University of Gdańsk

Subject card

Subject name and code	Sustainable management: ethics, inclusivity, ESG, PG_00209798					
Field of study	Spanish and Portuguese Studies					
Date of commencement of studies	October 2024		Academic year of realisation of subject			
Education level	Bachelor's studies		Subject group	Obligatory subject group in the field of study Optional subject group		
Mode of study	full-time studies		Mode of delivery	e-learning		
Year of study	3		Language of instruction	Polish Polish		
Semester of study	5		ECTS credits	2.0		
Learning profile	academic		Assessment form	credit		
Conducting unit						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Katarzyna Osiecka-Brzeska			
	Teachers					
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	0.0	0.0	0.0	30
	E-learning hours included: 30.0					
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours	Self-study	SUM	
	Number of study hours	30	0.0	20.0	50	
Subject objectives	The aim of the course is to equip students with up-to-date knowledge in the field of business ethics and corporate social responsibility (CSR), to develop their ability to apply selected CSR methods, tools and initiatives in business practice, and to foster sensitivity to moral conflicts and responsibility for decisions made in business activity.					

Learning outcomes			
	Course outcome	**Subject outcome**	**Method of verification**
		Knowledge: Knows and understands the basic concepts, ideas, and current trends in business ethics and corporate social responsibility, including the principles of CSR and its importance for the functioning of modern organizations. Knows selected methods, tools, standards, and initiatives used in the area of CSR and understands the possibilities of their application in business practice. Skills: Is able to identify and analyze ethical issues and moral conflicts that arise in business activities. Is able to select and apply selected CSR tools to evaluate corporate activities and propose solutions that support responsible business conduct. Social competencies: Is ready to make responsible professional decisions, taking into account the social, environmental, and ethical impact of business activities. Demonstrates sensitivity to moral dilemmas in business and understands the importance of honesty, transparency, and accountability in stakeholder relations.	[SK4] test/exam - oral or written

Subject contents

1. The importance of ethics in business activity. Introduction to the concepts of morality, values, ethical norms and their significance for the functioning of organisations.
2. Ethical aspects of conducting business. Analysis of fundamental values, principles and ethical norms in business relations.
3. Corporate Social Responsibility as a concept of organisational management. Contemporary understanding of CSR, expectations towards enterprises and benefits resulting from responsible business conduct.
4. Organisational stakeholders and their role in shaping activities related to Corporate Social Responsibility.
5. Initiatives supporting responsible organisational management, including principles, conventions, codes of ethics and codes of conduct.
6. Methods, tools, norms and standards used in socially responsible management.
7. ISO 26000 as an international source of guidelines on the social responsibility of organisations.
8. Manifestations of unethical behaviour in business activity and their consequences for organisations, employees, customers and the social environment.
9. The impact of cultural differences and value systems on the perception of ethics, social responsibility and management practices in organisations.
10. Analysis of practical examples and case studies in the field of business ethics and Corporate Social Responsibility.
11. ESG as an extension of the concept of responsible management. The importance of environmental, social and corporate governance factors in the activities of contemporary organisations.
12. Sustainability reporting and ESG disclosures. Basic assumptions, objectives and the importance of transparency in communication with stakeholders.
13. Diversity, equal treatment and inclusiveness in the workplace as an element of an organisation’s social responsibility.
14. Counteracting discrimination, exclusion and inequalities within an organisation. The role of internal policies, organisational culture and responsible leadership.
15. The social dimension of ESG: employee well-being, human rights, responsible relations with the environment and the impact of organisations on local communities.

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
test	51.0%	100.0%

Recommended reading	Basic literature	Odpowiedzialność społeczna w procesie zarządzania przedsiębiorstwem. A Paliwoda-Matiolańska. Wydawnictwo CH Beck, 2009. 470, 2009. Etyczne i społeczne uwarunkowania biznesu, gospodarki i zarządzania / red. nauk. Leszek Karczewski, Henryk Kretek. Karczewski, Leszek Redakcja; Oficyna Wydawnicza Politechniki Opolskiej; 2015 ; Opole : Oficyna Wydawnicza Politechniki Opolskiej
	Supplementary literature	Etyka Biznesu - wokół kluczowych zagadnień, pod. red. R. Sroki, Ministerstwo Inwestycji i Rozwoju, Warszawa 2017.
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. Ethics in business activity What role does ethics play in the functioning of contemporary enterprises? 2. Values and ethical norms in business What values should form the basis of responsible business conduct? 3. Moral dilemmas in organisational management Analysis of an example situation involving a conflict between a company’s profit and the well-being of employees, customers or the local community. 4. Corporate Social Responsibility — CSR What does Corporate Social Responsibility mean and what benefits can it bring to an organisation and its stakeholders? 5. Organisational stakeholders Identification of the main stakeholder groups of a selected enterprise and analysis of their expectations towards the organisation. 6. CSR tools and initiatives Examples of codes of ethics, standards, social programmes and initiatives supporting responsible management. 7. Unethical behaviour in business What are the most common manifestations of unethical practices in business activity and what consequences may they have? 8. ESG in enterprise management How do environmental, social and corporate governance factors influence the assessment of an organisation’s responsibility? 9. Diversity and inclusiveness in the workplace How can organisations counteract discrimination and build a culture of equal opportunities? 10. Case study of responsible or irresponsible business Analysis of a selected enterprise in terms of ethics, CSR, ESG, stakeholder relations and social impact.	
Work placement	Not applicable	

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