SNAP 2026

EMV bible

by Cetking

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Unit 1: Introduction to Ethics

Ques 1: The term ethics is derived from the Greek word ethos, which means:
A) Law B) Science C) Character or custom D) Religion

Ques 2: Which of the following best describes the relationship between ethics and morality?
A) Ethics is the philosophical study of moral principles. B) They are completely unrelated concepts. C) Morality is the systematic study of ethics. D) Ethics only applies to businesses, while morality applies to individuals.

Ques 3: An action that is legal is always ethical. This statement is:
A) True in all cases B) True, because laws are the only source of ethics C) False, because ethics are determined solely by the government D) False, because laws can sometimes permit unethical behavior

Ques 4: The nature of ethics is primarily:
A) Descriptive B) Normative C) Mathematical D) Historical

Ques 5: Why is ethics important in a society?
A) It helps in maximizing individual wealth. B) It eliminates the need for a judicial system. C) It provides a framework for acceptable behavior and social harmony. D) It guarantees political success.

Ques 6: Which of the following falls outside the scope of ethics?
A) Actions of animals guided by instinct B) Human actions done consciously and voluntarily C) Interpersonal relationships D) Professional conduct

Ques 7: Ethics can be best defined as:
A) A set of legally binding rules B) A personal feeling of what is right C) The cultural habits of a specific group D) A systematic study of human actions from the point of view of rightfulness or wrongfulness

Ques 8: In the context of ethics vs law, what is a key difference?
A) Ethics relies on external coercion, law relies on internal conscience. B) Law relies on external coercion, ethics relies on internal conscience. C) Both rely equally on external coercion. D) Neither relies on internal conscience.

Ques 9: Descriptive ethics is concerned with:
A) How people ought to act B) The application of ethical theories to specific cases C) What people actually believe to be right or wrong D) The fundamental nature of moral truths

Ques 10: Meta-ethics focuses on:
A) Understanding the meaning of moral language and concepts B) Solving practical moral dilemmas C) Establishing moral codes for corporations D) Surveying public opinions on moral issues

Q1 – C) The term ethics comes from the Greek word ethos, meaning character or custom.
Q2 – A) Ethics represents the systematic and philosophical study of moral principles and actions.
Q3 – D) Legality does not ensure ethicality, as legal codes can still permit unethical actions.
Q4 – B) Ethics is fundamentally normative, establishing rules and norms for human conduct.
Q5 – C) Ethics establishes standard behavior patterns essential for societal coexistence and harmony.
Q6 – A) Instinctive actions by animals lack conscious, voluntary intent and lie outside ethical study.
Q7 – D) Ethics systematically evaluates voluntary human conduct through judgments of right and wrong.
Q8 – B) Legal systems use external coercion and enforcement, whereas ethical systems rely on individual conscience.
Q9 – C) Descriptive ethics empirically examines and describes actual beliefs about right and wrong.
Q10 – A) Meta-ethics investigates foundational moral language, concepts, and underlying meanings.

Unit 2: Morality

Ques 1: Morality primarily deals with:
A) Corporate governance structures B) Beliefs about what is good or bad, right or wrong C) The legal framework of a country D) Economic principles of supply and demand

Ques 2: Lawrence Kohlberg is best known for his theory on:
A) Stages of moral development B) Economic theory C) Legal jurisprudence D) Utilitarianism

Ques 3: Moral reasoning involves:
A) Accepting societal norms without question B) Using logic and ethical principles to determine right from wrong C) Following the orders of an authority figure blindly D) Making decisions based purely on emotional reactions

Ques 4: A moral principle is:
A) A suggestion for financial success B) A fundamental rule or belief about what is right behavior C) A temporary rule that changes daily D) A law passed by a parliament

Ques 5: In Kohlbergs pre-conventional stage of moral development, behavior is primarily driven by:
A) Universal ethical principles B) Social contracts C) Avoiding punishment and seeking reward D) Conformity to social norms

Ques 6: Moral values are:
A) Subject to government taxation B) Internal compasses that guide personal conduct and character C) Only applicable to adults D) Dictated exclusively by corporate policy

Ques 7: Which of the following is an example of a moral principle?
A) Always buy low and sell high B) Do no harm to others C) Arrive at work on time D) Wear a uniform to school

Ques 8: Moral development refers to:
A) The physical growth of the human brain B) The evolution of a persons ability to understand and differentiate right from wrong C) The process of passing new laws D) The history of religious institutions

Ques 9: Post-conventional moral reasoning is characterized by:
A) Following the crowd B) Fear of authority C) Adherence to self-chosen ethical principles based on justice and rights D) Seeking personal pleasure above all else

Ques 10: The difference between morality and ethics is often described as:
A) Morality is theoretical, ethics is practical. B) Morality refers to personal beliefs and practices, while ethics refers to systematic rules provided by an external source. C) There is no difference; they mean the exact same thing in all contexts. D) Morality applies only to law, ethics applies only to religion.

Q1 – B) Morality focuses directly on personal or cultural beliefs defining good versus bad and right versus wrong.
Q2 – A) Lawrence Kohlberg formulated the prominent psychological model detailing the stages of moral development.
Q3 – B) Moral reasoning requires logical and principled thinking to judge right from wrong.
Q4 – B) A moral principle is an enduring baseline belief guiding righteous human behavior.
Q5 – C) Pre-conventional moral decisions focus directly on direct personal consequences, namely avoiding punishment or earning rewards.
Q6 – B) Moral values serve as intrinsic, internal compasses shaping individual character and choices.
Q7 – B) The rule to do no harm represents a fundamental moral principle of human conduct.
Q8 – B) Moral development tracks the lifelong evolution of differentiating between right and wrong.
Q9 – C) Post-conventional morality relies on self-chosen, universal principles of human rights and justice.
Q10 – B) Morality reflects personal/internal beliefs, while ethics denotes broader, systematic external frameworks.

Unit 3: Values

Ques 1: Values can be defined as:
A) Short-term preferences that change daily B) Core beliefs that guide behavior and decisions across situations C) Legal requirements imposed on citizens D) Financial assets owned by a company

Ques 2: Personal values are:
A) Dictated by a persons employer B) Shared by an entire nation C) Principles that an individual considers important in their own life D) Laws that govern private property

Ques 3: Social values refer to:
A) Beliefs and principles that are shared and accepted by a community or society B) An individuals personal hobbies C) The stock market valuation of social media companies D) Rules that apply only to government officials

Ques 4: Which of the following is a clear example of a professional value?
A) Enjoying classical music B) Objectivity and client confidentiality C) Valuing family time on weekends D) Believing in a specific political party

Ques 5: Organizational values are important because they:
A) Replace the need for an accounting department B) Guarantee a monopoly in the market C) Shape the corporate culture and guide employee behavior D) Are required by law to be filed with the tax office

Ques 6: A value system is:
A) A computer program used to calculate net worth B) A hierarchy of values that a person or group prioritizes C) A system for pricing goods in a retail store D) A method of organizing physical files

Ques 7: Instrumental values refer to:
A) End goals, such as peace or happiness B) Values related to playing musical instruments C) Preferred modes of behavior used to achieve end goals, such as honesty or courage D) Values that have no practical application

Ques 8: Terminal values refer to:
A) Desirable end-states of existence or ultimate goals B) Values associated with end-of-life care C) Negative values that lead to failure D) Values that are forced upon employees

Ques 9: When personal values conflict with organizational values, the likely result is:
A) Increased employee satisfaction B) Workplace harmony C) Ethical dilemmas and employee dissatisfaction D) Automatic promotion for the employee

Ques 10: Which of the following is not typically considered a social value?
A) Justice B) Equality C) Extreme selfishness D) Civic duty

Q1 – B) Values represent stable core beliefs determining individual choices across varied contexts.
Q2 – C) Personal values are individual principles prioritizing what matters in one's personal life.
Q3 – A) Social values comprise collective standards and beliefs shared across a wider society.
Q4 – B) Objectivity, integrity, and confidentiality constitute core professional values in workplace settings.
Q5 – C) Organizational values define workplace culture and align employee decision-making standards.
Q6 – B) A value system organizes and ranks values according to relative personal or group priority.
Q7 – C) Instrumental values represent methods or behaviors, like honesty, used to attain goals.
Q8 – A) Terminal values denote ultimate goals or ideal end-states such as peace and happiness.
Q9 – C) Misalignment between personal and corporate values drives workplace dissatisfaction and internal friction.
Q10 – C) Extreme selfishness opposes collective social values such as justice, equality, and duty.

Unit 4: Business Ethics

Ques 1: Business ethics can be defined as:
A) The study of maximizing profits at any cost B) The application of general ethical ideas to business behavior C) A strategy for avoiding tax payments D) A public relations tool with no real-world application

Q2: Why is business ethics important for a company?
A) It builds trust with stakeholders and enhances reputation. B) It guarantees immediate financial profit. C) It allows the company to bypass local laws. D) It eliminates all market competition.

Ques 3: A key characteristic of business ethics is that it:
A) Is totally independent of society B) Changes completely every fiscal year C) Requires balancing the interests of various stakeholders D) Only applies to lower-level employees

Ques 4: Ethical decision-making in business requires:
A) Choosing the option that generates the most revenue regardless of impact B) Ignoring the concerns of the local community C) Evaluating alternatives based on moral principles and stakeholder impact D) Following what competitors are doing, even if it is illegal

Ques 5: Which of the following is a core principle of business ethics?
A) Exploitation of labor B) Transparency and honesty C) Deceptive advertising D) Environmental destruction

Ques 6: A situation where a business person must choose between two conflicting ethical options is known as:
A) An ethical dilemma B) A market opportunity C) A financial audit D) A legal mandate

Ques 7: Corporate Social Responsibility (CSR) is closely related to business ethics because:
A) It is a legal loophole B) It reflects a companys ethical commitment to society and the environment C) It focuses solely on enriching shareholders D) It is a way to exploit local resources

Ques 8: In business, treating employees with dignity and respect is an example of:
A) A marketing gimmick B) Poor financial management C) Ethical management D) An illegal practice

Ques 9: When a company hides the harmful side effects of its product, it is violating the ethical principle of:
A) Profitability B) Innovation C) Truthfulness and disclosure D) Market expansion

Ques 10: The first step in a standard ethical decision-making model is usually to:
A) Make a decision and act immediately B) Identify the ethical issue or dilemma C) Consult a lawyer to find loopholes D) Blame someone else

Q1 – B) Business ethics examines how moral standards apply specifically to commercial activities.
Q2 – A) Sound business ethics fosters stakeholder trust, loyalty, and brand reputation.
Q3 – C) Business ethics involves balancing stakeholder interests including employees, customers, and investors.
Q4 – C) Ethical choices require evaluating outcomes against moral baselines and stakeholder impacts.
Q5 – B) Transparency and honesty form foundational core principles for trustworthy business operations.
Q6 – A) An ethical dilemma occurs when choosing between competing moral duties or values.
Q7 – B) CSR reflects an organization's active moral commitment toward social and environmental wellbeing.
Q8 – C) Upholding employee dignity represents ethical human resource management.
Q9 – C) Concealing known risks violates basic obligations of truthfulness and disclosure.
Q10 – B) Ethical decision-making frameworks begin with identifying the core ethical conflict.

Unit 5: Ethical Theories

Ques 1: Utilitarianism is an ethical theory that asserts:
A) Actions are right if they produce the greatest good for the greatest number. B) Actions are right if they follow absolute moral rules. C) Actions are right if they benefit the individual acting. D) Morality is entirely subjective.

Ques 2: Deontology or duty ethics, championed by Immanuel Kant, focuses on:
A) The consequences of an action B) The inherent rightness or wrongness of the action itself, based on duty C) The character traits of the person acting D) Maximizing social happiness

Ques 3: Virtue ethics, originally proposed by Aristotle, primarily evaluates:
A) The financial outcome of a decision B) The moral character and virtues of the person performing the action C) Strict adherence to legal statutes D) The pain versus pleasure ratio of an action

Ques 4: According to rights theory, an action is ethical if:
A) It makes the most people happy B) It respects and protects the fundamental rights of individuals involved C) It results in a profitable business venture D) It is considered a duty, even if it violates someones rights

Ques 5: The theory of justice and fairness is most concerned with:
A) The equitable distribution of burdens and benefits in society B) Punishing criminals as harshly as possible C) Maximizing utility for the majority D) Developing good personal habits

Ques 6: A manager decides not to fire an employee because it would violate a company policy that the manager believes is an absolute rule, regardless of the fact that firing the employee would save the company money. This is an example of:
A) Utilitarianism B) Deontological ethics C) Egoism D) Relativism

Ques 7: If a pharmaceutical company prices a life-saving drug very low so that the maximum number of people can afford and benefit from it, they are primarily applying:
A) Utilitarianism B) Virtue ethics C) Ethical egoism D) Divine command theory

Ques 8: In virtue ethics, a good business person is one who:
A) Follows all the rules strictly to avoid fines B) Calculates the greatest good in every situation C) Cultivates traits such as honesty, courage, and integrity D) Prioritizes shareholder wealth above all

Ques 9: John Rawls is a key philosopher associated with which ethical theory?
A) Utilitarianism B) Theory of Justice and Fairness C) Virtue Ethics D) Egoism

Ques 10: The Categorical Imperative is a central concept in:
A) Rights theory B) Utilitarianism C) Virtue ethics D) Kantian deontology

Q1 – A) Utilitarianism judges morality by maximizing total happiness for the greatest number.
Q2 – B) Deontology evaluates actions based on duty and intrinsic moral duty rather than consequences.
Q3 – B) Virtue ethics prioritizes moral character, wisdom, and habits over rigid rules or calculations.
Q4 – B) Rights theory defines ethical actions as those respecting fundamental human entitlements.
Q5 – A) Theories of justice and fairness prioritize equitable distributions of societal goods and duties.
Q6 – B) Following absolute duties irrespective of resulting costs or outcomes defines deontology.
Q7 – A) Prioritizing affordable access to maximize overall wellbeing reflects utilitarian reasoning.
Q8 – C) Virtue ethics identifies goodness with cultivating positive character traits like integrity.
Q9 – B) John Rawls developed the justice as fairness framework using the veil of ignorance.
Q10 – D) Kantian deontology centers around the Categorical Imperative as the universal test for duties.

Unit 6: Ethical Decision Making

Ques 1: An ethical dilemma occurs when a decision-maker:
A) Faces a clear choice between a legal action and an illegal action B) Follows standard operating procedures without any hesitation C) Must choose between two or more conflicting moral options, neither of which is completely acceptable D) Selects the option that guarantees the highest personal financial gain

Ques 2: The first step in a systematic ethical decision-making process is to:
A) Identify and clearly define the ethical issue or dilemma B) Implement the decision immediately C) Evaluate the financial costs of all possible outcomes D) Select an alternative based on personal preference

Ques 3: When evaluating alternatives in ethical decision-making, considering stakeholder impact means:
A) Focusing exclusively on the financial returns of primary shareholders B) Ignoring the concerns of employees and the local community C) Choosing the alternative that benefits top executives the most D) Assessing how each possible choice affects all individuals and groups influenced by the decision

Ques 4: Which of the following best describes an ethical framework in decision-making?
A) A rigid legal contract enforced by government authorities B) A structured set of moral principles and guidelines used to analyze and resolve ethical choices C) A financial model designed to calculate profit margins D) A set of rules that changes daily depending on company management

Ques 5: Evaluating the long-term and short-term consequences of an action is a core feature of which decision-making approach?
A) Deontological approach B) Arbitrary approach C) Consequentialist approach D) Legalistic approach

Ques 6: Thomas Jones proposed the Concept of Moral Intensity, which suggests that ethical decision-making is influenced by:
A) The physical age of the decision-maker B) The size of the corporation's headquarters C) The national language of the company D) The characteristics and severity of the ethical issue itself

Ques 7: What is a key danger of relying solely on short-term consequences during ethical decision-making?
A) It can overlook broader, negative long-term impacts on society and brand reputation B) It guarantees absolute compliance with international laws C) It makes decision-making excessively slow and complex D) It eliminates all financial risk for the company

Ques 8: In ethical decision-making, the slippery slope phenomenon refers to:
A) A rapid increase in company stock prices B) A sudden shift from voluntary CSR to mandatory CSR C) A situation where minor unethical actions gradually lead to major ethical violations over time D) The physical hazards present in a manufacturing unit

Ques 9: Why is post-decision reflection important in ethical decision-making?
A) It eliminates the need for future ethical audits B) It guarantees that no stakeholders will ever complain C) It allows managers to evaluate the outcome of their decision and refine future ethical choices D) It fulfills a mandatory tax requirement

Ques 10: Cognitive biases in ethical decision-making can lead to:
A) Systematic errors in judgment that lead people to ignore ethical risks B) Perfect moral reasoning in every situation C) Complete transparency in financial reporting D) Automatic adherence to virtue ethics

Q1 – C) An ethical dilemma arises when choosing between competing moral options where every available alternative carries significant ethical consequences.
Q2 – A) The foundation of sound ethical decision-making begins with explicitly identifying and framing the underlying moral dilemma.
Q3 – D) Stakeholder analysis requires evaluating how decisions impact every group and individual affected by corporate actions.
Q4 – B) Ethical frameworks provide structured moral principles and guidelines to assess alternatives systematically.
Q5 – C) Consequentialist approaches evaluate moral actions primarily based on their projected short-term and long-term outcomes.
Q6 – D) Thomas Jones's model posits that the perceived intensity and moral characteristics of an issue dictate ethical responses.
Q7 – A) Narrow short-term focus creates blind spots for sustained brand damage, legal repercussions, and broader social harm.
Q8 – C) The slippery slope concept describes how minor, tolerated ethical compromises erode boundaries, leading to severe misconduct.
Q9 – C) Post-decision review provides critical feedback to assess ethical consequences and improve future decision-making standards.
Q10 – A) Cognitive biases cause systematic lapses in objectivity, blinding decision-makers to latent ethical risks.

Unit 7: Corporate Governance

Ques 1: Corporate governance is primarily concerned with:
A) Managing the daily social media accounts of a firm B) Dictating exact retail prices for products C) The systems, principles, and processes by which a company is directed and controlled D) Eliminating all internal financial audits

Ques 2: What is the principal-agent problem in corporate governance?
A) A conflict of interest between shareholders (principals) and managers (agents) B) A conflict of interest between lower-level workers and customers C) A disagreement between rival suppliers in the same industry D) A legal dispute between two competing corporations

Ques 3: Transparency as a pillar of corporate governance means:
A) Keeping all financial statements secret from the public B) Making company offices out of glass structures C) Allowing any citizen to vote at board meetings D) Providing timely, accurate, and clear disclosure of all material matters regarding the company

Ques 4: The main responsibility of a Board of Directors is to:
A) Carry out daily clerical work in offices B) Provide strategic oversight and safeguard the interests of shareholders and stakeholders C) Write promotional copy for advertising campaigns D) Manage the personal bank accounts of company employees

Ques 5: An independent director is someone who:
A) Works full-time as an executive officer in the same firm B) Represents a political party in the boardroom C) Owns the majority of shares in the company D) Has no material or pecuniary relationship with the company or its management that could affect judgment

Ques 6: Shareholder rights in corporate governance typically include:
A) The right to vote on major corporate proposals and receive declared dividends B) The right to set daily employee salaries C) The right to manage daily factory production lines D) The right to take home company assets for personal use

Ques 7: Accountability in corporate governance implies that:
A) Lower-level employees take sole blame for corporate failures B) Companies are exempt from government tax audits C) Board members and executives must answer for their decisions and performance to shareholders and stakeholders D) Financial reports can be modified to show artificial gains

Ques 8: What is the role of an audit committee on a corporate board?
A) Overseeing the financial reporting process, internal controls, and independent auditor independence B) Designing advertising logos for product launches C) Managing human resource hiring interviews D) Handling customer service phone calls

Ques 9: Whistleblower protection mechanisms in corporate governance are designed to:
A) Encourage employees to leak proprietary trade secrets to competitors B) Prevent shareholders from attending annual general meetings C) Safeguard individuals who report unethical or illegal practices within the organization from retaliation D) Allow management to suppress negative news coverage

Ques 10: A corporate code of conduct serves to:
A) Outline the legal tax loopholes available to the business B) Standardize product manufacturing speeds C) Dictate political views to company workers D) Set explicit expectations for ethical behavior and corporate standards for all members of the firm

Q1 – C) Corporate governance establishes the systemic structures, policies, and practices governing corporate control and direction.
Q2 – A) The principal-agent dilemma highlights misalignments between shareholder goals and executive self-interest.
Q3 – D) Transparency guarantees clear, reliable, and prompt disclosure of material corporate operations and finances.
Q4 – B) The board provides fiduciary oversight to protect organizational assets and balance diverse stakeholder interests.
Q5 – D) Independent directors provide unbiased oversight without financial ties or material conflicts with corporate management.
Q6 – A) Shareholders maintain core governance rights to vote on critical corporate resolutions and receive declared dividends.
Q7 – C) Accountability obligates directors and executives to take responsibility for operational and financial outcomes.
Q8 – A) The audit committee directly oversees financial reporting accuracy, internal audit mechanisms, and external auditor integrity.
Q9 – C) Whistleblower policies provide confidential, protected channels to report misconduct without fear of career reprisal.
Q10 – D) Codes of conduct translate company values into clear behavioral guidelines across all organizational tiers.

Unit 8: Corporate Social Responsibility (CSR)

Ques 1: Corporate Social Responsibility (CSR) is best defined as:
A) A strategy designed purely to minimize corporate income tax B) A business model in which companies integrate social and environmental concerns into their operations C) A legal requirement to donate 100 percent of corporate profits to charity D) A PR campaign used to hide fraudulent accounting

Ques 2: The concept of the Triple Bottom Line focuses on three dimensions:
A) Price, Power, and Promotion B) People, Planet, and Profit C) Principles, Planning, and Production D) Payment, Payroll, and Performance

Ques 3: Environmental responsibility under CSR includes actions such as:
A) Increasing carbon emissions to maximize output speed B) Reducing waste, conserving energy, and adopting sustainable sourcing practices C) Discharging untreated industrial waste into local water bodies D) Opposing all local environmental safety laws

Ques 4: In Archie Carrolls Pyramid of CSR, which responsibility forms the foundational base upon which all others rest?
A) Philanthropic responsibility B) Ethical responsibility C) Economic responsibility D) Legal responsibility

Ques 5: Greenwashing refers to the unethical practice of:
A) Cleaning office spaces using eco-friendly detergents B) Making misleading or false claims about a company eco-friendly practices to appear environmentally responsible C) Investing heavily in genuine forest conservation projects D) Recycling 100 percent of corporate paper waste

Ques 6: Community development initiatives by a corporation under CSR might include:
A) Cutting local worker benefits to reduce operational expenses B) Funding local schools, healthcare facilities, and infrastructure improvements C) Lobbying to decrease local municipality taxes D) Moving factory operations abroad without notice

Ques 7: Philanthropic responsibilities in Carrolls CSR Pyramid involve:
A) Obeying all federal and local statutes B) Being profitable for shareholders C) Engaging in voluntary activities that promote human welfare and goodwill D) Treating employees with basic fairness and respect

Ques 8: Sustainable development is defined as development that:
A) Meets present needs without compromising the ability of future generations to meet their own needs B) Focuses exclusively on maximizing resource extraction today C) Prioritizes industrial expansion over environmental preservation D) Depends entirely on government funding to survive

Ques 9: Why do modern companies invest in CSR programs?
A) To completely avoid paying employee salaries B) To build trust, enhance brand reputation, and foster long-term sustainability C) To eliminate all regulatory oversight by governments D) Because CSR guarantees short-term stock price multiplication

Ques 10: Social audits are conducted in the context of CSR to:
A) Inspect individual employee tax records B) Assess and measure a company social and ethical performance against its stated goals C) Calculate the exact market share of competing firms D) Evaluate the technical speed of company machinery

Q1 – B) CSR embeds societal welfare, ethical principles, and environmental stewardship directly into core business operations.
Q2 – B) The Triple Bottom Line framework measures organizational success across people, planet, and profit.
Q3 – B) Environmental CSR emphasizes reducing carbon output, minimizing resource depletion, and adopting green supply chains.
Q4 – C) Carroll's pyramid establishes economic profitability as the fundamental base required to support all higher CSR tiers.
Q5 – B) Greenwashing misleads consumers through deceptive marketing regarding a firm's actual environmental sustainability.
Q6 – B) Community-focused CSR builds local human capital through education, health programs, and community infrastructure.
Q7 – C) Philanthropic duties encompass discretionary, voluntary corporate giving aimed at enhancing human welfare.
Q8 – A) Sustainable development balances current industrial needs with the preservation of resources for future generations.
Q9 – B) Strategic CSR investments cultivate long-term stakeholder loyalty, enhance reputation, and manage operational risks.
Q10 – B) Social audits systematically evaluate, track, and report a firm's adherence to its stated ethical and social commitments.

Unit 9: Stakeholder Ethics

Ques 1: According to Stakeholder Theory, pioneered by R. Edward Freeman, a company primary duty is to:
A) Focus solely on maximizing wealth for shareholders B) Follow instructions from political leaders unconditionally C) Create value for all stakeholders, including employees, customers, suppliers, and the community D) Prioritize executive bonuses above all operational costs

Ques 2: Primary stakeholders of a business typically include:
A) Media outlets, trade associations, and academic institutions B) Competitors and international regulatory bodies C) General interest groups and distant communities D) Employees, customers, suppliers, and investors

Ques 3: An ethical responsibility of a company toward its employees is:
A) Providing a safe working environment, fair compensation, and non-discriminatory treatment B) Offering below-market compensation without safety provisions C) Monitoring their personal home lives around the clock D) Requiring unpaid overtime as a standard work policy

Ques 4: Ethical treatment of suppliers includes:
A) Imposing unfair contract terms and delaying payments intentionally B) Forcing suppliers to share trade secrets of rival companies C) Honoring contractual agreements, paying on time, and fostering fair negotiations D) Terminating contracts suddenly without cause or communication

Ques 5: How does a company demonstrate ethical responsibility toward customers?
A) Exaggerating product capabilities in promotional materials B) Hiding potential health risks associated with product usage C) Raising prices sharply during emergency situations D) Delivering safe, high-quality products and respecting consumer privacy

Ques 6: Secondary stakeholders are defined as groups that:
A) Influence or are influenced by the firm, but are not engaged in direct transactions essential to core survival B) Have direct contractual relationships essential for the firm survival C) Own controlling voting rights in the firm annual meeting D) Are employed full-time by the firm core business units

Ques 7: The ethical responsibility of a business toward the government includes:
A) Finding illegal tax evasion schemes to avoid paying taxes B) Bribing regulatory inspectors to pass safety checks C) Complying with statutory laws, regulations, and paying fair taxes honestly D) Lobbying to dismantle basic public safety laws

Ques 8: Ethical sourcing in supplier relations ensures that:
A) Materials are produced under fair labor standards and environmentally sustainable conditions B) Raw materials are acquired at the lowest possible cost regardless of labor conditions C) Only local family-owned suppliers are used D) Competitor supply chains are disrupted legally

Ques 9: A stakeholder conflict arises when:
A) Shareholders receive their annual dividend payments on time B) The interests of two or more stakeholder groups pull the company in opposing directions C) Customers buy products at standard market prices D) Employees receive safety training at work

Ques 10: Stakeholder salience is determined by which three attributes?
A) Price, Product, and Promotion B) Profit, Position, and Prestige C) Power, Legitimacy, and Urgency D) Policy, Performance, and Purpose

Q1 – C) Stakeholder theory mandates generating balanced long-term value across all groups influenced by the enterprise.
Q2 – D) Primary stakeholders maintain direct, vital economic transactions essential to core operations, including staff and investors.
Q3 – A) Ethical employer responsibilities ensure workplace safety, equitable pay structures, and non-discriminatory practices.
Q4 – C) Ethical procurement prioritizes honoring agreed terms, timely financial settlements, and constructive supplier partnerships.
Q5 – D) Consumer-facing ethics centers on product integrity, honest labeling, consumer safety, and privacy protections.
Q6 – A) Secondary stakeholders influence or experience corporate actions without having direct transactional contractual dependencies.
Q7 – C) Corporate civic obligations require statutory compliance, transparent reporting, and lawful tax contributions.
Q8 – A) Ethical sourcing audits supply chains to eliminate labor exploitation and minimize ecological degradation.
Q9 – B) Stakeholder friction occurs when fulfilling the interests of one constituent group creates tradeoffs for another.
Q10 – C) The Mitchell, Agle, and Wood framework evaluates stakeholder salience via power, legitimacy, and urgency.

Unit 10: Workplace Ethics

Ques 1: Workplace ethics refers to:
A) Personal political views expressed outside office hours B) The technical software standards used in corporate IT departments C) The moral values and standards of conduct expected of employees and managers within an organization D) The financial strategies used by a company to beat rivals

Ques 2: Workplace discrimination occurs when an employee is treated unfairly based on:
A) Characteristics such as race, gender, age, religion, or disability rather than merit B) Their actual work performance and output quality C) Punctuality and attendance records D) Technical qualifications and job relevant experience

Ques 3: Quid pro quo harassment in the workplace involves:
A) General constructive feedback given during performance reviews B) Asking employees to work late during peak operational seasons C) Disagreements over project deadlines between co-workers D) Offering job benefits or promotions in exchange for unwelcome sexual favors

Ques 4: Creating a hostile work environment includes behaviors such as:
A) Setting clear and challenging performance targets B) Persistent unwelcome conduct, intimidation, or offensive behavior that interferes with work performance C) Implementing mandatory professional skill development workshops D) Offering flexible work hours to team members

Ques 5: Why is workplace diversity and inclusion ethically important?
A) It reduces overall employee compensation costs B) It eliminates the need for written company policies C) It is mandated solely as a temporary marketing campaign D) It ensures equal opportunity, respects individual dignity, and enriches problem-solving perspectives

Ques 6: Employee confidentiality in the workplace requires workers to:
A) Share proprietary corporate information on personal social media accounts B) Protect sensitive company data, customer records, and peer information from unauthorized disclosure C) Refuse to talk to company managers about daily work progress D) Hide evidence of illegal corporate activities from regulators

Ques 7: Nepotism in hiring practices refers to:
A) Hiring candidates based strictly on merit and objective evaluations B) Recruiting talent exclusively through accredited university campuses C) Showing favoritism toward relatives or close friends regardless of qualifications D) Promoting internal candidates over external applicants

Ques 8: Misuse of company property includes:
A) Utilizing corporate equipment, vehicles, or funds for personal gain without permission B) Using company computers to execute assigned work tasks C) Attending authorized offsite training seminars using corporate transport D) Printing required work reports on office printers

Ques 9: Fairness in performance evaluations means that managers should:
A) Rate employees based on personal friendship and political views B) Lower ratings for employees who ask for clarifying questions C) Assess workers using objective, consistent criteria applied equally across the team D) Give top scores only to senior staff members automatically

Ques 10: How should personal relationships between co-workers be ethically managed when a direct supervisory line exists?
A) Kept completely secret from human resources forever B) Disclosed transparently to avoid conflicts of interest and ensure fair evaluation C) Encouraged so the supervisor can give special benefits to the subordinate D) Used as a reason to terminate both employees immediately without review

Q1 – C) Workplace ethics defines the behavioral rules, integrity standards, and culture governing staff across an enterprise.
Q2 – A) Discrimination unlawfully penalizes employees based on demographic or protected characteristics rather than merit.
Q3 – D) Quid pro quo harassment conditions career benefits, employment, or promotions on submitting to unwelcome advances.
Q4 – B) A hostile work environment stems from persistent abusive conduct, harassment, or severe intimidation.
Q5 – D) Diversity and inclusion safeguard fundamental workplace equity while fostering collaborative, multi-perspective environments.
Q6 – B) Workplace confidentiality prohibits unauthorized sharing of proprietary data, customer files, and sensitive personnel records.
Q7 – C) Nepotism bypasses meritocracy by extending professional opportunities based on personal or familial ties.
Q8 – A) Unauthorized personal appropriation of employer assets, equipment, or capital violates basic workplace ethics.
Q9 – C) Fair appraisal systems demand objective evaluation metrics applied uniformly without bias or favoritism.
Q10 – B) Mandatory disclosure of supervisory personal relationships prevents conflicts of interest and maintains objective appraisals.

Unit 11: Professional Ethics

Ques 1: Professional ethics is distinct from general ethics because it:
A) Applies only to people who work in government agencies B) Replaces national criminal laws entirely C) Involves specific moral standards and codes of conduct governing specialized occupations and fields D) Focuses solely on maximizing personal income

Ques 2: The principle of integrity in professional ethics demands that professionals:
A) Express flexible moral views to please every client B) Prioritize personal wealth over client safety C) Accept gifts from vendors to influence business decisions D) Be straightforward, honest, and adhere strictly to moral standards in all professional dealings

Ques 3: Professional competence requires a practitioner to:
A) Maintain knowledge and professional skills at a level required to ensure clients receive competent service B) Rely entirely on training received decades ago without updating skills C) Accept assignments that exceed their actual qualifications without informing the client D) Delegate all complex analytical work to untrained assistants

Ques 4: A conflict of interest in professional ethics arises when:
A) A professional works extra hours to complete a client task B) Two clients ask for services in the same industry at standard rates C) Personal, financial, or private interests compromise a professional's objectivity and professional judgment D) A professional attends an industry networking conference

Ques 5: Fiduciary duty requires a professional to:
A) Act primarily in their own financial interest at all times B) Act with absolute loyalty, good faith, and in the best interest of the client or beneficiary C) Share client data with marketing agencies for financial gain D) Minimize contact with clients during project execution

Ques 6: Professional confidentiality mandates that:
A) Professionals can publish client trade secrets after contract termination B) Information gained during client engagements must never be disclosed unless authorized or legally required C) Internal company matters must be posted publicly for feedback D) Confidentiality ends as soon as a project is completed

Ques 7: When a professional discovers severe illegal financial fraud within their firm, whistleblowing becomes an ethical consideration if:
A) The professional wants to get promoted faster B) Competitors offer a monetary reward for the information C) The professional dislikes their immediate direct supervisor D) Management refuses to address the violation internally and public harm is imminent

Ques 8: Professional independence means that an expert:
A) Operates without any legal business registration B) Maintains objective judgment free from bias, external pressure, or undue influence C) Works as a freelancer without joining professional associations D) Refuses to collaborate with team members on projects

Ques 9: Professional due care involves:
A) Completing tasks with maximum speed regardless of accuracy B) Guarantees that no mistakes will ever happen under any circumstances C) Exercising the diligence, care, and thoroughness expected of a prudent peer in the profession D) Avoiding complex projects that require critical thinking

Ques 10: What is the key difference between a Code of Ethics and a Code of Conduct?
A) A Code of Ethics sets broad philosophical principles, whereas a Code of Conduct specifies concrete rules for behavior B) A Code of Ethics is enforced by criminal courts, while a Code of Conduct is voluntary C) There is no difference; the terms are completely interchangeable in all contexts D) A Code of Conduct applies only to senior board members

Q1 – C) Professional ethics provides tailored behavioral standards, obligations, and duties governing specialized occupational practices.
Q2 – D) Professional integrity requires total honesty, transparency, and uncompromised adherence to moral codes.
Q3 – A) Competence obligations require professionals to maintain necessary domain skills and accept only work within their capability.
Q4 – C) Conflicts of interest arise when personal motivations undermine professional objectivity and independent judgment.
Q5 – B) Fiduciary duty legally and morally obligates professionals to act strictly in the best interests of their clients.
Q6 – B) Confidentiality protects privileged client communications and sensitive information from unauthorized external release.
Q7 – D) External whistleblowing becomes ethically defensible when internal escalation fails and substantial public harm impends.
Q8 – B) Professional independence ensures that assessments and audits remain free from external pressure or conflicts.
Q9 – C) Due care requires applying appropriate rigor, professional skepticism, and industry standards to assigned tasks.
Q10 – A) A Code of Ethics outlines core aspirational values, while a Code of Conduct provides explicit actionable operating rules.

Unit 12: Consumer Ethics

Ques 1: Consumer ethics covers the moral issues surrounding the relationship between:
A) Competitors operating in the same market B) Business owners and local regulatory authorities C) Businesses and the end consumers of their products and services D) Employers and employee union representatives

Ques 2: Truthful advertising ethically requires businesses to:
A) Use extreme exaggeration that misleads customers about core benefits B) Present accurate product capabilities, risks, and terms clearly to buyers C) Hide safety warnings in tiny, illegible text D) Omit total price details until after the sale is complete

Ques 3: Planned obsolescence is considered an ethical concern because:
A) It causes products to last too long, harming economic circulation B) It lowers manufacturing costs for consumer electronics C) It encourages consumers to repair old products at home D) Companies deliberately design products to fail or become useless quickly to force repurchases, creating excess waste

Ques 4: Price gouging is ethically objectionable because it involves:
A) Raising prices to unreasonably high levels during emergencies or shortages to exploit vulnerable buyers B) Offering seasonal discounts to lower income customers C) Selling products below cost to enter a new market segment D) Matching competitor prices during standard market conditions

Ques 5: Consumer data privacy ethics requires companies to:
A) Sell user data to third parties without consent B) Require consumers to reveal medical histories before buying standard retail items C) Collect personal data transparently, store it securely, and use it only for agreed upon purposes D) Keep consumer data permanently even after accounts are deleted

Ques 6: Misleading claims in product packaging include:
A) Stating exact weight and nutrition contents accurately B) Listing all ingredients in order of concentration C) Displaying clear expiration dates on perishable goods D) Displaying eco-friendly certification badges that are fake or unverified

Ques 7: The ethical principle of product safety requires manufacturers to:
A) Shift all safety risks and responsibilities directly onto the consumer B) Test products thoroughly to prevent injury or harm under foreseeable use C) Recall products only when ordered by a court of law D) Lower material quality continuously to increase profit margins

Ques 8: Marketing to vulnerable consumers, such as young children or the elderly, is ethically sensitive because:
A) They have higher purchasing power than middle aged adults B) Regulations strictly ban all forms of sales to these groups C) They may lack the cognitive ability or knowledge to fully understand advertising intent and evaluate risks D) They never buy products advertised on television or online

Ques 9: Predatory pricing is an unethical market strategy that involves:
A) Setting prices extremely high to position a brand as luxury B) Giving volume discounts to bulk business purchasers C) Adjusting prices daily based on normal supply and demand shifts D) Temporarily setting prices extremely low to drive competitors out of business and establish a monopoly

Ques 10: Consumer rights traditionally include the right to safety, the right to be informed, the right to choose, and:
A) The right to free products on demand B) The right to be heard and seek redress for legitimate grievances C) The right to dictate company board member salaries D) The right to operate company machinery independently

Q1 – C) Consumer ethics evaluates the moral responsibilities, fair dealings, and protections between businesses and their customers.
Q2 – B) Ethical advertising demands truthful, transparent representation of product features, costs, and terms of service.
Q3 – D) Planned obsolescence deliberately reduces product lifespans to inflate demand, generating excessive electronic waste.
Q4 – A) Price gouging unfairly exploits vulnerable consumers by charging exorbitant rates during crises or supply shortages.
Q5 – C) Data ethics requires informed consumer consent, tight data security measures, and limited, stated usage scopes.
Q6 – D) Fraudulent green seals or misleading packaging deceive buyers regarding actual product certifications.
Q7 – B) Product safety standards demand rigorous quality control testing to prevent foreseeable user injuries.
Q8 – C) Marketing to vulnerable demographics requires heightened care because they may not fully discern advertising intent or risks.
Q9 – D) Predatory pricing artificially undercuts market rates to eliminate competition and create monopolistic pricing power.
Q10 – B) Core consumer protection frameworks guarantee access to effective redress and grievance resolution mechanisms.

Unit 13: Financial & Accounting Ethics

Ques 1: Insider trading refers to the practice of:
A) Trading company stock based on publicly available financial information B) Buying or selling securities using material, non-public information for personal gain C) Sharing industry trends with external marketing consultants D) Reporting financial fraud to government regulators

Ques 2: Creative accounting or manipulation of accounts involves:
A) Hiring artists to design corporate financial reports B) Exploiting loopholes in accounting standards to present a falsely positive image of a company's financial health C) Automating financial records using modern software D) Paying all corporate taxes ahead of schedule

Ques 3: Bribery in a business context is defined as:
A) Offering, giving, or receiving something of value to influence the actions of an official or business partner B) Providing performance-based bonuses to internal sales teams C) Offering a standard seasonal discount to all retail customers D) Donating to a registered charity transparently

Ques 4: Financial transparency requires a corporation to:
A) Keep all executive compensation details completely hidden from shareholders B) Provide accurate, clear, and timely disclosure of financial performance and business activities C) Publish trade secrets and proprietary product formulas online D) Delay annual financial reports indefinitely to avoid market panic

Ques 5: The Fraud Triangle theory suggests that corporate fraud is likely to occur when which three elements are present?
A) Opportunity, Pressure, and Rationalization B) Planning, Production, and Promotion C) Profit, Power, and Prestige D) Audits, Assets, and Accounting

Ques 6: Embezzlement is an unethical accounting practice characterized by:
A) The legal reduction of corporate tax liability B) The fraudulent appropriation of funds or property by a person to whom it has been entrusted C) Investing company profits into high-yield mutual funds D) Disclosing financial irregularities to the board of directors

Ques 7: Corruption in corporate finance often leads to:
A) Increased trust from international investors and better credit ratings B) Misallocation of resources, reduced market efficiency, and diminished public trust C) Complete elimination of all business competition D) Automatic approval of all government regulatory permits

Ques 8: The primary ethical duty of an external financial auditor is to:
A) Help the company hide its financial losses from shareholders B) Provide an objective, independent assessment of the accuracy of the company's financial statements C) Act as a sales agent to attract new investors for the client D) Write the company's internal code of conduct

Ques 9: Window dressing in financial accounting means:
A) Upgrading the physical appearance of retail store fronts B) Making short-term adjustments to financial statements at the end of a reporting period to make them look better than they actually are C) Selling off all physical corporate assets immediately D) Replacing human accountants with software

Ques 10: A conflict of interest in accounting occurs when an auditor:
A) Reviews the financial statements of a company they have no ties to B) Also provides lucrative consulting services to the same client they are auditing C) Follows strict Generally Accepted Accounting Principles (GAAP) D) Refuses to accept gifts from clients

Q1 – B) Insider trading involves using confidential, non-public corporate data to execute securities transactions for unfair financial gain.
Q2 – B) Creative accounting manipulates accounting loopholes to present a distorted, artificially favorable view of financial health.
Q3 – A) Bribery involves providing or accepting improper value to corruptly influence commercial or official actions.
Q4 – B) Financial transparency demands accurate, complete, and timely reporting of business performance to stakeholders.
Q5 – A) The Fraud Triangle framework identifies opportunity, perceived financial pressure, and rationalization as key drivers of occupational fraud.
Q6 – B) Embezzlement consists of unlawfully converting entrusted organizational capital or assets for personal use.
Q7 – B) Financial corruption misdirects resources, skews free market mechanisms, and damages stakeholder confidence.
Q8 – B) External auditors are ethically bound to deliver an independent and objective audit of financial statement reliability.
Q9 – B) Window dressing involves brief cosmetic accounting adjustments at period-end to portray deceptive financial strength.
Q10 – B) Delivering concurrent lucrative advisory services to an audit client creates financial dependency, compromising audit objectivity.

Unit 14: Marketing Ethics

Ques 1: Greenwashing is an unethical marketing practice where a company:
A) Uses eco-friendly packaging for all its products B) Donates a percentage of its profits to environmental charities C) Makes false or exaggerated claims about the environmental benefits of its products or practices D) Trains its sales force outdoors

Ques 2: Bait-and-switch advertising involves:
A) Truthfully comparing the features of a product with a competitor's product B) Offering a product at a low price to attract customers, then pressuring them to buy a more expensive item because the advertised item is unavailable C) Allowing customers to return defective items for a full refund D) Offering promotional discounts during festive seasons

Ques 3: Targeting vulnerable consumers is considered unethical because groups like children or the elderly:
A) Do not have any legal right to make purchases B) Refuse to watch television commercials C) Only buy products with cash D) May lack the knowledge, experience, or cognitive ability to make informed and critical purchasing decisions

Ques 4: Ethical use of consumer data in marketing requires:
A) Collecting data transparently, obtaining informed consent, and protecting consumer privacy B) Selling user profiles to third parties without consent to maximize revenue C) Tracking user location data secretly to push personalized ads D) Ignoring data protection regulations for small marketing campaigns

Ques 5: Puffery in advertising refers to:
A) Clinically proven facts that guarantee product performance B) Deliberately hiding life-threatening side effects of a medication C) Charging customers for products they never ordered D) Exaggerated, subjective claims that a reasonable person would not take literally, which is generally legally permitted but ethically debated

Ques 6: Ethical sales practices prohibit:
A) Providing clear information about product warranties B) Following up with a customer after a purchase to ensure satisfaction C) Using high-pressure tactics, deception, or coercion to force a sale D) Giving customers a choice between different payment methods

Ques 7: Spamming consumers with unsolicited promotional emails is primarily an issue of:
A) Product pricing ethics B) Supply chain management C) Data privacy and consumer consent ethics D) Financial accounting ethics

Ques 8: Subliminal advertising is considered unethical because:
A) It is too expensive for small businesses to afford B) It clearly explains the technical specifications of a product C) It only targets highly educated consumers D) It attempts to influence consumers' subconscious minds without their awareness or consent

Ques 9: Transparency in influencer marketing means that influencers should:
A) Clearly disclose sponsored content and financial relationships with brands B) Hide the fact that they were paid to promote a product C) Buy fake followers to look more popular D) Delete negative comments on their promotional posts

Ques 10: Planned obsolescence is a controversial marketing strategy that involves:
A) Creating timeless products that never break down B) Lowering prices to make products accessible to everyone C) Designing a product with an artificially limited useful life so it will become obsolete and require replacement D) Providing free lifetime repair services

Q1 – C) Greenwashing misleads buyers by making unsubstantiated or deceptive environmental sustainability claims.
Q2 – B) Bait-and-switch deceives buyers with an unavailable low-priced offering to compel purchasing higher-priced goods.
Q3 – D) Vulnerable groups possess lower cognitive defenses against manipulative marketing appeals and commercial persuasion.
Q4 – A) Ethical marketing practices mandate user consent, transparent collection terms, and robust personal data privacy.
Q5 – D) Puffery uses hyperbole and subjective exaggeration that typical consumers understand as non-literal promotional claims.
Q6 – C) High-pressure coercion and deceptive tactics violate basic sales ethics and consumer autonomy.
Q7 – C) Unsolicited spam violates user consent rights and boundaries regarding personal digital communications.
Q8 – D) Subliminal techniques bypass conscious critical awareness, undermining informed and voluntary consumer choice.
Q9 – A) Influencer ethics require conspicuous disclosure of sponsorships and commercial brand endorsements.
Q10 – C) Planned obsolescence deliberately limits product operating lifespans to force recurring purchases.

Unit 15: HR Ethics

Ques 1: Ethical recruitment practices require employers to:
A) Hire candidates based solely on their physical appearance B) Automatically hire relatives of senior management regardless of ability C) Ensure equal opportunity and select candidates based on merit, skills, and qualifications D) Exclude applicants from certain religious backgrounds

Ques 2: The Halo Effect in performance appraisals is an ethical issue because:
A) It results in a completely objective evaluation of all employee traits B) A manager lets one positive trait of an employee overly influence the evaluation of all other traits, leading to unfair bias C) It guarantees that every employee receives a financial bonus D) It only happens when an employee evaluates their manager

Ques 3: Regarding employee privacy, it is generally considered unethical for an employer to:
A) Monitor work emails on company devices with prior disclosure to employees B) Ask for emergency contact information C) Track the location of company-owned delivery vehicles D) Secretly monitor employees' private social media messages and personal off-duty activities

Ques 4: Ethical compensation practices demand:
A) Fair, transparent pay structures based on job roles, performance, and market standards, ensuring equal pay for equal work B) Paying women less than men for doing the exact same job C) Delaying wage payments to improve corporate cash flow D) Paying all employees minimum wage regardless of their seniority or role

Ques 5: Wrongful termination occurs when an employee is fired:
A) Due to continuous, documented poor performance after multiple warnings B) Because the company is going bankrupt and closing down entirely C) For discriminatory reasons, retaliation for whistleblowing, or without just cause D) Because they stole company property

Ques 6: Nepotism in the workplace refers to:
A) Implementing mandatory training programs for all staff B) Firing employees who refuse to work overtime C) Showing favoritism toward family members or friends in hiring and promotion decisions D) Promoting the most qualified person in the department

Ques 7: To prevent discrimination in the workplace, HR departments must:
A) Enforce strict anti-discrimination policies and promote diversity and inclusion B) Separate employees into different teams based on their race C) Only hire people who share the exact same cultural background as the CEO D) Ignore complaints of harassment to maintain workplace harmony

Ques 8: Ethical management of employee medical records requires HR to:
A) Post them on the company intranet for everyone to see B) Sell the health data to insurance companies for a profit C) Discuss employee health issues casually during team meetings D) Maintain strict confidentiality and restrict access only to authorized personnel

Ques 9: An ethical performance appraisal system should be:
A) Subjective, unpredictable, and based on the manager's current mood B) Objective, transparent, regular, and accompanied by constructive feedback C) Used solely to justify firing people D) Conducted without the employee's knowledge

Ques 10: When handling employee layoffs due to downsizing, ethical HR practice dictates:
A) Informing employees via a mass text message with no prior warning B) Blaming the employees for the company's financial failures C) Providing clear communication, fair severance packages, and outplacement support D) Immediately escorting employees out of the building with armed guards

Q1 – C) Ethical talent acquisition relies strictly on objective meritocracy, candidate competencies, and equal opportunity.
Q2 – B) The Halo Effect distorts performance evaluations by allowing a single positive trait to bias overall judgment.
Q3 – D) Intrusive covert tracking of off-duty activities and personal communications infringes upon basic employee privacy rights.
Q4 – A) Ethical compensation requires objective, transparent structures that ensure equal remuneration for equal work.
Q5 – C) Unlawful dismissals driven by retaliatory motives, prejudice, or lack of just cause constitute wrongful termination.
Q6 – C) Nepotism undermines meritocracy by granting unearned career advantages based on personal or family relations.
Q7 – A) Fair human resource management enforces robust anti-bias standards while championing workplace inclusion.
Q8 – D) Medical information requires absolute confidentiality and strict role-based access protocols to prevent misuse.
Q9 – B) Sound performance reviews apply clear, transparent metrics paired with constructive feedback for development.
Q10 – C) Compassionate and fair downsizing requires dignified communication, severance compensation, and career transition assistance.

Unit 16: Leadership & Ethics

Ques 1: Ethical leadership is defined as:
A) Using authority to maximize personal wealth B) Leading by demonstrating and promoting normatively appropriate conduct through personal actions and interpersonal relationships C) Forcing employees to work beyond legal limits to achieve goals D) Avoiding all decision-making responsibilities

Ques 2: The phrase tone at the top refers to:
A) The acoustic quality of the executive boardroom B) The volume at which a CEO speaks during presentations C) The ethical atmosphere and values created in the workplace by the organization's leadership D) The financial bonuses given to upper management

Ques 3: A leader acting with integrity means they:
A) Consistently align their actions with their stated ethical values and principles B) Change their moral principles depending on who they are talking to C) Hide the truth to avoid making unpopular decisions D) Take credit for their team's hard work

Ques 4: Trust in leadership is built primarily through:
A) Secrecy and unpredictability B) Punishing employees for making honest mistakes C) Using fear and intimidation to maintain control D) Transparency, consistency, fairness, and keeping promises

Ques 5: Transformational leaders promote ethics by:
A) Focusing strictly on punishing rule-breakers B) Inspiring followers to transcend their own self-interests for the good of the organization and society C) Offering financial bribes for task completion D) Micromanaging every daily activity of their subordinates

Ques 6: Ethical blindness in leadership occurs when a manager:
A) Temporarily loses their physical eyesight B) Refuses to look at financial spreadsheets C) Becomes unable to recognize the moral dimensions of a decision, often due to extreme pressure or narrow focus on targets D) Chooses to read books on philosophy

Ques 7: Servant leadership is a philosophy where the leader's primary goal is to:
A) Force employees to serve the leader's personal needs B) Serve the needs of their employees and facilitate their growth and well-being C) Maximize shareholder profits at the expense of worker safety D) Dictate strict rules without any employee feedback

Ques 8: Fostering an ethical culture requires managers to:
A) Reward ethical behavior, address violations promptly, and provide ethics training B) Ignore minor ethical violations as long as financial targets are met C) Discourage employees from asking questions about company policies D) Keep the company's code of conduct a secret

Ques 9: Accountability in leadership means that a leader:
A) Blames subordinates when strategic plans fail B) Hides behind corporate lawyers to avoid public scrutiny C) Takes credit for successes but denies involvement in failures D) Takes responsibility for their actions, decisions, and the overall performance of their team

Ques 10: A toxic leader typically exhibits behaviors such as:
A) Empathy, active listening, and mentorship B) Manipulation, bullying, narcissism, and exploiting others C) Transparent communication and fair delegation D) Humility and a willingness to admit mistakes

Q1 – B) Ethical leaders actively model upright moral conduct and promote responsible behavior across their teams.
Q2 – C) The tone at the top establishes the ethical climate and corporate values demonstrated by executive leadership.
Q3 – A) Integrity involves unwavering consistency between a leader's espoused ethical beliefs and their observable actions.
Q4 – D) Organizational trust flourishes through executive transparency, procedural fairness, and reliable follow-through.
Q5 – B) Transformational leadership inspires employees to align with shared moral purposes exceeding basic self-interest.
Q6 – C) High pressure and tunnel vision on output can cause ethical blindness, masking the moral impact of decisions.
Q7 – B) Servant leadership focuses on supporting, developing, and empowering organizational team members first.
Q8 – A) Sustaining an ethical culture requires systematic ethics training, recognition of integrity, and prompt disciplinary enforcement.
Q9 – D) True executive accountability requires owning both strategic successes and organizational shortcomings without deflecting blame.
Q10 – B) Destructive leadership features toxic interpersonal exploitation, narcissistic abuse, and systematic manipulation.

Unit 17: Business & Environment

Ques 1: What does ESG stand for in the context of business ethics?
A) Economic, Sales, and Growth B) Ethical Standards and Guidelines C) Environmental, Social, and Governance D) Earnings, Shares, and Gains

Ques 2: Sustainability in business operations means:
A) Extracting natural resources as quickly as possible before competitors do B) Meeting current business needs without compromising the environment for future generations C) Ensuring that a company never goes bankrupt D) Sustaining a monopoly in the global market

Ques 3: A company's carbon footprint refers to:
A) The physical size of its manufacturing plants B) The amount of coal it mines annually C) The number of employees that walk to work D) The total amount of greenhouse gases generated by its actions and operations

Ques 4: The tragedy of the commons is an economic and environmental concept that describes:
A) Individuals depleting a shared resource for short-term self-interest, leading to long-term ruin for all B) A sad play about business failures C) Companies sharing their profits with the public equally D) The legal protection of public parks

Ques 5: Which of the following represents a circular economy approach?
A) Make, use, dispose B) Burn all industrial waste to generate short-term heat C) Design products for longevity, reuse, repair, and recycling to minimize waste D) Export electronic waste to developing countries

Ques 6: Climate responsibility requires corporations to:
A) Deny that climate change exists to protect their stock price B) Move their polluting factories to countries with no environmental laws C) Actively measure, disclose, and reduce their environmental impact and emissions D) Only use fossil fuels for transportation

Ques 7: Life Cycle Assessment (LCA) is used by businesses to:
A) Evaluate the environmental impact of a product from raw material extraction through to disposal B) Determine how long an employee will stay with the company C) Calculate the total financial cost of a marketing campaign D) Predict the lifespan of office computer hardware

Ques 8: Externalities in environmental ethics refer to:
A) The external paint used on company buildings B) The outsourcing of IT jobs to other countries C) Costs or benefits of a business activity that fall on third parties, such as a community suffering from factory pollution D) External audits conducted by government tax agencies

Ques 9: Ethical resource use dictates that a company should:
A) Deplete local water tables freely if it lowers production costs B) Maximize resource efficiency and shift towards renewable energy sources C) Hoard rare minerals to manipulate global market prices D) Ignore recycling protocols because they are too expensive

Ques 10: Cap and trade is an environmental policy tool that:
A) Bans all forms of industrial manufacturing globally B) Forces companies to trade their physical assets for government bonds C) Caps employee salaries to fund environmental charities D) Sets a limit on emissions and allows companies to buy and sell pollution allowances

Q1 – C) ESG provides a reporting standard evaluating environmental impact, social responsibility, and corporate governance.
Q2 – B) Sustainable enterprise models satisfy current industrial needs without compromising the ecological capital of future generations.
Q3 – D) Carbon accounting measures the cumulative greenhouse gas emissions directly and indirectly generated by an enterprise.
Q4 – A) The tragedy of the commons highlights the destruction of open, shared resources caused by uncoordinated self-interest.
Q5 – C) Circular economies transition away from linear disposal models by designing products for continuous reuse and recycling.
Q6 – C) Corporate climate action demands honest measurement, transparent disclosure, and proactive carbon abatement targets.
Q7 – A) Life Cycle Assessments evaluate the comprehensive environmental footprint of goods across their entire cradle-to-grave cycle.
Q8 – C) Negative externalities represent uncompensated social and environmental costs imposed on surrounding communities.
Q9 – B) Responsible resource stewardship prioritizes energy efficiency, waste reduction, and adoption of renewable sources.
Q10 – D) Cap-and-trade mechanisms establish overall emissions ceilings while enabling market-driven allowance trading.

Unit 18: Global Business Ethics

Ques 1: Cultural relativism in global business ethics implies that:
A) There is one universal moral standard for all countries B) Moral standards vary by culture, and business practices should adapt to the ethical norms of the host country C) Companies should only follow the laws of their home country D) Ethics do not matter in international trade

Ques 2: The Foreign Corrupt Practices Act (FCPA) primarily prohibits US companies from:
A) Paying taxes in foreign countries B) Hiring employees from outside the United States C) Bribing foreign government officials to obtain or retain business D) Exporting goods to developing nations

Ques 3: Child labour in global supply chains is ethically condemned because it:
A) Deprives children of their childhood, potential, and dignity, and is harmful to their physical and mental development B) Lowers the cost of goods for wealthy consumers C) Takes jobs away from skilled adult workers in the home country D) Increases the speed of textile manufacturing

Ques 4: Moral absolutism in international business asserts that:
A) Ethics change depending on the geographic location of the factory B) A company has absolute power to dictate laws in foreign nations D) Fundamental ethical principles are universal and should be applied identically across all cultures and countries D) No ethical rules apply outside of a company's home borders

Ques 5: What is the primary ethical issue associated with sweatshops?
A) The clothes produced are often out of fashion B) They are usually located in cold climates C) They rely too heavily on automated robotics D) Workers endure hazardous conditions, excessive hours, and abusive treatment for poverty-level wages

Ques 6: The UN Global Compact encourages businesses worldwide to adopt sustainable and socially responsible policies in four areas:
A) Sales, Marketing, Finance, and Accounting B) Human Rights, Labour, Environment, and Anti-Corruption C) Technology, Innovation, Research, and Development D) Pricing, Promotion, Placement, and Product

Ques 7: Fair trade initiatives aim to:
A) Guarantee that multinational corporations pay zero import tariffs B) Force local farmers to sell their land to large corporations C) Ensure that producers in developing countries receive fair prices, decent working conditions, and sustainable terms of trade D) Eliminate all international shipping costs

Ques 8: When managing a global supply chain, an ethical multinational corporation (MNC) must:
A) Ignore the labor practices of its sub-contractors to maintain low prices B) Audit and enforce ethical labor, safety, and environmental standards across all tier suppliers C) Hide the origin of raw materials from consumers D) Only source materials from countries that have no labor laws

Ques 9: A grease payment (facilitating payment) is often debated in international ethics. It generally refers to:
A) A massive bribe paid to a head of state to win a national contract B) Paying for meals during a standard business networking event C) A legal dividend paid to foreign shareholders D) A small payment made to a lower-level official to expedite a routine, non-discretionary government action

Ques 10: Human rights ethics require multinational corporations to:
A) Respect and uphold basic human rights, such as freedom from forced labor and safe working conditions, everywhere they operate B) Prevent the formation of labor unions in foreign branches C) Exploit local political instability to acquire cheap land D) Confiscate the passports of migrant workers to prevent turnover

Q1 – B) Cultural relativism posits that moral standards are culturally defined and host-country norms should guide local practices.
Q2 – C) The FCPA strictly outlaws corrupt payments to foreign public officials aimed at gaining commercial advantages.
Q3 – A) Child labor harms cognitive and physical growth while violating basic human rights and dignity.
Q4 – C) Moral absolutism maintains that core ethical rules apply universally, regardless of local cultural practices.
Q5 – D) Sweatshops subject workers to hazardous factory environments, extreme working hours, and exploitative wages.
Q6 – B) The UN Global Compact anchors responsible corporate citizenship across human rights, labor, environment, and anti-corruption.
Q7 – C) Fair trade frameworks ensure equitable payment, ethical working conditions, and sustainable market access for small producers.
Q8 – B) Ethical multinationals actively police tier-suppliers to ensure labor rights compliance and ecological protections.
Q9 – D) Facilitating payments are small gratuities provided to expedite routine, non-discretionary bureaucratic processing.
Q10 – A) Universal human rights frameworks oblige global corporations to protect worker freedom, dignity, and workplace safety internationally.

Unit 19: Ethical Issues in Business

Ques 1: Whistleblowing is the act of:
A) An employee publicly complaining about their low salary B) A manager signaling the end of a work shift C) An employee reporting illegal, unethical, or fraudulent activities occurring within their organization to authorities or the public D) A company secretly investigating a rival firm

Ques 2: A conflict of interest exists when an employee:
A) Has private interests that could improperly influence the performance of their official corporate duties B) Disagrees with a coworker about the best way to complete a project C) Decides to look for a job at a different company D) Asks for a promotion during a performance review

Ques 3: Retaliation against a whistleblower is highly unethical and involves:
A) Promoting the whistleblower to a senior management role B) Implementing the safety changes the whistleblower suggested C) An independent audit of the reported misconduct D) Punishing the employee who reported misconduct through termination, demotion, or harassment

Ques 4: Workplace discrimination violates ethical norms because it:
A) Judges employees based on their actual productivity B) Denies individuals equal opportunities based on arbitrary characteristics like race, gender, or age C) Requires all employees to wear the exact same uniform D) Gives bonuses to the hardest working team members

Ques 5: Accepting lavish gifts from a supplier is an ethical issue because:
A) The gifts might be defective or broken B) The employee will have to pay personal taxes on the gift C) It can create a sense of obligation and bias the employee's future purchasing decisions D) It takes up too much space on the employee's desk

Ques 6: Corporate espionage is considered unethical and illegal because it involves:
A) Reading publicly available annual reports of competitors B) Stealing trade secrets, confidential information, or intellectual property from rival companies C) Hiring a former employee of a competitor D) Developing a better product than a rival through internal research

Ques 7: Kickbacks are a form of corruption where:
A) A portion of contract funds is secretly and illicitly returned to the person who awarded the contract B) A company legally refunds a portion of the purchase price to a customer C) Employees are given extra vacation days for hitting targets D) A manager physically disciplines an underperforming worker

Ques 8: Harassment in the workplace is an ethical failure primarily because it:
A) Decreases the speed of internet connectivity in the office B) Forces employees to attend too many training seminars C) Usually results in higher operational costs for paper supplies D) Violates a person's dignity, creates a hostile environment, and harms mental health

Ques 9: Falsifying timesheets or expense reports is an ethical issue related to:
A) Employee theft and lack of integrity B) Employer discrimination C) Corporate social responsibility D) Environmental pollution

Ques 10: Why is insider trading strictly regulated and ethically condemned?
A) Because it allows everyone in the public to make equal amounts of money B) Because it forces companies to go bankrupt immediately C) Because it creates an unfair market advantage for a privileged few, undermining trust in financial markets D) Because it is a form of environmental destruction

Q1 – C) Whistleblowing involves alerting regulators or the public to internal fraud, illegality, or serious misconduct.
Q2 – A) Conflicts of interest arise when personal gain compromises an employee's professional impartiality and duty.
Q3 – D) Whistleblower retaliation uses punitive measures like firing, demotion, or harassment to punish reporting misconduct.
Q4 – B) Discrimination deprives individuals of equitable opportunities using irrelevant, protected characteristics.
Q5 – C) Expensive vendor gifts compromise professional detachment by creating reciprocal obligations.
Q6 – B) Corporate espionage unlawfully appropriates confidential trade secrets and intellectual property from competitors.
Q7 – A) Kickbacks constitute corrupt financial kickbacks rewarded in exchange for steering commercial contracts.
Q8 – D) Workplace harassment causes emotional harm, violates human dignity, and creates toxic working conditions.
Q9 – A) Submitting fraudulent timesheets or expenses constitutes direct theft and reflects a failure of personal integrity.
Q10 – C) Insider trading destroys financial market fairness by allowing illicit trades using non-public information.

Unit 20: Contemporary Ethics

Ques 1: Algorithmic bias in AI ethics refers to:
A) Computers refusing to process large amounts of data B) The high electricity cost of running AI servers C) Artificial intelligence systems producing unfair or discriminatory outcomes based on flawed training data or programming D) AI systems accurately predicting consumer behavior

Ques 2: Data privacy ethics, emphasized by laws like the GDPR, mandate that users have the right to:
A) Know what personal data is collected, how it is used, and the right to have it deleted B) Hack into corporate databases safely C) Receive financial compensation every time they see an online ad D) Use social media platforms anonymously without terms of service

Ques 3: Cybersecurity ethics dictate that a company must:
A) Leave customer databases unprotected to promote open information sharing B) Hide data breaches from affected customers to prevent public panic C) Launch cyberattacks against rival businesses D) Take reasonable and robust measures to protect sensitive user data from hackers and unauthorized breaches

Ques 4: Deepfakes present a contemporary ethical challenge because they:
A) Make digital movies more expensive to produce B) Use AI to create highly realistic but entirely fabricated audio or video content, leading to misinformation and fraud C) Slow down computer processing speeds globally D) Are used to enhance the graphics of older video games

Ques 5: The ethical dilemma of echo chambers on social media is that algorithms:
A) Show users a balanced mix of opposing political viewpoints B) Prevent users from logging into their accounts too often C) Prioritize engagement by exclusively showing users content that reinforces their existing beliefs, polarizing society D) Automatically delete accounts that post fake news

Ques 6: The right to be forgotten in data ethics allows individuals to:
A) Skip history classes in educational institutions B) Erase their corporate debts entirely without paying C) Avoid paying internet service provider bills D) Request that search engines and companies delete outdated or irrelevant personal information about them from the internet

Ques 7: A major ethical issue with the development of Autonomous Vehicles (self-driving cars) is:
A) Programming the moral decision-making software for unavoidable crash scenarios (e.g., the Trolley Problem) B) Deciding what color the vehicles should be painted C) Deciding which radio stations the car is allowed to play D) The comfort level of the passenger seats

Ques 8: Tech addiction engineered by social media platforms is ethically controversial because:
A) It encourages users to spend money on physical magazines B) It makes smartphones drain their batteries too quickly C) Platforms intentionally exploit human psychology using variable rewards to maximize screen time, often harming mental health D) It requires users to buy new hardware frequently

Ques 9: In contemporary ESG reporting, greenwashing has evolved into technology-washing, which means:
A) Cleaning servers with environmentally safe products B) Overstating a company's use of AI or blockchain to appear more innovative and responsible to investors than they actually are C) Using washing machines powered by solar energy D) Banning employees from using personal cell phones

Ques 10: The digital divide represents an ethical issue related to justice and fairness, describing:
A) The physical cables that separate different global internet networks B) The firewall that protects corporate data from public access C) The separation of hardware and software engineering departments D) The inequality in access to modern information and communication technology between different demographics and regions

Q1 – C) Algorithmic bias occurs when AI systems replicate and amplify systemic prejudices embedded in training data.
Q2 – A) Modern data regulations empower users with visibility, management, and deletion rights over their personal information.
Q3 – D) Cybersecurity ethics obligates organizations to protect user assets and promptly disclose security compromises.
Q4 – B) AI-generated deepfakes erode digital trust by enabling mass misinformation, identity theft, and deception.
Q5 – C) Algorithmic recommendation engines often polarize discourse by trapping users within ideological feedback loops.
Q6 – D) The right to be forgotten enables individuals to request the deletion of obsolete or harmful personal records online.
Q7 – A) Autonomous vehicle safety requires resolving moral dilemmas regarding harm distribution during unavoidable collisions.

Q8 – C) Exploiting psychological reward loops to maximize screen engagement causes widespread behavioral dependency and mental health strain.
Q9 – B) Tech-washing misrepresents corporate technological sophistication to artificially attract investor capital.
Q10 – D) The digital divide highlights ethical disparities in technological and broadband access across diverse populations.