

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

LEADERSHIP AND ETHICS (HCM407)

TIME: THREE HOURS

MAR 2024

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

INFORMATION TO CANDIDATES

1. No cellphones and any other unauthorised materials are allowed into the examination room.
 2. Each question carries 25 marks.
-

QUESTION 1

As a leader, examine the three perspectives of leadership in relation to ethics. [25 marks]

QUESTION 2

As an advocate of Northouse's Ethical Leadership Principles, outline a speech on the principles that you will present, as Chief Executive Officer of your firm to the corporation's Board of Directors. [25 marks]

QUESTION 3

Discuss an example of:

- a) An ethical dilemma that you, as a manager, could face, examining two ethical values conflicting with each other in the situation and the decision that you would make; and
[13 marks]

- b) An ethical dilemma that you, as a subordinate, could face, examining two ethical values conflicting with each other in the situation and the decision that you would make. [12 marks]

[25 marks]

QUESTION 4

Define the following terms:

- a) Ethics; [5 marks]
- b) Leadership; [5 marks]
- c) Ethical leadership; [5 marks]
- d) Ethical dilemmas; and [5 marks]
- e) Values. [5 marks]

[25 marks]

QUESTION 5

As a leader, you have committed your organization to actively engaging in corporate social responsibility (CSR). Examine the four types of CSR, identified by Carroll, that you will promote throughout the organization. [25 marks]

QUESTION 6

In your summary of an ethics policy (document) that you, as a manager, would write for your organization, highlight eight issues that the policy would address. [25 marks]

*****END OF PAPER*****