

The
Management
University
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CERTIFICATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

CERTIFICATE IN MANAGEMENT AND LEADERSHIP /

CERTIFICATE IN SUPPLY CHAIN MANAGEMENT

CML 101/CSM 101: FOUNDATION OF BUSINESS ETHICS

DATE: 28TH JULY 2026

DURATION: 2 HOURS

**MAXIMUM
MARKS: 70**

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **FOUR** questions.
6. Question **ONE** carries **30 MARKS** and the rest carry **10 MARKS** each.

7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE

Read the Case Study below carefully and answer the questions that follow:

CORPORATE ETHICS AT TECH BRIDGE SOLUTIONS

Tech Bridge Solutions is a multinational technology company headquartered in a developed country, with its main customer support and software development center located in a developing nation. The company employs over 1,200 workers in this facility, making it one of the largest employers in the region. Over the years, Tech Bridge has marketed itself as a socially responsible business that values employee welfare, environmental sustainability, and community empowerment. However, investigative journalists recently uncovered several troubling practices.

Employees in the local facility are required to meet extremely high daily targets with minimal rest periods. Workers who fail to meet targets face pay deductions, even when targets are set unrealistically. Despite repeated complaints, management has refused to review the target system, citing the need to remain competitive. Several long-serving employees have been dismissed without notice or adequate compensation after raising concerns about working conditions. In addition, the company's data center has been found to release excessive electronic waste into a nearby water catchment area, violating local environmental regulations. Community representatives have documented cases of waterborne illnesses linked to the contamination. When confronted, the company's public relations team released a statement emphasizing Tech Bridge's global sustainability awards and its charitable donations in the region.

Required:

- a) Explain the concept of corporate moral responsibility and discuss how TechBridge Solutions demonstrates a failure to uphold this responsibility.

(10

Marks)

- b) Identify and explain three ethical issues evident in the case study, relating each to a relevant ethical theory discussed in class.

(10 Marks)

- c) Discuss how managers at TechBridge Solutions should apply moral and professional responsibility to resolve the ethical challenges presented in the case.

(10 Marks)

QUESTION TWO

- a) Define ethics and explain how ethical values and attitudes shape professional conduct in organizational settings.

(5 Marks)

- b) Compare and contrast the ethical theories of utilitarianism and rights-based ethics, illustrating how each can guide business decision-making. **(5 Marks)**

QUESTION THREE

- a) Outline the key principles of virtue ethics and explain how this theory encourages professionals to develop good character in the workplace. **(5**

Marks)

- b) Distinguish between normative ethics and descriptive ethics, and explain the relevance of each in studying organizational moral behavior. **(5 Marks)**

QUESTION FOUR

- a) Explain the concept of Corporate Social Responsibility (CSR) and assess how it relates to the moral responsibilities of a business towards its stakeholders. **(5**

Marks)

- b) Analyze the relationship between ethics and economics, indicating how economic pressures can influence ethical decision-making in organizations. **(5**

Marks)

QUESTION FIVE

- a) Describe the stages of moral development and explain how they influence an individual's approach to ethical reasoning and decision-making. **(5 Marks)**

- b) Evaluate the advantages and disadvantages of multinational corporations (MNCs) operating in developing countries, with specific reference to ethical implications. **(5**

Marks)

QUESTION SIX

- a) Define gender-based discrimination and discuss its ethical implications for fairness, equal opportunity, and human rights in the workplace.

(5 Marks)

- b) Using the theory of egoism, assess how self-interest can both motivate and undermine ethical behavior in professional environments.

(5 Marks)