

# INSTRUCTOR SOLUTION MANUAL FOR

Business Ethics Decision Making for Personal Integrity & Social Responsibility,  
5th Edition By Laura Hartman, Joseph DesJardins and Chris MacDonald

Chapter 1-10

## **IM Chapter 1: Ethics and Business**

### **Chapter Objectives**

After reading this chapter, you will be able to:

1. Explain three levels at which ethical decisions get made in business.
2. Explain the nature of business ethics as an academic discipline.
3. Explain why ethics is important in the business environment.
4. Explain why ethical responsibilities go beyond legal compliance.
5. Distinguish the ethics of personal integrity from the ethics of social responsibility.
6. Distinguish ethical norms and values from other business-related norms and values.
7. Describe ethical decision making as a form of practical reasoning.

### **Opening Decision Point - Wells Fargo**

The Wells Fargo case can be used to introduce a range of topics that will emerge throughout this book. The case involves decision making at a number of levels, from individual entry-level employees (like many of our students), to branch managers, to mid-level management, senior executives, and the board of directors. A good discussion can be generated by asking students to assign responsibility, both in terms of who is at fault (who is accountable?) and what could be done to prevent it from re-occurring (what caused it?).

These discussions can easily lead into the decision-making model that will be introduced late in the chapter. What facts would be helpful to make these judgments of responsibility? What facts would change your decision? Who are the stakeholders involved, ranging from entry-level employees, to customers, to stockholders, to competitors. What stake, exactly, do these groups have in this case? How were they harmed? How, if at all, were their interests represented in the process?

This is also a good case with which to introduce the topics of corporate culture and leadership. How were the decisions made by individuals influenced by the surrounding culture, and how did that culture emerge at Wells Fargo? How free were employees at every level, including senior executives, to diverge from the prevalent culture? How might that institutional culture be changed? Who is responsible for institutional decisions? Which institutional policies and practices enabled this scandal? How might they be changed to avoid a re-occurrence?

Another topic that can be introduced involves professional responsibilities of bankers and financial professionals. This discussion can be helpful in setting the stage for Chapter 5 and the general topic of corporate social responsibility. A discussion of fiduciary duties can introduce several important questions.

# Instructor Solution Manual

**Charles R. Mischke, Joseph E. Shigley**

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## **Table of Contents Instructor Solution Manual**

1. Understanding the eBook Instructor Solution Manual
  - The Rise of Digital Reading Instructor Solution Manual
  - Advantages of eBooks Over Traditional Books
2. Identifying Instructor Solution Manual
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Instructor Solution Manual
  - User-Friendly Interface
4. Exploring eBook Recommendations from Instructor Solution Manual
  - Personalized Recommendations
  - Instructor Solution Manual User Reviews and Ratings
  - Instructor Solution Manual and Bestseller Lists
5. Accessing Instructor Solution Manual Free and Paid eBooks
  - Instructor Solution Manual Public Domain eBooks
  - Instructor Solution Manual eBook Subscription Services
  - Instructor Solution Manual Budget-Friendly Options

**6. Navigating Instructor Solution Manual eBook Formats**

- ePUB, PDF, MOBI, and More
- Instructor Solution Manual Compatibility with Devices
- Instructor Solution Manual Enhanced eBook Features

**7. Enhancing Your Reading Experience**

- Adjustable Fonts and Text Sizes of Instructor Solution Manual
- Highlighting and Note-Taking Instructor Solution Manual
- Interactive Elements Instructor Solution Manual

**8. Staying Engaged with Instructor Solution Manual**

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Instructor Solution Manual

**9. Balancing eBooks and Physical Books Instructor Solution Manual**

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Instructor Solution Manual

**10. Overcoming Reading Challenges**

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

**11. Cultivating a Reading Routine Instructor Solution Manual**

- Setting Reading Goals Instructor Solution Manual
- Carving Out Dedicated Reading Time

**12. Sourcing Reliable Information of Instructor Solution Manual**

- Fact-Checking eBook Content of Instructor Solution Manual
- Distinguishing Credible Sources

**13. Promoting Lifelong Learning**

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

**14. Embracing eBook Trends**

- Integration of Multimedia Elements

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- Interactive and Gamified eBooks

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