



School of Economics and Management

## **MGTN42, Management: Moral Competence, 3 credits**

*Management: Moral Competence, 3 högskolepoäng*

**Second Cycle / Avancerad nivå**

---

### **Details of approval**

The syllabus was approved by The Board of the Department of Business Administration on 2014-11-18 to be valid from 2015-01-19, spring semester 2015.

### **General Information**

The course is a master level course within the Master programme of Science in Management where this course is compulsory.

*Main field of studies*

Management

*Depth of study relative to the degree requirements*

A1N, Second cycle, has only first-cycle course/s as entry requirements

### **Learning outcomes**

The course aims to enhance the students' understanding of how moral norms and values affect conditions for management and the prospects for organizations to achieve their goals, to develop the students' ability to analyze moral problems and norm conflicts they may face in a future role as managers, and their ability to reflect critically on fundamental moral conventions that affect perceptions and evaluations of options and outcomes in economic activity and management practice.

### **Knowledge and understanding**

A passing grade on the course will be awarded to students who:

- demonstrate knowledge of key moral philosophical concepts and theories that can be used in analyzing moral issues in management
- demonstrate knowledge of explanatory models about the evolution and function of moral norms in society and economic activity.

## Competence and skills

A passing grade on the course will be awarded to students who:

- are able to identify, analyze and discuss moral aspects of economic decision problems by means of concepts and models listed on the course
- are able to identify, analyze and discuss various types of norm conflicts that may arise in a management context
- are able to analyze and critically reflect on fundamental moral conventions that affect perceptions and evaluations of options and outcomes in management practice
- are able to analyze and discuss ethical aspects of core economic institutions, such as private ownership, profit and international trade.

## Judgement and approach

A passing grade on the course will be awarded to students who:

- demonstrate an understanding of different ways in which moral norms and values can affect the conditions and room for maneuver in economic activity and management
- demonstrate an understanding of the role of management in establishing and upholding moral norms within an organization
- demonstrate the ability to report clearly and discuss personal conclusions, and the arguments on which they are based, in dialogue with others in both speech and writing.

## Course content

The course contains the following parts:

1. *The nature of morality.* Are there objective moral truths ? Or do moral judgments only express subjective perceptions that vary over time and between cultures? What does it mean to be morally competent? Can moral competence improve management performance?
2. *Evolution and norms.* Cooperation problems, coordination problems and conflicts over resources. Can moral norms be explained in terms of conventional solutions to recurrent problems of social interaction?
3. *Normative theories.* Is it the consequences of an act that counts, or are there rights and duties that are independent of the consequences? Main strands in normative theory as tools for analyzing morally loaded issues in economic activity and management.
4. *Ethics and Economics.* Ethical perspectives on economic institutions such as private property, profits, employment and international trade.
5. *Applications.* Group discussions of some practical moral dilemmas and conflicts of norms that may arise in economic activity and management practice.

## Course design

The course consists of lectures, seminars and presentations (group or individual).

## Assessment

Assessment and grading are based on two parts, equally worth 50% of the final grade:

1. An individual or group assignment which is presented and discussed at a seminar (group or individual). The focus of the assignment is on the ability to present, apply and discuss the contents of the course.
2. An individual written examination that focuses on the understanding of core concepts and models of the course.

A student who does not pass the assignment (1) will be given an extra assignment.

A student who does not pass the written examination (2) will be given opportunities for a re-sit examination.

*Subcourses that are part of this course can be found in an appendix at the end of this document.*

## Grades

Marking scale: Fail, E, D, C, B, A.

Grade (Definition) Points or % out of maximum points. Characteristic.

**A** (Excellent) 85-100. A distinguished result that is excellent with regard to theoretical depth, practical relevance, analytical ability and independent thought.

**B** (Very good) 75-84. A very good result with regard to theoretical depth, practical relevance, analytical ability and independent thought.

**C** (Good) 65-74. The result is of a good standard with regard to theoretical depth, practical relevance, analytical ability and independent thought and lives up to expectations.

**D** (Satisfactory) 55-64. The result is of a satisfactory standard with regard to theoretical depth, practical relevance, analytical ability and independent thought.

**E** (Sufficient) 50-54. The result satisfies the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought, but not more.

**F** (U) (Fail) 0-49. The result does not meet the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought.

Some occasional examination elements of the course may have the grading scale pass (D) / fail U(F).

If a written exam is included in the examination: A student who is graded Fail after two examinations on the written exam has the opportunity to request an additional task. The grade of this additional task is U or E and should be made no later than the semester following the semester when the student was registered at the course.

*Plagiarism is considered to be a very serious academic offence. The University will take disciplinary actions against any kind of attempted malpractice in examinations and assessments. The penalty that may be imposed for this, and other improper practices in examinations or assessments, includes suspension from the University for a specific period of time.*

## **Entry requirements**

Students admitted to the program Master of Science in Management, where this course is a compulsory part, are qualified for the course.

## **Further information**

In case of closure of the course: Within three semesters after the course closure there will be offered three additional occasions for examination of respective examination part of the course, for students with no successful result. Note that after this you can get a certificate only regarding completed examination parts.

## Subcourses in MGTN42, Management: Moral Competence

Applies from H15

- 1411 Assignment, 1,5 hp  
Grading scale: Fail, Pass
- 1412 Written exam, 1,5 hp  
Grading scale: Fail, Pass

Applies from V15

- 1401 Management: Moral Competence, 3,0 hp  
Grading scale: Fail, E, D, C, B, A