



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR407
COURSE TITLE : LEADERSHIP AND ETHICS
SPECIAL REQUIREMENTS : NONE
DURATION : 3 HOURS
DATE :

27 JUN 2022

INSTRUCTIONS TO CANDIDATES:

- No cell phones are allowed in the examination venue.
- Answer **All questions in Section A** and choose any other **THREE (3)** questions from **Section B**.
- Begin each question on a new page.
- The number of marks for each question or part question is shown in brackets []
- Ensure numbering is done correctly and if you use more than one answer booklet you place them accordingly.

SECTION A

The Polluter's Dilemma

Jonica Gunson is the environmental compliance manager for a small plastics manufacturing company. She is currently faced with the decision whether to spend money on new technology that will reduce the level of a particular toxin in the wastewater that flows out the back of the factory and into a lake. The factory's emission levels are already within legal limits. However, Jonica knows that environmental regulations for this toxin are lagging scientific evidence. In fact, a scientist from the university had been quoted in the newspaper recently, saying that if emission levels stayed at this level, the fish in the lakes and rivers in the area might soon have to be declared unsafe for human consumption. Further, if companies in the region don't engage in some self-regulation on this issue, there is reason to fear that the government — backed by public opinion — may force companies to begin using the new technology and may also begin requiring monthly emission level reports (which would be both expensive and time consuming). But the company's environmental compliance budget is tight. Asking for this new technology to be installed would put Jonica's department over-budget and could jeopardise the company's ability to show a profit this year.

Questions for Discussion

- a) What motives would the company have to install the new technology? [5 marks]
- b) What motives would the company have to delay installing the new technology? [10 marks]
- c) Why might the companies in this region prefer the government to impose new regulations? [10 marks]

SECTION B

QUESTION TWO

Discuss any three ethics theories and how they apply in an organisation.

[25 marks]

QUESTION THREE

Using any theories of leadership show how leadership can champion organisational change.

Give relevant examples in your answer.

[25 marks]

QUESTION FOUR

Discuss principles in the global standard codex. With the aid of relevant examples, show how these can be beneficial to businesses.

[25 marks]

QUESTION FIVE

‘The upsurge of SMEs in Zimbabwe means ethics can be applied in business’. Discuss the truth in this statement relating to leadership styles employed and basic tenants of business ethics.

[25 marks]