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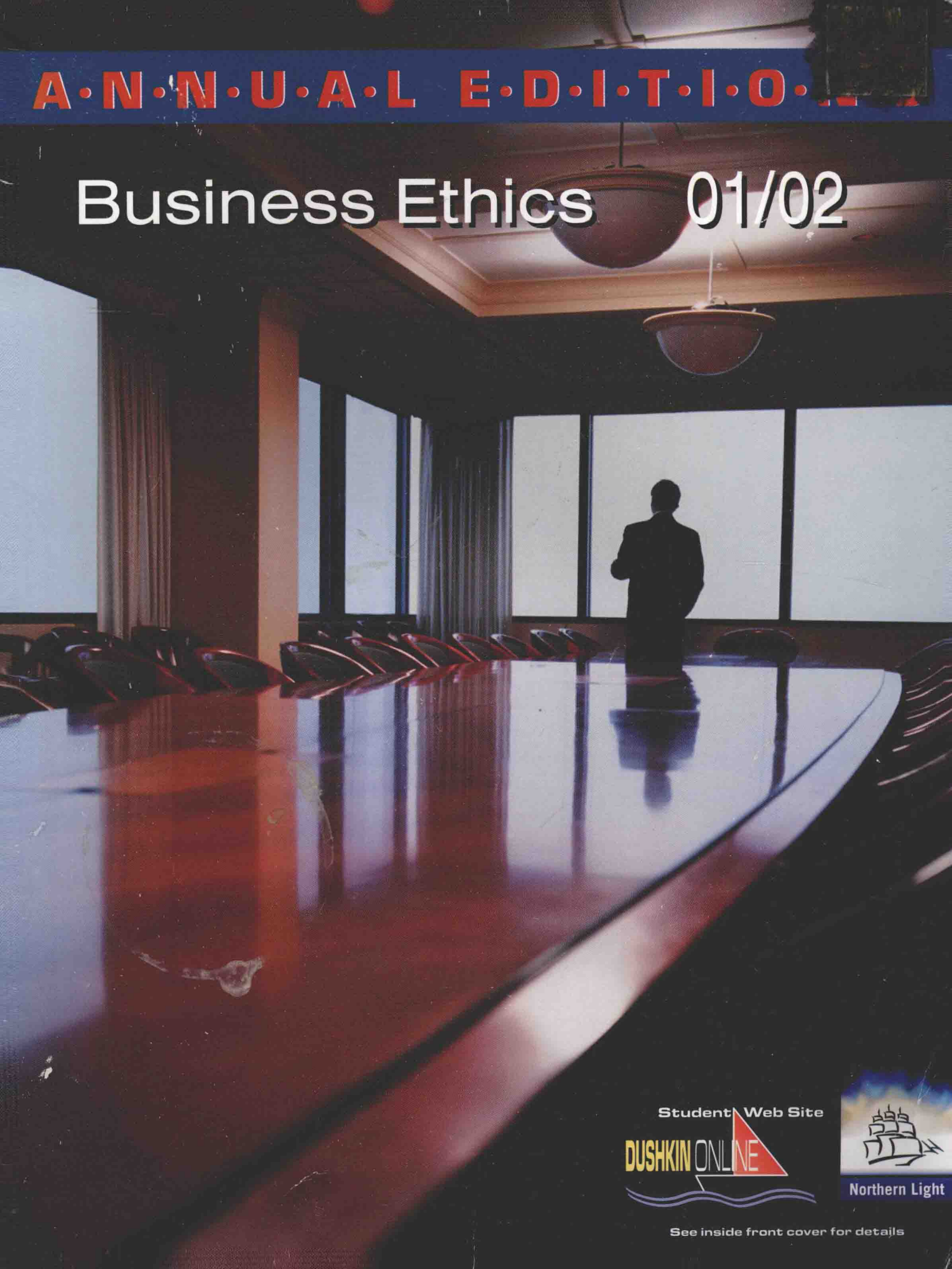
Business Ethics 01/02



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Business Ethics 01/02

Thirteenth Edition

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John E. Richardson
Pepperdine University

Dr. John E. Richardson is professor of marketing in the George L. Graziadio School of Business and Management at Pepperdine University. He is president of his own consulting firm and has consulted with organizations such as Bell and Howell, Dayton-Hudson, Epson, and the U.S. Navy, as well as with various service, nonprofit, and franchise organizations. Dr. Richardson is a member of the American Management Association, the American Marketing Association, the Society for Business Ethics, and Beta Gamma Sigma honorary business fraternity.

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Members of the Advisory Board are instrumental in the final selection of articles for each edition of ANNUAL EDITIONS. Their review of articles for content, level, currentness, and appropriateness provides critical direction to the editor and staff. We think that you will find their careful consideration well reflected in this volume.

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To the Reader

In publishing ANNUAL EDITIONS we recognize the enormous role played by the magazines, newspapers, and journals of the public press in providing current, first-rate educational information in a broad spectrum of interest areas. Many of these articles are appropriate for students, researchers, and professionals seeking accurate, current material to help bridge the gap between principles and theories and the real world. These articles, however, become more useful for study when those of lasting value are carefully collected, organized, indexed, and reproduced in a low-cost format, which provides easy and permanent access when the material is needed. That is the role played by ANNUAL EDITIONS.

Recent events have brought ethics to the forefront as a topic of discussion throughout our nation. And, undoubtedly, the area of society that is getting the closest scrutiny regarding its ethical practices is the business sector. Both the print and broadcast media have offered a constant stream of facts and opinions concerning recent unethical goings-on in the business world. Insider trading scandals on Wall Street, the marketing of unsafe products, money laundering, and questionable contracting practices are just a few examples of events that have recently tarnished the image of business.

As corporate America struggles to find its ethical identity in a business environment that grows increasingly complex, managers are confronted with some poignant questions that have definite ethical ramifications. Does a company have any obligation to help solve social problems such as poverty, pollution, and urban decay? What ethical responsibilities should a multinational corporation assume in foreign countries? What obligation does a manufacturer have to the consumer with respect to product defects and safety?

These are just a few of the issues that make the study of business ethics important and challenging. A significant goal of *Annual Editions: Business Ethics 01/02* is to present some different perspectives on understanding basic concepts and concerns of business ethics and to provide ideas on how to incorporate these concepts into the policies and decision-making processes of businesses. The articles reprinted in this publication have been carefully chosen from a variety of public press sources to furnish current information on business ethics.

This volume contains a number of features designed to make it useful for students, researchers, and professionals. These include a *topic guide* for locating articles on specific subjects related to business ethics, the *table of contents* with summaries of each article and key concepts in italics, and a comprehensive *index*. Also included in this edition are selected *World Wide Web* sites that can be used to further explore article topics. These sites are cross-referenced by number in the *topic guide*.

The articles are organized into five units. Selections that focus on similar issues are concentrated into subsections within the broader units. Each unit is preceded by an overview which provides background for informed reading of the articles, emphasizes critical issues, and presents key points to consider that focus on major themes running through the selections.

Your comments, opinions, and recommendations about *Annual Editions: Business Ethics 01/02* will be greatly appreciated and will help shape future editions. Please take a moment to complete and return the postage-paid *article rating form* on the last page of this book. Any book can be improved, and with your help this one will continue to be.

John E. Richardson
Editor

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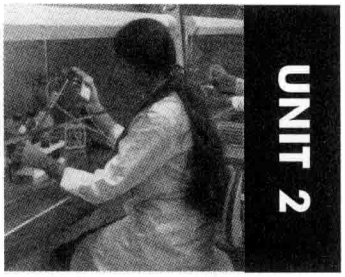
1. **Thinking Ethically: A Framework for Moral Decision Making,** Manuel Velasquez, Claire Andre, Thomas Shanks, and Michael J. Meyer, *Issues in Ethics,* Winter 1996. 8
   Outlined here are key steps and five different approaches to dealing with moral issues and helping to resolve ***ethical dilemmas.***
2. **The Sears Lectureship in Business Ethics at Bentley College—Ethics: The Way to Do Business,** Nicholas G. Moore, *Business and Society Review,* Volume 104, Number 3, 1999. 11
   Although it may be contrary to prevailing public perception, Nicholas Moore advocates that ***ethical behavior*** is good business.
3. **Defining Moments: When Managers Must Choose Between Right and Right,** Joseph L. Badaracco Jr., *strategy+business,* First Quarter 1998. 13
   Joseph Badaracco discusses three basic types of right-versus-right problems: those that raise ***questions about personal integrity*** and moral identity; ***conflicts*** between responsibilities for others and important personal ***values***; and those involving ***responsibilities*** that a company shares with other groups in society.
4. **Doing Well by Doing Good,** *The Economist,* April 22, 2000. 16
   The article points out that a company that is not trusted by its employees, partners, and ***customers*** will suffer.
5. **Ford-Firestone Lesson: Heed the Moment of Truth,** Marianne M. Jennings, *Wall Street Journal,* September 11, 2000. 20
   Marianne Jennings notes that the moment of truth comes when those within a company realize that something is awry with their ***product, practices,*** earnings statements, or culture.
6. **Why Character Counts,** Stephen R. Covey, *Reader's Digest,* January 1999. 22
   Essential components of one's ethical decision-making process are character and ***values,*** as described by Stephen Covey.

Ethics, Values, and Social Responsibility in Business

Six selections provide an introduction to business ethics and social responsibility.

The concepts in bold italics are developed in the article. For further expansion please refer to the Topic Guide and the Index.



UNIT 2

Ethical Issues and Dilemmas in the Workplace

Eighteen selections organized within seven subsections examine crucial employee-related issues and their ethical implications for management's decision-making practices and policies.

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A. EMPLOYEE RIGHTS AND DUTIES

7. Is Your Office Killing You? Michelle Conlin, *Business Week,* June 5, 2000. 26
The World Health Organization estimates that one out of every three ***workers*** may be toiling away in a workplace that is making them ***sick.***

8. Electronic Communication in the Workplace—Something's Got to Give, Kenneth A. Kovach, Sandra J. Conner, Tamar Livneh, Kevin M. Scallan, and Roy L. Schwartz, *Business Horizons,* July/August 2000. 34
The authors show how ***employee privacy*** is colliding with employer rights in the ongoing battle over e-mail at the office.

9. Religion in the Workplace, Michelle Conlin, *Business Week,* November 1, 1999. 39
This *Business Week* cover story reflects how a revival is sweeping across corporate America as executives of all stripes mix spirituality with their ***management***—bringing to offices the lessons usually doled out in churches, temples, and mosques.

B. EMPLOYEE CRIME

10. Cyber Crime, *Business Week,* February 21, 2000. 44
How cyber ***crime*** is becoming one of the Net's growth businesses is addressed in this essay.

11. The Anatomy of Fraudulent Behavior, John Dunkelberg and Donald P. Robin, *Business Horizons,* November/December 1998. 50
The authors discuss ***insider trading,*** savings and loan rip-offs, and bond scandals, and why white-collar financial criminals think that they are above the law.

12. Dirty Money Goes Digital, *Business Week,* September 20, 1999. 56
This article reveals how ***wire transfers help criminals*** as well as legitimate businesses by moving billions of dollars around the ***globe.***

The concepts in bold italics are developed in the article. For further expansion please refer to the Topic Guide and the Index.

C. *SEXUAL TREATMENT OF EMPLOYEES*

13. Harassment Grows More Complex, Carole O'Blenes, *Management Review,* June 1999. **60**
Today ***employees*** are basing ***harassment*** claims on a variety of "protected" characteristics, including race, religion, age, disability, and national origin, discloses Carole O'Blenes.

14. Tales From the Front Line of Sexual Harassment, Margot Slade, *New York Times,* July 19, 1998. **64**
Margot Slade presents ***sexual harassment*** case studies drawn from the files of consultants and interpreted in light of the Supreme Court's rulings.

D. *DISCRIMINATORY AND PREJUDICIAL EMPLOYMENT PRACTICES*

15. What Minority Employees Really Want, Stephanie N. Mehta, *Fortune,* July 10, 2000. **67**
Stephanie Mehta relates how inclusion, encouragement, and opportunity are key components of what ***minority employees*** desire in a company.

16. Silver Lining, Robert McGarvey, *Entrepreneur,* February 1999. **71**
Robert McGarvey explains why many of the ***discriminatory*** stereotypes against hiring older workers are erroneous.

E. *DOWNSIZING OF THE WORK FORCE*

17. Sorrow and Guilt: An Ethical Analysis of Layoffs, Joseph T. Gilbert, *SAM Advanced Management Journal,* Spring 2000. **73**
Joseph Gilbert analyzes various ethical approaches and critiques their application to ***layoffs.***

18. Alternatives to Downsizing, Marlene Piturro, *Management Review,* October 1999. **82**
Marlene Piturro delineates how creative alternatives, such as retraining employees or turning them into entrepreneurs, can make ***downsizing*** a last resort instead of the first solution.

F. *WHISTLE-BLOWING IN THE ORGANIZATION*

19. Blowing Whistles, Blowing Smoke, Dan Seligman, *Forbes,* September 6, 1999. **87**
Although in the halls of Congress and the columns of newspapers all ***whistle-blowers*** are saints, the truth is a little more complicated, reflects Dan Seligman.

20. Columbia/HCA Whistle-Blowers to Fight for Gold, Lucette Lagnado, *Wall Street Journal,* November 24, 1999. **89**
Lucette Lagnado presents the rationale of a ***whistle-blower's*** involvement in the federal government's six-year Medicare ***fraud*** probe of Columbia/HCA Healthcare Corporation.

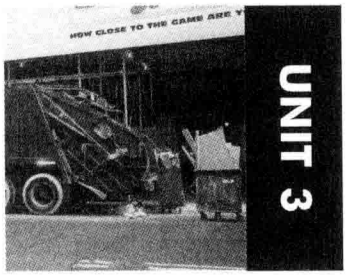
G. HANDLING ETHICAL DILEMMAS AT WORK

21. Leaders as Value Shapers, Kevin Freiberg, *Executive Excellence,* November 1998. **92**
Kevin Freiberg explains how leaders who are faithful to a strong ***value system*** lay a foundation for trust and credibility in their companies.

22. Motivating Moral Corporate Behavior, Geoffrey P. Lantos, *Journal of Consumer Marketing,* Volume 16, Number 3, 1999. **94**
Geoffrey Lantos uses an ***advertising*** case study to illustrate how common ***ethical fallacies*** can be uncovered and dispelled among employees.

23. 3M's Big Cleanup, *Business Week,* June 5, 2000. **100**
This article explores the reasoning behind 3M's decision to recall a top ***product.***

24. The Parable of the Sadhu, Bowen H. McCoy, *Harvard Business Review,* May/June 1997. **103**
The parable presented in this reading has significance for managers as they encounter ***ethical dilemmas*** that involve merging the individual ethic (***personal values***) and the corporate ethic (***organizational values***) to make the best decisions within the ***corporate culture.*** Bowen McCoy stresses the importance of management's agreeing on a process for dealing with dilemmas and ***conflicts of interest.***



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A. CHANGING PERSPECTIVES IN BUSINESS AND SOCIETY

25. Work & Family: Family-Friendly CEOs Are Changing Cultures at More Workplaces, Sue Shellenbarger, *Wall Street Journal,* September 15, 1999. **110**
Sue Shellenbarger describes how a new generation of young leaders' attitudes toward balancing work and family is making a subtle but profound change in ***workplace cultures.***

26. The Greening of Corporate America, Harvey Meyer, *Journal of Business Strategy,* January/February 2000. **112**
Harvey Meyer discusses how corporate America is jumping on the ***environmental*** bandwagon and finding that the payoff is much more than enhanced goodwill.

The concepts in bold italics are developed in the article. For further expansion please refer to the Topic Guide and the Index.

27. The Elephant at the Environmental Cocktail Party, Carl Frankel, *Business Ethics,* September/October 1998. **117**
Carl Frankel believes there is an elephant-sized issue that corporate ***environmentalists*** are pretending not to see: the element of ethics, or soul.

28. Trust in the Marketplace, John E. Richardson and Linnea Bernard McCord, *McGraw-Hill/Dushkin,* 2000. **121**
The authors scrutinize the significance of companies' being cognizant of the precarious nature and powerful advantages of gaining and maintaining ***trust*** with their ***customers*** in the ***marketplace.***

B. CONTEMPORARY ETHICAL ISSUES

29. Virtual Morality: A New Workplace Quandary, Michael J. McCarthy, *Wall Street Journal,* October 21, 1999. **125**
In a series of articles, Michael McCarthy lucidly examines some key ***ethical*** aspects related to the spread of technology into the ***workplace.***

30. Online Privacy: It's Time for Rules in Wonderland, *Business Week,* March 20, 2000. **131**
A *Business Week* cover story reflects the importance of protecting the ***rights of consumers*** to control their own personal data on the Net.

C. GLOBAL ETHICS

31. Values in Tension: Ethics Away From Home, Thomas Donaldson, *Harvard Business Review,* September/October 1996. **140**
Thomas Donaldson believes that even the best-informed, best-intentioned executives must rethink their assumptions about business practices in ***foreign settings.***

32. Global Standards, Local Problems, Meryl Davids, *Journal of Business Strategy,* January/February 1999. **148**
"When in Rome" doesn't work anymore. Meryl Davids discusses how more and more ***global*** firms are finding a correlation between ethical standards and economic success.

33. The Environment of Ethics in Global Business, William J. Kehoe, *Journal of Business and Behavioral Sciences,* Fall 1998. **153**
As businesses of all sizes and types go ***global,*** William Kehoe examines questions of ethics that are encountered in the foreign country.

34. **The Caux Round Table, Principles for Business: The Rise of International Ethics,** Joe Skelly, *Business Ethics,* March/April 1995 Supplement. 157
Joe Skelly relates the genesis and formulation of the ***Caux Round Table's Principles for Business,*** believed to be the first ***international ethics code,*** created from a collaboration of business leaders in Europe, Japan, and the United States.

35. **Sweatshops: No More Excuses,** Aaron Bernstein, *Business Week,* November 8, 1999. 162
According to Aaron Bernstein, ***global*** companies, from Nike to Mattel, are open to more scrutiny—and that's raising the bar for others.

UNIT 4

Ethics and Social Responsibility in the Marketplace

Eight selections organized within two subsections describe the practice of incorporating ethics into the marketplace.

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A. MARKETING STRATEGY AND ETHICS

36. **Companies Are Discovering the Value of Ethics,** Norman E. Bowie, *USA Today Magazine (Society for the Advancement of Education),* January 1998. 166
Norman Bowie advocates that ***ethical behavior*** can lower costs, increase productivity, and preserve the social capital that makes capitalism possible.

37. **Ethics in the Public Eye,** *Board Member,* May 1998. 169
The article addresses why the nonprofit sector is now realizing that bringing ***ethical issues*** to the surface and creating clear guidelines for behavior may be the only way to ensure that even the most charitable of institutions is doing the right thing.

38. **The Company Simply Refused to Pay,** Doug Wallace, *Business Ethics,* March/April 2000. 172
Doug Wallace presents a case in which a company refused to pay the ***sales bonus*** it had promised.

B. ETHICAL PRACTICES IN THE MARKETPLACE

39. **Managing for Organizational Integrity,** Lynn Sharp Paine, *Harvard Business Review,* March/April 1994. 174
Lynn Paine advocates the idea that "by supporting ethically sound behavior, ***managers*** can strengthen the relationships and ***reputations*** that their companies depend on."

40. **When Good People Do Bad Things at Work,** Dennis J. Moberg, *Issues in Ethics,* Fall 1999. 183
A significant number of ***unethical acts*** in business, according to Dennis Moberg, are the likely result of foibles and failings rather than selfishness and greed.

41. **Mission Driven, Values Centered,** William W. George, *Executive Excellence,* August 1999. 186
William George discusses the importance of a mission-driven and ***values-centered*** organization.

The concepts in bold italics are developed in the article. For further expansion please refer to the Topic Guide and the Index.

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Topic Guide

This topic guide suggests how the selections in this book relate to the subjects covered in your course.

The Web icon ( ) under the topic articles easily identifies the relevant Web sites, which are numbered and annotated on the next two pages. By linking the articles and the Web sites by topic, this ANNUAL EDITIONS reader becomes a powerful learning and research tool.

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AE: Business Ethics

The following World Wide Web sites have been carefully researched and selected to support the articles found in this reader. The sites are cross-referenced by number and the Web icon ( ) in the topic guide. In addition, it is possible to link directly to these Web sites through our DUSHKIN ONLINE support site at *http://www.dushkin.com/online/*.

The following sites were available at the time of publication. Visit our Web site—we update DUSHKIN ONLINE regularly to reflect any changes.

General Sources

1. Center for the Study of Ethics in the Professions
http://www.iit.edu/departments/csep/
Sponsored by the Illinois Institute of Technology, this site links to a number of world business ethics centers.

2. Harvard Business School (HBS)
http://www.hbs.edu/educators.html
Surf through the many valuable links attached to this Educators and Research News site to preview upcoming issues of the *Harvard Business Review.*

3. Murray G. Bacon Center for Ethics in Business
http://www.public.iastate.edu/~BACON_CENTER/homepage.html
This Iowa State University site was developed to aid businesses to understand and come to grips with ethical dilemmas.

4. U.S. Department of Labor
http://www.dol.gov
Browsing through this site will lead you to a vast array of labor-related data and discussions of issues affecting employees and managers, such as the minimum wage.

5. Wharton Ethics Program
http://rider.wharton.upenn.edu/~ethics/#Objectives/
The Wharton School of the University of Pennsylvania provides an independently managed site that offers links to research, cases, and other business ethics centers.

Ethics, Values, and Social Responsibility in Business

6. Association for Moral Education (AME)
http://www.wittenberg.edu/AME/
AME is dedicated to fostering communication, cooperation, training, and research that links moral theory with educational practices. From here it is possible to connect to several sites of relevance in the study of business ethics.

7. Business Policy and Strategy
http://www.aom.pace.edu/bps/bps.html
This site of the Business Policy and Strategy Division of the Academy of Management is full of information about various topics in business theory and practice.

8. Ethics Updates/Lawrence Hinman
http://ethics.acusd.edu
This site provides both simple concept definitions and complex analysis of ethics, original treatises, and sophisticated search engine capability. Subject matter covers the gamut, from ethical theory to applied ethical venues.

9. National Center for Policy Analysis
http://www.public-policy.org/~ncpa/pd/pdindex.html
This organization's archive links lead you to interesting materials on a variety of topics that affect managers, from immigration issues, to affirmative action, to regulatory policy.

10. Online Journal of Ethics/Institute for Business and Professional Ethics
http://condor.depaul.edu/ethics/ethg1.html
This journal describes itself as "an online journal of cutting edge research in the field of business and professional ethics." Search the site for article archives and many valuable ethics and professional resources.

11. Organization and Management Theory
http://www.nbs.ntu.ac.uk/DEPTS/HRM/Index.htm
This is part of Ray Lye's Human Resource Management Resources on the Internet. It provides annotated links to an array of documents, studies, and other resources on the theory and practice of the learning organization.

Employees and the Workplace: Ethical Issues and Dilemmas in the Workplace

12. American Civil Liberties Union
http://www.aclu.org/issues/worker/campaign.html
The ACLU provides this page in its "Campaign for Fairness in the Workplace." Papers on cover such privacy issues as lifestyle discrimination, drug testing, and electronic monitoring.

13. American Psychological Association
http://www.apa.org/books/homepage.html
Search this site to find references and discussion of important ethics issues for the workplace of the 1990s, including the impact of restructuring and revitalization of businesses.

14. Annenberg Washington Program in Communications Policy Studies of Northwestern University
http://www.annenberg.nwu.edu/pubs/downside/
Is your employer snooping on you? Stephen Bates discusses the National Information Infrastructure (NII). View this page for issues regarding privacy rights in the workplace.

15. Fortune
http://www.pathfinder.com/fortune/bestcompanies/intro.html
What features make a company a desirable employer? *Fortune* magazine discusses the characteristics of the "100 Best Companies to Work For." This page leads to many other *Fortune* articles and resources and a list of the 100 best companies.

16. International Labour Organization (ILO)
http://www.ilo.org
ILO's home page leads you to links that describe the goals of the organization and summarizes international labor standards and human rights. Its official UN Web site locater can point you to many other useful resources.

17. What You Can Do in Your Workplace
http://www.connectforkids.org/info-url1564/info-url_list.htm?section=Workplace
Browse here for useful hints and guidelines about how employees, employees' families, management, and society can help a company become more family-friendly.

18. U.S. Equal Employment Opportunity Commission (EEOC)
http://www.eeoc.gov
The EEOC's mission "is to ensure equality of opportunity by vigorously enforcing federal legislation prohibiting discrimination in employment." Consult this site for facts about employment discrimination, enforcement, and litigation.

Business and Society: Contemporary, Ethical, Social, and Environmental Issues

19. CIBERWeb
http://ciber.centers.purdue.edu
This site of the Centers for International Business Education and Research is useful for exploring issues related to business ethics in the international marketplace.

20. Communications for a Sustainable Future
http://csf.colorado.edu
This site leads you to information on topics in international environmental sustainability. It features the political economics of protecting the environment.

21. National Immigrant Forum
http://www.immigrationforum.org
The pro-immigrant organization offers this page to examine the effects of immigration on the U.S. economy and society. Click on the links to underground and immigrant economies.

22. Sympatico: Workplace
http://www.ntl.sympatico.ca/Contents/Careers/
This Canadian site provides an electronic network with a GripeVine for complaining about work and finding solutions to everyday work problems, and a HomeBase for learning how to work from home effectively.

23. Stockholm University
http://www.psychology.su.se/units/ao/ao.html
Explore topics related to job design and other business organizational concerns through this site presented by the Division of Work and Organizational Psychology.

24. United Nations Environment Programme (UNEP)
http://www.unep.ch
Consult this UNEP site for links to topics such as the impact of trade on the environment. It will direct you to useful databases and global resource information.

25. United States Trade Representative (USTR)
http://www.ustr.gov
This home page of the U.S. Trade Representative provides links to many U.S. government resources for those interested in ethics in international business.

Ethics and Social Responsibility in the Marketplace

26. Edwin B. Dean
http://mijuno.larc.nasa.gov/dfc/whatsnew.html
Read the many articles, consider the various points of view, and click on the links in this site to explore important business-related theories and issues such as cost management and living systems theory and design.

27. Kitchener Business Self-Help Office: Seven Steps to Exporting
http://www.city.kitchener.on.ca/departments/economic_development/Kitchener_import_export.html
This site describes seven steps to exporting, from selecting an export market to actually beginning to export. It addresses such critical topics as distribution, pricing, and subsidiaries.

28. Total Quality Management Sites
http://www.nku.edu/~lindsay/qualhttp.html
This site points you to a variety of interesting Internet sources to aid in the study and application of Total Quality Management principles.

29. U.S. Navy
http://www.navy.mil
Start at this U.S. Navy page for access to a plethora of interesting stories and analyses related to Total Quality Leadership. It addresses such concerns as how TQL can improve customer service and affect utilization of information technology.

Developing the Future Ethos and Social Responsibility of Business

30. MELNET
http://www.bradford.ac.uk/acad/mancen/melnet/index.html
MELNET is a "virtual cooperative" for people looking to improve the way they do business. Through this interactive site, learn about the course of management in the twenty-first century.

31. Sheffield University Management School
http://www.shef.ac.uk/uni/academic/I-M/mgt/research/research.html
The Current Research page of this British school will lead you to information on a broad array of real-world management issues for now and in the future.

32. Trinity College/Computer Science Course
http://www.cs.tcd.ie/courses/2ba6/best967/dukej/index.html
This page, Innovation in the Workplace, provides insight into what the future holds for employers and employees.

We highly recommend that you review our Web site for expanded information and our other product lines. We are continually updating and adding links to our Web site in order to offer you the most usable and useful information that will support and expand the value of your Annual Editions. You can reach us at: *http://www.dushkin.com/annualeditions/*.

Unit Selections

1. **Thinking Ethically: A Framework for Moral Decision Making,** Manuel Velasquez, Claire Andre, Thomas Shanks, and Michael J. Meyer
2. **The Sears Lectureship in Business Ethics at Bentley College—Ethics: The Way to Do Business,** Nicholas G. Moore
3. **Defining Moments: When Managers Must Choose Between Right and Right,** Joseph L. Badaracco Jr.
4. **Doing Well by Doing Good,** *The Economist*
5. **Ford-Firestone Lesson: Heed the Moment of Truth,** Marianne M. Jennings
6. **Why Character Counts,** Stephen R. Covey

Key Points to Consider

- Do you believe that corporations are more socially responsible today than they were 10 years ago? Why or why not?
- In what specific ways do you see companies practicing social responsibility? Do you think most companies are overt or covert in their social responsibility activities? Explain your answer.
- What are the economic and social implications of "management accountability" as part of the decision-making process? Does a company have any obligation to help remedy social problems, such as poverty, urban decay, and pollution? Defend your response.
- From an organizational perspective, what do you think are the major arguments for and against social responsibility?

DUSHKIN ONLINE Links www.dushkin.com/online/

6. **Association for Moral Education (AME)**
   http://www.wittenberg.edu/AME/
7. **Business Policy and Strategy**
   http://www.aom.pace.edu/bps/bps.html
8. **Ethics Updates/Lawrence Hinman**
   http://ethics.acusd.edu
9. **National Center for Policy Analysis**
   http://www.public-policy.org/~ncpa/pd/pdindex.html
10. **Online Journal of Ethics/Institute for Business and Professional Ethics**
    http://condor.depaul.edu/ethics/ethg1.html
11. **Organization and Management Theory**
    http://www.nbs.ntu.ac.uk/DEPTS/HRM/Index.htm

These sites are annotated on pages 4 and 5.

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