

FNCCI → Federation of Nepalese Chamber
of Commerce & Industry
UNCC → United Nations Conference
Global Compact.

TRIBHUVAN UNIVERSITY
FACULTY OF MANAGEMENT
Saraswati Multiple Campus
Pre-board Examination
6th August 2025 [21/04/2082]

Full Marks: 100
Pass Marks: 50
Time: 3 Hrs.

BBA / Seventh Semester / MGT 239 : Business Ethics and Corporate Governance

Candidates are required to answer the questions in their own words as far as practicable.

Group "A"

Brief Answer Questions

[10 × 2 = 20]

1. Briefly state the meaning of business ethics
2. Clarify the concept of corporate governance.
3. Specify the three conditions, essential to be in a situation of ethical dilemma
4. Clarify the concept of ethical decision making.
5. State various models of corporate governance you are familiar with.
6. What role does an organizational structure play in ensuring corporate governance?
7. What is code of conduct?
8. Enlist the major theoretical perspectives that explain Corporate Social Responsibility (CSR)
9. Write the full form of UNGC, ILO, OECD, ISO
10. Mention any two ethical dilemmas you have experienced in your life.

Group "B"

Short Answer Questions: (Attempt any SIX questions)

[6 × 5 = 30]

11. Explain the role of business ethics and corporate governance in the success and failure of business organization.
12. Describe about the ethical issues relating to various functional areas of business. Give examples to support your answer.
13. Explain about the resource dependency theory of corporate governance.
14. What lessons can we learn from the corporate failure cases (like Enron, Volkswagen)?
15. Describe about the FNCCI's business code of conduct.
16. Give your suggestions for improving corporate governance practices in Nepal.
17. Explain about Freeman's theory of CSR (Corporate Social Responsibility).

Group "C"

Long Answer Questions: (Attempt any THREE questions)

[3 × 10 = 30]

18. Consider a situation whereby Salina is a head of HR department of ABC company. She has been asked to prepare a recommendation report on promotion considering two potential candidates; Romy and Numa. Romy is a close friend of Salina and Numa is more qualified but a quieter worker. There is a pressure from higher level authorities to promote Romy. Given the condition, how can Salina reflect honesty, fairness and integrity in her action. Also clarify the concept in connection to her actions.

19. "A model of corporate governance provides the framework of rules, practices, and processes that guides and controls the organization". In the support of the statement explain about the principles, contributions and limitations of Japanese model of corporate governance.
20. "Corporate Social Responsibility (CSR) is a widely accepted concept which argue that a company is a part of society and it must benefit the society and environment while maximizing the shareholders value". Do you agree that triple bottom line (TBL) approach and creating shared value (CSV) approach aligns with the statement. Explain their principles to support your argument.
21. Do you think that international standards related to business ethics and corporate governance have influenced the provisions and practices of Nepalese organizations? Express your opinion specifying various international standards related to business ethics and corporate governance.

Group "D"

Comprehensive Answer /Case /Situation Analysis Questions:

[4 × 5 = 20]

22. Analyze the given scenario and answer the questions that follow:

Saraswati Multiple Campus (SMC), Tribhuvan University organized a Multi-Stakeholder Dialogue Program whereby representatives of students, faculty members and campus administration shared constructive feedback and healthy criticism on each other's roles and expectations, with a purpose to collaboratively sort out precise solutions, useful for the overall development of SMC in a very structured environment. Chief guest and other guests were also invited from University officials in the programme.

The program began with a strong statement "The higher education system in many developing nations, including Nepal, faces a severe ethical and governance crisis, marked by declining academic standards, trust issue, and institutional failure. This may be one of the reasons, students seek education abroad that has not only challenged our nation's academic reputation, but also the economic prospects and overall development of the country. On this backdrop, we all need to understand the ground reality and collaborate with each other to make our campus, the first choice of the students pursuing for higher education".

Some of the highlights of the programme are presented here in a concise form. At first the teaching faculty shared the comments on the students. The faculty remarked that "we are happy that the number of students enrolling in the campus is ever growing. After the completion of their study from this campus, some students have begun their career while others have progressed in them. However, cases of students bunking their classes, submitting plagiarized assignment, expect undeserved higher marks (grades) from the teachers are problematic. Students have no regrets for being absent, coming late, not submitting the assignments on time, not wearing the uniform, etc. Students these days give less priority to the academic performance but are more concerned on sports, tour and part-time job. It seems like the value of education in their life and respect towards the teachers have declined."

Students on their turn stated in a very respectful manner "We are very happy to have qualified, experienced and distinguished faculty members in the campus. We are proud of them, however some of them are irregular, follow traditional teaching pedagogy, complete the course before the stipulated lecture hours and are associated to multiple campuses as well". Students argued that some of the lectures are really boring however, they are compelled to tolerate the session. Genuine and disciplined students expressed their dissatisfaction towards the teachers and administration for not being strict in executing the set rules and regulations. Students from semester-based programme, shared their grievances on student's performance evaluation technique. They mentioned that administration doesn't take necessary steps (Provide NQ) against the students who disqualify to meet the attendance standard set by university. This has actually undervalued the regular, dedicated and obedient students as they are equally treated

with those NQ standard students. In a very soft tone, they claimed that student's feedback and grievances were often ignored or less prioritized and the role of administration is limited to taking admission, managing the teachers, conducting the classes and organizing the exam. They shared their opinion that just like students, dedicated and honest teachers are not valued from admin side. Their expectation about administration taking proactive actions on student's potential challenges and issues were unmet.

In the next round, administration staff commented "despite of limited resources and facilities, we have been doing our level best. We do what we have to. We are less concerned about the academic quality but focus more on facilitating the process. In addition, we have pressure from the student's union, teacher's union and from our university authorities as well. We are the one who spend more time in our campus than any other stakeholders. But still, we are often blamed or dragged for any unwanted incidents that occur in which we have nothing to do with. It's really challenging to balance the interest of various stakeholders including students and faculty members".

At the end, chief guest of the programme stated that the programme was really an exemplary initiation in the history of the campus and the university as well. He said "We accept that we have problems but with such creative and healthy criticism together we can improve the things and can change the situation. It's a fact that we lack resources to deal with the issues and challenges, and often encounter technical issues to deal with but initiation has begun and hope that things will improve in the days to come. I thank all the stakeholders for rightly pointing out the areas of improvement. Let's know each other's position, accept our weaknesses, realize our responsibilities and build our strengths and work collaboratively to build education sector and nation as a whole, as it's the foundation for the development of any economy". Chief guest ended the speech by thanking all the participants for making the programme successful.

Questions

- a. What ethical issues can be highlighted from the above scenario?
- b. How can ethical theories be applicable to solve the ethical issues? Give reasons how they would be fit to deal with the issues?
- c. Can you specify the cases of corporate governance failure presented in the above scenario? Which theory best defines and addresses the presented corporate governance issue/s?
- d. How can structured ethical decision-making framework be associated to the aforementioned scenario?