

Certificate Program

Ethics, Legal and Regulatory Consideration in HR



Course Code:

HRM 559

Course Description

This course introduces contemporary and controversial ethical issues facing the business community. Topics include moral reasoning, moral dilemmas, law and morality, equity, justice and fairness, ethical standards, and moral development. Upon completion, students should be able to demonstrate an understanding of their moral responsibilities and obligations as members of the workforce and society.

Learning Outcomes

At the completion of the course requirements, the student will be able to:

- Describe major ethical perspectives.
- Recognize and apply an ethical decision-making framework.
- Realize social responsibility from several dimensions.
- Understand how the organization influences ethical decision-making.
- Examine how significant others influence ethical decision-making.
- Know about national & international business ethical standards.
- Review the legal and regulatory requirements for Contract Employees



Course Content

An Overview of Business Ethics:

Business Ethics Defined. Social Responsibility and Business Ethics Interrelationship of ethics and legal endeavors

Ethical issues in HR:

Foundation of Ethical Conflict. Classifications of Ethical Issues. Ethical Issues Related to different stakeholders and Functional Areas of Business

Applying Moral Philosophies to Ethics:

Moral Philosophy Defined & Perspectives. Societal practice influences

Social Responsibility:

The Economic, legal, Ethical & Philanthropic Dimension

An Ethical Decision-Making Framework:

Individual Factors: Stages of Cognitive Moral Development. Business Ethics Evaluations and Intentions. Using the Ethical Decision-Making Framework to Improve Ethical Decisions

How the Organization Influences Ethical Decision Making:

Organizational Structure and Ethics regulation. The role of Corporate Culture in Ethical Decision-Making. Implications of Organizational Relationships for Ethical Decisions

The Influence of Significant Others in the Organization:

Interpersonal Relationships in organizations. Organizational Pressures and Significant Others. Significant others and Ethical Behavior in Business

The Role of Opportunity and Conflict

Development of an Effective Ethics Program:

An Effective Ethical Compliance Program. High-Level Manager's Responsibility for Ethical Compliance Programs and the Delegation of Effective Communication of Ethical Standards. Establishing Systems to Monitor, Audit, and Enforce Ethical Standards. The Ethical Compliance Audit

Schedule :

Total 12 classes (3 hour each week) on week-ends from 25th April 2015 to 16th August 2015

Fees :

PKR 40,000/participant

Includes Mid-Terms & Final Exams, 3 Credits & IBA Certificate (Does not include Course Material)

For Registrations:

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