropriateness)
* **10%** for grammar, spelling, punctuation, language use (you will not be penalized for English versus  
   American, but translation software can cause significant problems for you here if you use that)

Remember that the materials presented in this course are sufficient to craft quality responses to these questions. If you chose to use external references, e.g., the Internet, remember that these responses will receive greater scrutiny and ***any hint of plagiarism will result in a grade of zero***.

1. (Five points). List five protected classes that are defined in U.S. law:

a. Age.

The 1967 Age Discrimination in Employment Act prohibits discrimination against workers over the age of 40 restricts mandatory retirement.

b. Pregnancy.

The 1978 Pregnancy Discrimination Act prohibits employment discrimination against women on the basis of pregnancy, childbirth, and related medical decisions.

c. Race.

The 1964 Title VII of the Civil Rights Act ­­­­prohibits employment discrimination on the basis of race, religion, sex, color or national origin; covers a wide range of employment decisions, including hiring, firing, pay, promotion, and working conditions.

d. National origin.

The 1964 Title VII of the Civil Rights Act above.

e. Color.

The 1964 Title VII of the Civil Rights Act above.

Citation:

Allen, S. (2017). Human Resource Management with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

2. (Five points). Explain the ***goal*** of the Equal Pay Act of 1963.

Response:

The goal is trying to reduce or eliminate the salary gap between men and women (based on gender).

Citation:

Allen, S. (2017). Human Resource Management with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

3. (Five points). Why would a firm act philanthropically or charitably?

Response:

1. An ethical firm bears with social responsibilities, to protect, enhance, and promote the welfare and well-being of stakeholders and society as a whole.

2. A firm acting philanthropically or charitably can help build respect and a good reputation in the community. The relationships formed between customers and prominent community members can be of great value to the company in the future (Boitnott, 2015).

3. A firm acting philanthropically or charitably can make your community a better place to live, especially for the company, its employees and the other people who live there already (Boitnott, 2015).

4. Also employees of a firm acting philanthropically or charitably would respect leaders who do good. If you make your company a positive force in the community it can improve employees' regard for their corporate leaders, which can only help you (Boitnott, 2015).

Citation:

Allen, S. (2017). Business Ethics Social Responsibility with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

Boitnott, J. (2015, 1 27). 4 Ways Your Company Benefits From Giving Back. Retrieved from Entrepreneur: https://www.entrepreneur.com/article/241983

4. (Five points). What is the basis for ethical conduct and what do you feel is the most important one?

Response:

The basis for ethical conduct is morals, ethics, problems, issues and dilemmas (Quizlet). Among those I think ethics is the most import one, which I think eventually ethics would drive one’s decision making process.

Citation:

Allen, S. (2017). Business Ethics Social Responsibility with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

Quizlet. (n.d.). Basis for Ethical Conduct. Retrieved from Quizlet: https://quizlet.com/2327582/basis-for-ethical-conduct-flash-cards/

5. (Ten points). Jane and Joseph both work for Thompson Distribution, Inc. Joseph is Jane’s supervisor and they are in a romantic relationship with each other. Joseph has the authority to pick one of four people who applied for the role of team leader, which comes with a raise in pay. Joseph truly believes that Jane is the best-qualified candidate, so he selects Jane.

--Were Joseph’s actions to pick Jane ethical?

--What is the ethical standard that guides you?

--What else should Joseph have done?

Response:

No, I don’t think Joseph’s actions were ethical. Even though Jane might be the best-qualified candidate in Joseph’s mind, but due to the fact that joseph and Jane are in a romantic relationship with each other, it is hard to convince people that Joseph’s decision were not affected by their relationship, this may give people the impression of nepotism can make other candidates felt treated unfairly. Thus fairness is the ethical standard here, what Joseph could have done, is to present all the 4 candidates’ applications to other management level for making the decision of picking which one, and recuse himself from that decision making process.

Citation:

Allen, S. (2017). Business Ethics Social Responsibility with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

6. (Ten points) Edward is the Chief Financial Officer for a government organization who needs to fill the role of his Comptroller. While reviewing the vacancy announcement for the job, he is trying to determine if he is going to use internal recruiting or external recruiting to fill this critical role. What factors does he need to be aware of in determining if he is going to hire from outside the organization?

Response:

1. Hiring from outside of the organization could cost more money and time than hiring internally.

2. External candidate may not know the organization as well as the internal candidate, who should have a better institutional knowledge.

3. External candidate’s performance history may not be as sufficient as the internal candidates’.

4. If determining in hiring from outside, be aware that the internal candidate may be disappointed that he or she did not get the job, so you should look for ways to keep him or her motivated or engaged.

4. External candidate may bring in outsider’s perspective and new kills.

Citation:

Team, H. S. (2017, 7 3). Internal vs. External Hires: Pros, Cons & Considerations. Retrieved from Adpinfo: http://sbshrs.adpinfo.com/blog/internal-vs-external-hires-pros-cons-considerations

7. (Ten points) Do you believe the following practices are ethical? ***Defend*** your position.

a. A potential employer reviewing your social media history before making a decision to hire you.

b. A business policy that prohibits you as an employee for discussing your salary or wage with a co-worker.

c. An employer denying you a job offer solely because you were convicted of a crime. (Note, in the District of Columbia, employers may not conduct a criminal background search before making a job offer. In the fifty states, such a practice is legal. This question is about the ethics of such a search).

1. I don’t think it’s ethical to involve my social media history into the decision making process of hiring me or not. The decision should be focused on whether I would provide qualified skills to the job, instead my of personal living styles, or political views, or my preference of any sport team. I don’t think it’s ethical it involve my personal life style into the employment decision.
2. I don’t think this business policy is ethical. People talking about their salaries based on their own wills should not be forbidden or threatened by the business policy, people has the constitutional rights to choose to discuss or not to discuss about their salaries openly. I don’t think the policy prohibiting that would be working or ethical, people could talk about their salaries anyways, it they choose to. That’s their right, which should not be suppressed by any company policy.
3. I think that’s ethical, the employer have to consider the safety of their other employees if they found out you are a convicted criminal, it’s totally ethical to protect the greater many against a smaller group, in the case is the candidate convicted with a crime. I felt it’s ethical and considerate for other employees.

# Bibliography

Boitnott, J. (2015, 1 27). *4 Ways Your Company Benefits From Giving Back*. Retrieved from Entrepreneur: https://www.entrepreneur.com/article/241983

Quizlet. (n.d.). *Basis for Ethical Conduct*. Retrieved from Quizlet: https://quizlet.com/2327582/basis-for-ethical-conduct-flash-cards/

Team, H. S. (2017, 7 3). *Internal vs. External Hires: Pros, Cons & Considerations*. Retrieved from Adpinfo: http://sbshrs.adpinfo.com/blog/internal-vs-external-hires-pros-cons-considerations