

DSST® BUSINESS ETHICS AND SOCIETY

EXAM INFORMATION

This exam was developed to enable schools to award credit to students for knowledge equivalent to that learned by students taking the course. The exam covers topics including moral philosophies; social responsibilities of business; employer/employee relations; ethics of information; ethics in international business; ecology and global business; and corporations and stakeholders.

The exam contains 100 questions to be answered in 2 hours.

EXAM CONTENT OUTLINE

The following is an outline of the content areas covered in the examination. The approximate percentage of the examination devoted to each content area is also noted.

I. Business Ethics – 5%

- a. Current state of business ethics
- b. Issues raised by various business scandals

II. Moral Philosophies and Business Ethics – 15%

- a. Kantian Ethics
- b. Kohlberg's model of cognitive moral development
- c. Mill's Utilitarianism
- d. Act and Rule Utilitarianism
- e. Social Contract

III. Social Responsibilities of a Business – 10%

- a. Can businesses have responsibility?
- b. Individual responsibilities within a business
- c. Global responsibilities of a business

IV. Regulation of Business – 10%

- a. Theoretical issues
- b. Consequences

V. Employer-Employee Relations – 10%

- a. Confidentiality and whistle-blowing
- b. Discrimination and affirmative action
- c. Sexual harassment
- d. Duties of corporate officers
- e. Labor relations

VI. Ethics of Information – 10%

- a. Marketing and advertising
- b. Bluffing and spying
- c. Privacy issues/concerns
- d. Control of proprietary information

VII. Ethics in International Business – 10%

- a. Corporate citizenship in a global economy
- b. Ethics in transnational corporations
- c. Overseas work assignments and outsourcing
- d. Ethical standards in different countries

VIII. Corporations and Stakeholders – 10%

- a. Relationship with stockholders
- b. Relationship with employees
- c. The corporation within the community and the public good
- d. Corporations and consumers

IX. Ecology and Global Business – 10%

- a. Sustainable business growth and the environment
- b. Corporate responsibility for the environment

X. Business and Government – 10%

- a. Corporate relationships with political leaders (positive and negative)
- b. Governmental control over business activities
- c. Business, government, and the law

REFERENCES

Below is a list of reference publications that were either used as a reference to create the exam, or were used as textbooks in college courses of the same or similar title at the time the test was developed. You may reference either the current edition of these titles **or** textbooks currently used at a local college or university for the same class title. It is recommended that you reference **more than one textbook** on the topics outlined in this fact sheet. You should **begin by checking textbook content against the content outline** provided **before** selecting textbooks that cover the test content from which to study.

Sources for study material are suggested but not limited to the following:

1. *Business Ethics – Ethical Decision Making and Cases*, 7th Edition, 2007, Houghton Mifflin Company, ISBN: 978-0618896493, 222 Berkeley Street, Boston, MA 02116 (www.hmco.com).
2. *Ethics and the Conduct of Business*, 6th Edition, 2008, Prentice Hall, ISBN: 978-0205667505, Upper Saddle River, NJ 07458 (www.pearsonhighered.com).

3. *Business and Society – Shareholders, Ethics, and Public Policy*, 12th Edition, McGraw-Hill, 2007, ISBN: 978-0073530178, 1221 Avenue of the Americas, New York, NY 10020 (www.mcgraw-hill.com)
4. *Business and Society – Ethics and Stakeholder Management*, 7th edition, 2009, South-Western Cengage Learning, ISBN: 978-0324569391, 5191 Natorp Boulevard, Mason, OH 45040 (www.cengage.com)

SAMPLE QUESTIONS

All test questions are in a multiple-choice format, with one correct answer and three incorrect options. These are samples of the types of questions that may appear on the exam. Other sample questions can be found in the form of practice exams by visiting our website at www.getcollegetestprep.com.

1. Business ethics deals with
 - a. morality
 - b. ethnicity
 - c. economics
 - d. philanthropy
2. What contemporary business practice is most similar to utilitarian reasoning?
 - a. Truth in lending
 - b. Cost-benefit analysis
 - c. Truth in advertising
 - d. The customer is always right
3. Which form of "bribe" offered to an official in a foreign country is understood to be acceptable under the Foreign Corrupt Practices Act of 1977?
 - a. Payments made to police officers to get them to overlook minor infractions
 - b. Payments made to judges to get them to rule against guilty parties
 - c. Payments made to bureaucrats to get them to expedite their assigned tasks
 - d. Payments made to lawmakers to get them to vote for favorable legislation
4. According to Boatwright, which of the following could best describe a living wage?
 - a. The wages offered by the employer
 - b. The wage at which an employee will work
 - c. A wage that is considered poverty level income
 - d. Wages that enables a worker to support a family with dignity
5. An emerging view of corporate whistleblowing practices regards them as justified, particularly when an employee's
 - a. duty of loyalty outweighs obligations of confidentiality
 - b. obligation under the law outweighs the right to privacy
 - c. right to security outweighs the responsibility to prevent harm
 - d. responsibility to the public outweighs duties to an employer
6. Under the Equal Employment Opportunity Commission's definition of sexual harassment, which of the following is a category of harassment?
 - a. Glass ceiling
 - b. Quid pro quo
 - c. Absenteeism
 - d. Comparable worth
7. Which act provides whistle-blowers with the greatest protection?
 - a. False Claims Act
 - b. Sarbanes-Oxley Act
 - c. The Civil Rights Act
 - d. The Government Protection Act
8. Byron has started a new position as an accountant at company XYZ. Company XYZ maintains medical records on employees in order to administer benefit plans or to monitor occupational health and safety. No health and safety issues are associated with Byron's position. Which of the following individuals should have access and is justified in obtaining Byron's medical information?
 - a. Tara, the CEO of company XYZ, who has access to all of the medical records
 - b. Heather, the HR generalist, who administers the company health insurance plan
 - c. Bill, Byron's first-line supervisor, who will use the information for Byron's performance evaluation
 - d. Tom, Byron's supervisor and vice president of the division, who will use the information to determine future promotions
9. A corporation may be excused from the requirements of the Worker Adjustment and Retraining Notification Act (WARN) if immediate layoffs were
 - a. accompanied by outplacement benefit programs
 - b. a response to declining levels of employee productivity
 - c. necessary as a result of unforeseen business circumstances
 - d. achieved through the elimination of an entire business division

10. Sustainable development requires that human society use natural resources at a rate that can be continued over a(n)
- a. indefinite period
 - b. protected period
 - c. renewable period
 - d. sustainable period

CREDIT RECOMMENDATIONS

The American Council on Education's College Credit Recommendation Service (ACE CREDIT) has evaluated the DSST test development process and content of this exam. It has made the following recommendations:

| | |
|----------------------------------|---|
| Area or Course Equivalent | Business Ethics and Society |
| Level | Upper-level baccalaureate |
| Amount of Credit | Three (3) semester hours |
| Minimum Score | 400 |
| Source | American Council on Education – College Credit Recommendation Service |

Answers to sample questions: 1-A; 2-B; 3-C ; 4-D; 5-D; 6-B; 7-B; 8-B; 9-C; 10-A.