



Shri Shivaji Maratha Society's  
**INSTITUTE OF MANAGEMENT & RESEARCH**

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### The institution offers a course on Human Values and Professional Ethics

The MBA program is having compulsory subjects like 'Human Rights' which helps students to understand the basic human rights and human values. The course also teaches students the rights of women's and children's in the society.

In semester four Compulsory subject "**Management for Sustainability** "(401) is a part of syllabus with full credit. In this subject's syllabus 5th unit is covering professional ethics in details. The Syllabus of unit 5<sup>th</sup> is given below:

#### **Unit 5: Corporate Ethics:**

5.1 The Ethical Value System: Universalism, Utilitarianism, Distributive Justice, Social Contracts, Individual Freedom of Choice, Professional Code, 5.2 Values: Importance, Sources of Value Systems, Values across Cultures 5.3 Indian Values and Ethics: Respect for Elders, Hierarchy and Status, Need for Security, Non – Violence, Cooperation, Simple Living high Thinking, Rights and Duties, Ethics in Work life, Holistic relationship between Man and Nature, Attitudes and Beliefs. 5.4 Business Ethics: Nature, Characteristics and Needs, Ethical Practices in Management, Ethical Values in different Cultures, Culture and Individual Ethics, Relationship between Law and Ethics, Impact of Laws on Business Ethics.

5.5 Ethics and Corporate Excellence: Code of Ethics in Business Houses, Strategies of Organizational Culture Building, Total Quality, Customer Care, Care of the Employees as per Statutes, Objective and Optimistic Approach. 5.6 Indian and Global case studies.



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Semester	IV	Specialization	NA
Course Code	401	Type	Generic Core
Course Title	Managing for Sustainability		

Course Objectives:	
1	Apply general ethical principles to particular cases or practices in business.
2	Think independently and rationally about contemporary moral problems.
3	Recognize the complexity of problems in practical ethics.
4	Demonstrate how general concepts of governance apply in a given situation or given circumstances.

### Syllabus:

Unit Number	Contents	Number of Sessions
1	<p><b>Corporate social responsibility:</b> Concept, The nature of corporate responsibility and corporate citizenship, Relevance in the present day business environment.</p> <p><b>Corporate social responsibility and stakeholders:</b> Internal and external stakeholders, Responsibility to various stakeholder groups, Interest and influence of various stakeholder groups, Formulating and implementing a policy for corporate social responsibility</p> <p><b>Bottom of the pyramid opportunities:</b> Issues and opportunities for business in socially and environmentally sensitive world, Social and environmental problems and how they shape markets.</p>	7 + 2
2	<p><b>Sustainable Development:</b> concept, definition of sustainable development, need, importance, education, Philosophical development, Gandhian Thought on Sustainable Development, Sustainable Development and social framework, equitable distribution, difference between sustainable development and green development, criticism.</p> <p><b>Stakeholder Impact:</b> Stakeholders and the power they wield, Reducing socio-environmental costs and risks: managing the downside, Driving revenues and creating intangible value: managing the upside.</p>	7 + 2
3	<p><b>3.1 Business case for sustainable development:</b> Three dimensions of sustainable development</p> <p>1) Environmental: Atmosphere, fresh water and oceans, land use, management of human consumption, energy, food, waste management, Understanding ecological "footprint": Eco-tracking, carbon marketing, carbon credits, economics of sustainability, Designing for the environment and "greening" the supply chain, regulation, case studies.</p>	7 + 2



  
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	<p>2) Economic: environment degradation and economic growth, nature as an economic externality, economic opportunity.</p> <p>3) Social: Peace, security, social justice, sustainability and poverty, human relationship to nature, human settlements.</p> <p><b>3.2 Study of business models for sustainable development:</b> Indian &amp; Global perspectives.</p> <p><b>3.3 Sustainability reporting:</b> Triple bottom line reports - The content of sustainability reports (also CSR reports, ESG reports, social and environmental reports)</p> <p><b>3.4 Social accountability standard - ISO 26000:</b> Social responsibility guidance standard, Global Compact Principles, Environmental Impact Assessment, Life Cycle Analysis, Social Impact Assessment.</p>	
4	<p><b>4.1 Corporate Governance :</b> Meaning – OECD principles, Difference between governance and management, Purpose of good governance, Potential consequences of poor corporate governance, Business failure and the contribution of poor governance</p> <p><b>4.2 Relevant Theories:</b> Agency theory, transaction cost theory, stakeholder theory. Friedman's theory of CSR.</p> <p><b>4.3 Stakeholder value approach:</b> Stakeholder value approach, Enlightened stakeholder approach, stakeholder approach to Governance, risk and financial stability. The balancing of conflicting objectives</p> <p><b>4.4 Key issues in corporate governance:</b> Role and composition of the board, remuneration of directors and senior executives, accounting and audit, internal controls, checks and governance, relations with shareholders and other stakeholders. Clause 49 of Listing agreement &amp; Corporate Governance Code, CEO, CFO Certification. Role of regulators – SEBI, IRDA, RBI, ED, etc.</p> <p><b>4.5 Applying best practice in governance:</b> Voluntary and regulatory approaches, rules or principles, concept of 'comply or explain'. Governance problems for global companies and groups. Governance issues in the public sector. Governance issues in the voluntary sector (NGOs and charitable organizations)</p> <p><b>4.6 Governance aspects:</b> Sarbanes-Oxley Act 2002: Section 302: CEO/CFO certifications, Section 404(a): internal control report, Governance and role of auditors and audit committee.</p> <p><b>4.7 Case Studies on Corporate Governance:</b> Satyam, Infosys, Tata, Wipro.</p>	7 + 2
5	<p><b>Corporate Ethics:</b></p> <p><b>5.1 The Ethical Value System:</b> Universalism, Utilitarianism, Distributive Justice, Social Contracts, Individual Freedom of Choice, Professional Code,</p>	7 + 2



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	<p><b>5.2 Values:</b> Importance, Sources of Value Systems, Values across Cultures</p> <p><b>5.3 Indian Values and Ethics:</b> Respect for Elders, Hierarchy and Status, Need for Security, Non – Violence, Cooperation, Simple Living high Thinking, Rights and Duties, Ethics in Work life, Holistic relationship between Man and Nature, Attitudes and Beliefs.</p> <p><b>5.4 Business Ethics:</b> Nature, Characteristics and Needs, Ethical Practices in Management, Ethical Values in different Cultures, Culture and Individual Ethics, Relationship between Law and Ethics, Impact of Laws on Business Ethics.</p> <p><b>5.5 Ethics and Corporate Excellence:</b> Code of Ethics in Business Houses, Strategies of Organizational Culture Building, Total Quality, Customer Care, Care of the Employees as per Statutes, Objective and Optimistic Approach.</p> <p><b>5.6 Indian and Global case studies.</b></p>	
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**Note:**

Introductory treatment of all topics is expected to sensitize the students.

Compliance / Regulatory aspects should not be overemphasized.

Learning Resources:		
1	Text Books	<p>Corporate Governance by Christine A Mallin, Oxford University Press.</p> <p>Corporate Governance in India – An Evaluation by S C Das, PHI – Eastern Economy Edition.</p> <p>Corporate Governance Codes, Systems and Practices by S C Das, PHI – Eastern Economy Edition.</p> <p>Triple Bottom Line Reporting and Corporate Sustainability by S Singh, PHI – Eastern Economy Edition.</p> <p>Ethics, Business &amp; Society Edited by Ananda Das Gupta, Response Books</p> <p>Business Ethics by Crane and Matten, Oxford University Press, 2<sup>nd</sup> Edition.</p> <p>Business Ethics – An Indian Perspective, by Ronald Francis and Mukti Mishra, TMGH.</p> <p>Corporate Governance Values and Ethics by Dr. Neeru Vasishth &amp; Dr. Namita Rajput, Taxman</p> <p>Corporate Governance – Principles, Mechanisms &amp; Practice, Swami Dr. Partasarathy, Biztantra Publications.</p>
2	Reference	The Satyam Saga – Business Standard Publication

  
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# The syllabus

## Course I

### Introduction to Human Rights and Duties

Credit: 1

- I) **Basic Concept**
  - a) Human Values- Dignity , Liberty, Equality , Justice, Unity in Diversity, Ethics and Morals
  - b) Meaning and significance of Human Rights Education
  
- II) **Perspectives of Rights and Duties**
  - a) Rights: Inherent-Inalienable-Universal- Individual and Groups
  - b) Nature and concept of Duties
  - c) Interrelationship of Rights and Duties
  
- III) **Introduction to Terminology of Various Legal Instruments**
  - a) Meaning of Legal Instrument- Binding Nature
  - b) Types of Instruments: Covenant-Charter-Declaration-Treaty-Convention-Protocol- Executive Orders and Statutes
  
- IV) **United Nations And Human Rights**
  - a) Brief History of Human Rights- International and National Perspectives
  - b) Provision of the charters of United Nations
  - c) Universal Declaration of Human Rights- Significance-Preamble
  - d) Civil and Political Rights-(Art. 1-21)
  - e) Economic, Social and Cultural Rights-(Art.22-28)
  - f) Duties and Limitations-(Art. 29)
  - g) Final Provision (Art. 30)



A handwritten signature in blue ink, appearing to be "D. J. Joshi".

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Course II

Human rights of vulnerable and disadvantaged groups

Credit: 1

I) General Introduction

- a) Meaning and Concept of Vulnerable and Disadvantaged
- b) Groups, Customary, Socio-Economic and Cultural Problems of
- c) Vulnerable and Disadvantaged Groups

II) Social status of women and children in International and national perspective

- a) Human Rights and Women's Rights –International and National Standards
- b) Human Rights of Children-International and National Standards

III) Status of Social and Economically Disadvantaged people

- a) Status of Indigenous People and the Role of the UN
- b) Status of SC/ST and Other Indigenous People in the Indian Scenario
- c) Human Rights of Aged and Disabled
- d) The Minorities and Human Rights

IV) Human rights of vulnerable groups

- a) Stateless Persons
- b) Sex Workers
- c) Migrant Workers
- d) HIV/AIDS Victims



  
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Course III

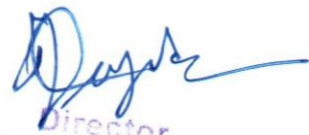
Human Rights and Duties in India: Law, Policy, Society and Enforcement

Mechanism

Credit: 1

- I. **Human Rights in Indian Context**
  - a) Indian Bill of Rights And Sarvodaya
  - b) Preamble- Fundamental Rights- Directive Principles-Fundamental Duties
  
- II. **Human Rights- Enforcement Mechanism**
  - a) Human Rights Act, 1993
  - b) Judicial Organs- Supreme Court (Art 32) And High Courts(Art 226)
  - c) Human Rights Commission- National and State of Maharashtra
  - d) Commission of Women, children , Minority, SC/ST
  - e) Survey of International Mechanism
  
- III. **Human Rights Violations and Indian Polity**
  - a) Inequalities in society-population-illiteracy-poverty-caste-inaccessibility of legal redress
  - b) Abuse of Executive Power-Corruption-Nepotism and favoritism
  - c) Human Rights and Good Governance
  - d)
  
- IV. **Role of Advocacy Groups**
  - a) Professional Bodies: Press, Media, Role of Lawyers-Legal Aid
  - b) Educational Institutions
  - c) Role of Corporate Sector
  - d) NGO's



  
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