



KIBABII UNIVERSITY COLLEGE

(A Constituent College of Masinde Muliro University of Science Technology)

P.O. Box 1699-50200 Bungoma, Kenya

Tel. 020-2028660/0708-085934/0734-831729

E-mail: enquiries@kibabiiuniversity.ac.ke

FACULTY OF EDUCATION AND SOCIAL SCIENCES

ACADEMIC YEAR 2014/2015

1ST YEAR 1ST SEMESTER

MASTER OF EDUCATION (EDUCATIONAL PLANNING AND MANAGEMENT)

COURSE CODE: EPM 817E

COURSE TITLE: ETHICAL ISSUES IN ORGANIZATION MANAGEMENT

DATE: 19TH MAY, 2014

TIME: 3:00P.M. – 6:00P.M.

INSTRUCTIONS TO CANDIDATES

Question one is compulsory

Answer any other two questions.

1. Consider the following situation

Moses, a County Education Minister has a decision to make about buying 5000 computers for some 100 secondary schools in his county. After he has interviewed the principals of the schools that should benefit from the computer project, he compiles his findings and decides to contact a well known computer dealer to obtain prices and contracts. The dealer discusses available options at length with him. He further invites him and his significant other to an upcoming all-expenses-paid lavish retreat at a five star hotel in Hawaii to see the demonstrations of the computers and hear a comprehensive sales speech. He is further informed that, they are likely to acquire a personal computer each free of charge. Moses thinks to himself, “We badly need some relaxation and stress relief. Hawaii will be so much fun.”

- a) Suppose you were Moses, what would you do? Justify your answer using the most appropriate approach of Sources of Ethical standards. (8mks)
- b) Discuss the ethical principles at risk in above case. (6mks)
- c) Explain how the above situation is a conflict of interest. (3mks)
- d) Highlight the general effects of conflicts of interest. (5mks)
- e) Discuss the measures that should be instituted regarding the situation described above.(8mks)

2. a) What is African socialism? (2mks)

b) “The late Mwalimu Julius Nyerere epitomizes African socialism.” Clearly show how he enhanced the three characteristics of African socialism. (9mks)

c) The concept of ethics in the African traditional religion is based on the notion that man is never alone. Briefly explain why this phenomenon. (4mks)

3. a) Explain what makes corruption unethical. (2mks)
- b) Identify and discuss any four potential sources of corruption (4mks)
- c) Explain the effects of corruption in the workplace. (6mks)
- d) How can corruption at the workplace be prevented. (3mks)
4. a) “The most fundamental principle of justice is that, equals should be treated equally and unequals unequally.” Explain how this should be applicable in the workplace. (4mks)
- b) Using a relevant example cite a situation that could be an exception to the above principle. (2mks)
- c) Describe any three forms of organizational justice and their effects. (9mks)
5. a) Identify and discuss any three forms of unethical behavior in work places. (3mks)
- b) Explain the relationship between individual differences in cognitive moral development and unethical behavior. (4mks)
- c) Discuss some of the situational determinants of unethical behavior. (8mks)