



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
LEADERSHIP AND ETHICS
CODE: HHRM413

SESSIONAL EXAMINATIONS

OCTOBER 2021

DURATION: 3 HOURS

EXAMINER: DR NA. MUTONGORENI

INSTRUCTIONS & INFORMATION

- 1. This paper contains 2 sections with 6 Questions.*
 - 2. Section A is compulsory.*
 - 3. Answer ANY **three** other questions from section B.*
 - 4. Total marks 100.*
 - 5. You are reminded of the need for good English and clear presentation in your answers.*
-

SECTION A

1. A woman is sexually harassed by a top-level senior executive in a large company in Zimbabwe. She sues the company, and during settlement discussions she is offered an extremely large monetary settlement. In the agreement, the woman is required to confirm that the executive did nothing wrong, and after the agreement is signed the woman is prohibited from discussing anything about the incident publicly. Before the date scheduled to sign the settlement agreement, the woman's lawyer mentions that she has heard the executive has done this before, and the settlement amount is very large because the company probably had a legal obligation to dismiss the executive previously. The company however wants to keep the executive because he is a big money maker for the company.

Answer the following Questions

- i. Examine the issues of leadership, integrity, ethics and law posed in the case study? **(10 marks)**
- ii. Discuss the various options at the woman's disposal. **(7 marks)**
- iii. Examine four options of making this company to be more ethical in contemporary business world. **8 marks)**

SECTION B

2. Examine the As a Human Resource Consultant you are asked to recommend what you believe to be the 'key elements' of an ethical code of practice and managerial governance system appropriate for an organization in Zimbabwe. Your recommendations should address the issues that ethical decision making throughout the organization is kept in line with the

stakeholder's values.

Discuss what you would include and why? **(25 marks)**

3. Discuss using appropriate examples, the characteristics that distinguish a profession from a non-professional occupation **(25 marks)**

4. “Servant leadership is easy for people with high self-esteem. Such people have no problem giving credit to others. They have no problem listening to other people for ideas. They have no problem in building other people up”. In line with the foregoing statement, discuss the essential characteristics of servant leadership. **(25 marks)**

5. Discuss the relationship between leadership style and the nudge to maintain an organization’s ethical behaviour? **(25 marks)**

6. Discuss the extent to which ethical leadership in an organisation contribute to the genesis and nourishment of an ethical system designed to support ethical conduct. **(25 marks)**

END OF EXAMINATION