



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2023 /2024 ACADEMIC YEAR
FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS & ECONOMICS
BACHELOR OF SCIENCE HUMAN RESOURCE
MANAGEMENT**

**COURSE CODE: BHR 4105-1
COURSE TITLE: ETHICS&SOCIAL
RESPONSIBILITY**

DATE: 7/12/2023

TIME: 0830-1030 HRS

INSTRUCTIONS:

Attempt questions one and any other two.

QUESTION ONE

- a. Business managers are often faced by ethical dilemma and have to look for ways to resolve the matter. Citing relevant examples explain the principles that will help them resolve the dilemma. **(5mks)**
- b. “Managers and organizations can do many things to protect and preserve the natural environment.” Discuss the statement showing how organizations go green. **(5mks)**
- c. Citing relevant examples, describe how issue intensity influences an individual’s ethical decision. **(10mks)**

QUESTION TWO

- a) Business worldwide are expected to adhere to globally acceptable ethical behavior. The united nations through the global compact module has developed global ethical guiding principles. Citing relevant examples, discuss the principles guiding on labour standards **(8mks)**
- b) Using appropriate examples, demonstrate the arguments against corporate social responsibility. **(7mks)**

QUESTION THREE

- a) A code of ethics should be specific enough to show the employees the spirit in which they are supposed to do things yet loose enough to allow for freedom of judgment. Demonstrate how the content of a code of ethics should make an employee a responsible organizational citizen. **(10mks)**
- b) “The forces that are driving CSR today are propelled by the profound shift in the interactions of the state, the individuals, social organizations and the market”. Using appropriate examples discuss the factors that drive corporate social responsibility. **(5mks)**

QUESTION FOUR

- a) “Green Human Resource Management practice refers to the actual GHRM plan, process, and technology applied in an organization with the goal of reducing the negative environmental effect while enhancing the positive environmental effect”. Discuss the statement demonstrating the benefits of GHRM. **(10mks)**
- b) Business values are critical factors in the business behavior. Identify five business values and demonstrate how they influence the organization’s operations. **(5mks)**

