



**MANICALAND STATE UNIVERSITY  
OF  
APPLIED SCIENCES**

**FACULTY OF AGRIBUSINESS AND COMMERCE**

**DEPARTMENT: BUSINESS MANAGEMENT**

**MODULE: BUSINESS ETHICS**

**CODE: BMAN102**

**SESSIONAL EXAMINATIONS  
NOVEMBER 2022**

**DURATION: 3 HOURS**

**EXAMINER: MR C. MAIREVA**

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**INSTRUCTIONS TO CANDIDATES**

1. Answer **All questions** in Section A
2. Answer **any THREE (3)** questions in Section B.
3. Start a new question on a fresh page
4. Total marks 100

## SECTION A:

*(Answer all questions in this section. Section A carries 40 marks)*

### Question 1

**Read the case study and answer questions that follow**

#### **Suspended ZimStat worker blows whistle on boss**

SUSPENDED Zimbabwe National Statistics Agency (ZimStat) employee, Blessing Huragu has petitioned President Emmerson Mnangagwa and other relevant authorities accusing the agency's director-general, Taguma Mahonde of harassing whistleblowers to cover up corruption at the institution.

In a letter seen by NewsDay addressed to Mnangagwa, the former ZimStat cost and management accountant accused Mahonde of setting up a committee to fire suspected whistleblowers to hide illegal activities. He implored the Zimbabwe Anti-corruption Commission (Zacc) to urgently institute investigations into ZimStat management. "Mahonde set up a committee to fire suspected whistleblowers in order to protect his illegal activities at ZimStat. He influenced some employees to create a fake case against the management accountant in a bid to protect self-interests at the agency," the letter read.

"I was put on unprocedural suspension without pay after refusing to expose employees behind the anonymous letter to Zacc. The three executives and associates are busy tampering with evidence and crafting unfair allegations against employees." Huragu further alleged that Mahonde, Romania Nyahwa and one Zimbveka were crafting charges and firing suspected whistleblowers at the institution. Mahonde, however, dismissed the allegations. "Everything raised by

Huragu, including in the eight-page anonymous document is very correct and to the point. You may wish to publish the story,” Mahonde responded sarcastically.

*(Source: NewsDay, 4 October 2022)*

**Required:**

- a. What is whistleblowing? (2 marks)
- b. List the five (5) questions an employee needs to answer before they engage in external whistleblowing. (5 marks)
- c. Identify the ethical issues raised in this case. (7 marks)
- d. What ethical and legal obligations do employees have to refrain from badmouthing their employers in a fit of pique? (10 marks)
- e. Should management allow employees to criticise the company without fear of retaliation? Explain (8 marks)
- f. Could management benefit from allowing such criticism? Justify your answer with reference to the case or any other whistleblowing incident with which you are familiar. (8 marks)

**[Total: 40 marks]**

**Section B: (60 marks)**

*(Answer any **three (3) questions** from this section. Each question carries 20 marks)*

**Question 2**

Business ethics is oxymoron. Discuss

**[20 marks]**

**Question 3**

You are the corporate communications executive for a large, listed mining company. You have been tasked to prepare internal and external communication strategies to announce the layoff of 25 percent of its head office staff. This layoff is due to be

effected in the next three months. You are instructed to keep this information private and confidential until the actual announcement. At a neighbourhood social event one weekend about 10 days after you begin working on the project, a close friend – who works at your company and may be affected by the layoff – looks you straight in the eye and asks if it is true that "half the head office, including me, will be gone by this time next week."

**Required:**

Explain in detail the steps involved in resolving an ethical dilemma, such as the one illustrated above. **[20 marks]**

**Question 4**

- a. Describe in detail any four factors influencing Corporate Social Responsibility (CSR). (8 marks)
- b. Organisations should set their goal towards creation of absolute value to the society. Discuss the statement elaborating on the key aspects that a company should focus on as a good corporate citizen. (12 marks)

**[Total: 20 marks]**

**Question 5**

Critically evaluate the five strategies that an organisation can use to create an ethical culture in a business. **[20 marks]**

**Question 6**

Describe in detail the functions of an ethics committee in an organisation.

**[20 marks]**

**END OF EXAMINATION PAPER**