

ΠΙΣΣ STS

ΜΑΘΗΜΑ

Science, Technology, Society: *Business ethics*

Prof. George Gotsis

National and Kapodistrian University of Athens
Department of History and Philosophy of Science

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Theoretical foundations of business ethics
Management ethics-Philosophy of management

General description:

Aims and objectives. The seminar examines the process of emergence, historical evolution and salience of business ethics in a variety of spatial, societal and cultural contexts. The seminar is thus intended to:

- *review the intellectual, historical and socio-cognitive processes of forging established discourses on business ethics that dominated the field,*
- *explore indigenous business ethics research embedded in specific cultural and local settings,*
- *identify potential intellectual encounters between differing views on behavioral ethics, and identify commonalities grounded for instance, on virtue ethics*
- *investigate management and business philosophies founded on alternate value-systems in a diversity of contexts and finally,*
- *Examine the attitudinal and behavioral factors that influence multiple stakeholders' (CEOs, employees, managers, customers) perceptions of ethics in contexts significantly varying across borders and cultures.*

Scope and learning prospects:

In pursuit of these goals, we employ a two level analysis:

In the first part, *we examine salient ethical issues eg*

- *authentic, ethical, servant and spiritual leadership,*
- *ethical decision-making,*
- *organizational justice and fairness,*
- *unethical behavior and corruption,*
- *counterproductive behavior in organizations,*
- *ethical business cultures,*
- *diversity and inclusion*
- *human dignity concerns governed by humanistic and personalist management principles*
- *Intersections between management ethics and applied ethics (artificial intelligence, bioethics, environmental ethics, medical ethics, military ethics).*

In the second part, *we seek to identify the particularities of indigenous business ethics informed by non-Western managerial and leadership philosophies.*

Added value of this module: In sum, we seek to specify the salience of ethical factors in diverse business settings, elaborate on alternative ethical paradigms and initiate fruitful ways to conceive of practical implications, *thus making the student more familiar with a wide range of organizational behaviors, as well as with ethical leadership types, ethical climates and cultures in a rich diversity of both Western and non-Western societal contexts.* In so doing, *we expand our scope by employing a comparative framework, so as to identify the underlying cognitions, values and belief-systems that shape business ethics in specific contexts, with particular emphasis on the relevance of shared value-systems to the need for building more humane, sustainable and socially responsible organizations.*

Selected bibliography Winter 2019/20

Part One

Theory: General theoretical framework on business ethics

A. Humanistic management

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1d. Morris, A.J., Brotheridge, C.M. and Urbanski, J.C. (2005). Bringing humility to leadership: Antecedents and consequences of leader humility. *Human Relations* 58(10): 1323-1350.

B. Virtue ethics in business and management

2a. Bachmann, C., Habisch, A. and Dierksmeier, C. (2018). Practical wisdom: Management's no longer forgotten virtue. *Journal of Business Ethics*, 153(1): 147-165.

2b. Chun, R. (2019). How virtuous global firms say they are: A content analysis of ethical values. *Journal of Business Ethics*, 155(1): 57-73.

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2f. Morales-Sánchez, R. and Cabello-Medina, C. (2015). Integrating character in management: Virtues, character strengths, and competencies. *Business Ethics: A European Review*, 24(S2): S156-S174.

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2i. Robinson, R.M. (2018). Friendships of virtue, pursuit of the moral community, and the ends of business. *Journal of Business Ethics*, 151(1): 85-100.

2j. Wright, T.A. and Goodstein, J. (2007). Character is not dead in management research. A review of individual character and organizational-level virtue. *Journal of Management* 33(6): 928-958.

C. Equality, diversity and inclusion

3a. Cha, S.E., Hewlin, P.F., Roberts, L.M., Buckman, B.R., Leroy, H., Steckler, E.L and Cooper, D. (2019). Being your true self at work: Integrating the fragmented research on authenticity in organizations *Academy of Management Annals*, 13(2): 633-671.

3b. Randel, A.E., Galvin, B.M., Shore, L.M., Ehrhart, K.H., Chung, B.G., Dean, M.A. and Kedharnath, U. (2018). Inclusive leadership: Realizing positive outcomes through belongingness and being valued for uniqueness. *Human Resource Management Review*, 28(2): 190-203.

3c. Shore, L.M., Cleveland, J.N., and Sanchez, D. (2018). Inclusive workplaces: A review and model. *Human Resource Management Review*, 28(2): 176-189.

D. Business ethics' societal relevance: sustainability, corporate social responsibility, public welfare.

4a. Aust, I., Matthews, B. and Muller-Camen, M. (2019). Common good HRM: A paradigm shift in sustainable HRM? *Human Resource Management Review*

4b. Enderle, G. (2018). How can business ethics strengthen the social cohesion of a society?. *Journal of Business Ethics*, 150(3): 619-629.

4c. Lemoine, G.J., Hartnell, C.A. and Leroy, H. (2019). Taking stock of moral approaches to leadership: An integrative review of ethical, authentic, and servant leadership. *Academy of Management Annals*, 13(1): 148-187.

4d. Nicholson, J. and Kurucz, E. (2019). Relational leadership for sustainability: Building an ethical framework from the moral theory of 'Ethics of care'. *Journal of Business Ethics*, 156(1): 25-43.

E. Management ethics and applied ethics:

- *artificial intelligence*,
- *bioethics*,
- *environmental ethics*,
- *medical ethics*,
- *military ethics*

5a. Asencio, H., Byrne, T. and Mujkic, E. (2017). Ethics training for U.S. military leaders: Challenging the conventional approach. *Public Integrity*, 19(5): 415-428.

5b. Littoz-Monnet, A. (2015). Ethics experts as an instrument of technocratic governance: Evidence from EU medical biotechnology policy. *Governance*, 28(3): 357-372.

5c. Schuler, D., Rasche, A., Etzion, D. and Newton, L. (2017). Guest editors' introduction: Corporate sustainability management and environmental ethics. *Business Ethics Quarterly*, 27(2): 213-237.

5d. Wirtz, B.W. and Müller, W.M. (2019). An integrated artificial intelligence framework for public management. *Public Management Review*, 21(7): 1076-1100.

5e. Wirtz, B.W., Weyerer, J.C. and Geyer, C. (2019). Artificial intelligence and the public sector—Applications and challenges. *International Journal of Public Administration*, 42(7): 596-615.

Part Two
Special topics in business ethics
Societal and cultural influences on business ethics: Philosophy of management
in Asia-East meets west

A. Business ethics in Confucian East Asia

A1. Business ethics in 21st century China

- 1a.. Chen, X., Hung-Baesecke, C. F. and Chen, Y.R. (2019). Constructing positive public relations in China: Integrating public relations dimensions, dialogic theory of public relations and the Chinese philosophical thinking of Yin and Yang. *Public Relations Review*
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8. Yang, L. (2019). The “Good official” as a Confucian sage: The focus on morality in traditional Chinese admonitions and its contemporary relevance. *Administrative Theory and Praxis*
9. Yin, J. and Quazi, A. (2018). Business ethics in the greater China region: Past, present, and future research. *Journal of Business Ethics*, 150(3): 815-835.
10. Zhou, Y., Kim, S. and Rui, D. (2019). Chivalrous idealist and pragmatic strategist: The influence of Mohist values on Ma Yun’s leadership in China. *Asia Pacific Business Review*, 25(2): 273-287.

A2. Japanese business ethics

11. Kimura, T. and Nishikawa, M. (2018). Ethical leadership and its cultural and institutional context: An empirical study in Japan. *Journal of Business Ethics*, 151(3): 707-724.
12. Oh, I. and Koh, Y. (2016). The state as a regulator of business ethics in Edo Japan: The Tokugawa authority structure and private interests. *Asia Pacific Business Review*, 22(3): 397-410.
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A3. Korean business ethics

14. Horak, S. (2018). Join in or opt out? A normative–ethical analysis of affective ties and networks in South Korea. *Journal of Business Ethics*, 149(1): 207-220.

15a. Horak, S. and Yang, I. (2018). A complementary perspective on business ethics in South Korea: Civil religion, common misconceptions and overlooked social structures. *Business Ethics. A European Review*, 27(1): 1-14.

15b. Horak, S., Taube, M., Yang, I. and Restel, K. (2019). Two not of a kind: Social network theory and informal social networks in East Asia. *Asia Pacific Journal of Management* 36(2): 349-372.

16. Kang, S. and Choi, J. (2016). Confucian business ethics in Korea: Pre-modern welfare state. *Asia Pacific Business Review*, 22(3): 422-438.

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B. Business ethics in South Asia

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C. Business ethics in Central Asia

C1. 21st century Russian perspectives: Business ethics in post-Soviet Russia and other former Central Asia Soviet democracies

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D. Business ethics in South-East Asia

D1. Business ethics in Confucian South-East Asia

D11. Singapore perspectives

24. Srinivasan, V. (2011). Business ethics in the South and South East Asia. *Journal of Business Ethics*, 104(SUPPL. 1): 73-81.

D12. Vietnamese business ethics

25. Truong, T.D., Hallinger, P. and Sanga, K. (2017). Confucian values and school leadership in Vietnam: Exploring the influence of culture on principal decision making. *Educational Management Administration and Leadership*, 45(1): 77-100.

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D21. Thailand/Cambodia/Laos

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D3. Business ethics in South-East Asian Muslim countries

D31. Malaysian business ethics

28. Poocharoen, O. and Brillantes, A. (2013). Meritocracy in Asia Pacific: Status, issues, and challenges. *Review of Public Personnel Administration*, 33(2): 140-163.

D32. Business ethics in Indonesia

29. Selvarajah, C., Meyer, D., Roostika, R. and Sukunesan, S. (2017). Exploring managerial leadership in Javanese (Indonesia) organizations: Engaging *asta brata*, the eight principles of Javanese statesmanship. *Asia Pacific Business Review*, 23(3): 373-395.

E. Comparative perspectives

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