



UNIVERSITI
TEKNOLOGI
PETRONAS

FINAL EXAMINATION JANUARY 2016 SEMESTER

**COURSE : HDB2153/GCB3013/MPW2143/MPW2153
ETHICS AND SOCIAL RESPONSIBILITY /
CORPORATE ETHICS**

DATE : 4TH MAY 2016 (WEDNESDAY)

TIME : 2.30 PM – 5.30 PM (3 hours)

INSTRUCTIONS TO CANDIDATES

1. Answer **ALL** questions from this Question Booklet.
2. Begin **EACH** answer on a new page in the Answer Booklet given.
3. Indicate clearly answers that are cancelled, if any.
4. Where applicable, clearly indicate steps taken in arriving at the solutions and state **ALL** assumptions, if any.
5. Do not open this Question Booklet until instructed.

Note : There are **SIX (6)** pages in this Question Booklet including the cover page.

SECTION A

[50 Marks]

1. a. Define ethics from an Islamic perspective.
[5 marks]
- b. Islamic ethical philosophy represents the core values accepted as being true to guide the day-to-day conduct of Muslims. Outline the **FIVE (5)** axioms of Islamic ethical philosophy.
[10 marks]
- c. Assess the importance of ecological/environmental ethics from Islamic perspective.
[10 marks]
2. a. Social responsibility is a higher level of ethics which deals with maximizing the positive impacts and minimizing the negative impacts on society. Elaborate on Keith Davis's model of corporate social responsibility.
[8 marks]
- b. Discuss how socially responsible organizations can apply Preston and Donaldson's Stakeholder Theory in the conduct of business.
[8 marks]
- c. i. Describe **TWO (2)** types of whistle blowing.
[4 marks]
- ii. Discuss under what circumstances whistleblowing is justified.
[5 marks]

SECTION B**[50 Marks]**

1. Read the article and answer the questions that follow.

Declining health of workforce: A big concern

The Human Resources Ministry in Malaysia is facing a new challenge - the deteriorating health of the national workforce (New Straits Times, 25 November, 2015, pp.22). The issue has overtaken occupational accidents as the top problem. Over the last five years, deaths striking Social Security Organization (SOCSO) contributors affected mostly those aged 40 and 50. The deaths were mostly caused by non-communicable diseases (NCD) such as heart disease and diabetes. Human Resources Ministry secretary general, General Datuk Seri Saripuddin said last year, 14,466 contributors died or became invalid due to NCD while being actively employed. "This boils down to 40 compensation claims being filed a day for such cases," he said adding that the trend had been consistent over the last five years.

Adapted from New Straits Times, Wednesday 25, November 2015, pp. 22

- a. Differentiate between health and safety.

[5 marks]

- b. From your viewpoints, outline **THREE (3)** factors that may have contributed to the trends as highlighted in the above article.

[10 marks]

- c. Discuss the role of employees in ensuring occupational health and safety at the workplace. Apply ethical principles in your reasoning.

[10 marks]

2. Read the article below and answer the questions that follow.

Work life balance or work-life integration?

Work-life integration is the latest trend, according to Forbes, World Economic Forum (WEF) and other business magazines. Supporters suggest that people who face difficulties in balancing career and personal life may try integrating work into their personal life and vice versa. Many prominent business leaders are also supporting work-life integration. WEF's blog recently shared 17 testimonies of how these leaders integrate work with life. Yahoo chief executive officer, Marissa Mayer shared how she only had two weeks' maternity leave when her son was born, but had a nursery built next to her office so that she could spend with her infant.

The underlying difference between these two philosophies is that in work life balance, the two are separate, whereas work-life integration makes them seamless. It particularly appeals to people who work long hours and parents (particularly mothers) who feel guilty about sacrificing time that should have been spent with their children. Single people can also benefit from work-life integration as over-working often leaves little time for exercise or other leisurely activities.

Should we all then jump onto the integration bandwagon? Or is work-life integration actually just lip service? Think hard how technology has enabled work to permeate our personal space. Think also whether our workplaces are sufficiently family- and life- responsive.

The reality with work-life integration is that work intrudes into our lives more than the other way around. It gives supervisors an excuse to expect that we reply to our emails at midnight or during weekends. It accommodates long hours instead of allowing longer leisure time. It reinforces the view that women must be willing to work long hours, including at home, if they want to break the glass ceiling.

I also fail to see how working while spending time with our families counts as "quality time." Think about a family having dinner together but the parents are busy replying to work emails, leaving the children with their own entertainment and devices. Of course, it is a much better alternative than being completely absent, but mere physical presence won't cut it. What our children need is unconditional attention coupled with emotional bonding and quality time. RoundPegg founder, Dr. Natalie Baumgartner put it most aptly: When it comes to family time, mobile devices and technology can be both a blessing and a curse. While it makes it easier for families and loved ones to stay in touch when working unusual hours, "quality" family time together shouldn't constitute hanging out in the same room on everyone's individual devices. If at all, work-life integration gives workaholics a false sense of relief, frees them from guilt and makes them think they are spending time with their family, when they are only physically present but emotionally absent.

Does work-life integration work in dysfunctional work or family environment? If you can't get along with someone at work - a supervisor, colleague or client - you would most likely want to get away from everything at the office at the end of the day and reach home with a clear mind. But guess what, workplace stress follows you home!

Adapted from Mazlena Mazlan, New Straits Times, Wednesday 25, November 2015, pp. 15

- a. Differentiate between work life balance and work life integration.
[4 marks]
- b. i. Identify **TWO (2)** ethical issues in the above article.
[4 marks]
- ii. Summarize the challenges faced by women at work as highlighted in this article.
[5 marks]
- c. In your view, does work-life integration challenge individual privacy? Assess.
[6 marks]
- d. Propose how employers can support women at work and justify your reasoning.
[6 marks]

-END OF PAPER-