

**COMILLAS**

UNIVERSIDAD PONTIFICIA

ICAI

ICADE

CIHS

**Syllabus**  
**2025 - 2026****TECHNICAL SHEET OF THE SUBJECT**

Data of the subject	
Subject name	Ethics, Business & Society
Subject code	IBS-MBA-626
Main program	<a href="#">Official Master's Degree in Business Administration - MBA</a>
Involved programs	Máster Universitario en Administración de Empresas (MBA) [First year] Máster Universitario en Ingeniería Industrial y Máster Universitario en Administración de Empresas [Second year] Máster Universitario en Ingeniería de Telecomunicación y Mást. Univ. en Administración de Empresas [Second year]
Level	Postgrado Oficial Master
Quarter	Semestral
Credits	2,0 ECTS
Type	Obligatoria
Department	Departamento de Gestión Empresarial
Coordinator	Raúl González Fabre
Office hours	Contact by email (rgfabre@comillas.edu)

Teacher Information	
Teacher	
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Teacher	
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**SPECIFIC DATA OF THE SUBJECT**

Contextualization of the subject
Contribution to the professional profile of the degree
<p>The ethical quality of the management is an important challenge for every commercial company and the persons making decisions on its behalf. "Ethics, Business &amp; Society" offers a good opportunity for MBA students to deepen their understanding of the social and organizational relevance of the ethical dimension of business, and the impact of ESG on society at large. The students must develop the ability to connect Ethics and ESG with the various aspects of company management, such as Strategy, Marketing, Financial Management, Human Resources, etc. ESG and the pursuit of Sustainability are not conceived here as just another functional area of the company, but as cross-cutting aspects that must be expressed in the policies and decisions of all areas and departments, guided by a clear vision of the</p>



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organizational purpose.

The course intends to add ethical and humanistic abilities to the future managers of companies and other organizations. That way, their professional capacities will be enriched with superior performance in aspects beyond the economic bottom line of the firm.

Course objectives

- Discuss the current business model and broaden the understanding of the company and its role in society.
- Study the importance of the ethical dimension in the life of the company and its organizational culture.
- Identify the most ethically problematic areas in the companies and in business.
- Learn to apply moral reasoning to the ethical problems of management, arriving to decision proposals, both coherent and acceptable from an ethical point of view.
- Discuss the incorporation of Ethics and ESG into the organizational structure of companies.
- Propose a certain conception of ESG and its links with Business Ethics.

## Prerequisites

None

## Competencies - Objectives

### Competences

#### GENERALES

<b>CG01</b>	Analytic and synthesis cognitive capacities applied to business situations and managing and organisation problems.	
	<b>RA01</b>	Es capaz de enfrentarse con el estudio analítico de casos y escenarios, así como de llevar a efecto síntesis de información y de datos.
<b>CG02</b>	Management of data and information as key elements for decision-making and for identification, formulation and resolution of business problems.	
	<b>RA01</b>	Conoce, sintetiza y utiliza adecuadamente una diversidad de recursos bibliográficos y documentales, manejándose con soltura en la biblioteca tradicional y electrónica.
	<b>RA02</b>	Discierne el valor y la utilidad de diferentes fuentes y tipos de información.
	<b>RA03</b>	Es capaz de realizar una lectura comprensiva y hacer exposiciones inteligentes de sus propias ideas, tanto en clase cuanto en los trabajos y exámenes.
<b>CG05</b>	Ethical commitment with a behaviour based in moral principles and those principles of the organisation when facing moral dilemmas and corporate social responsibility issues.	
	<b>RA01</b>	Se integra en equipos de trabajo y desempeña un papel efectivo.



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	<b>RA02</b>	Es capaz de escuchar las opiniones de los demás y de hacerse entender.
<b>CG06</b>	Time management capacity with the purpose of improving personal and team efficiency within business organizations, its environment and its management.	
	<b>RA01</b>	Comprende y valora perspectivas culturales e ideológicas distintas.
	<b>RA02</b>	Es sensible a la dimensión ética de los problemas sociales y ecológicos.
<b>CG07</b>	Critical reasoning and argumentation according with the understanding of knowledge and know-how on business administrations, their external context and their administration and management processes.	
	<b>RA01</b>	Es capaz de organizarse y cumplir con los plazos asignados a las tareas.
	<b>RA02</b>	Jerarquiza tiempos y energías a la hora de llevar a efecto su estudio.
<b>CG08</b>	Initiative, creativity and entrepreneurship when applying management techniques and related knowledge to management and development of business organizations.	
	<b>RA01</b>	Ejerce el pensamiento independiente y la reflexión personal sobre problemáticas diversas.
	<b>RA02</b>	Identifica los supuestos y las limitaciones de métodos y teorías.
<b>CG09</b>	Knowledge, understanding and handling of tools for diagnosis of the competitive position of a company, and designing and executing the company's strategic plan.	
	<b>RA01</b>	Lee, sintetiza y es capaz de llevar a efecto reseñas de libros y monografías.
	<b>RA02</b>	Desarrolla habilidades necesarias para la investigación independiente.
	<b>RA03</b>	Asiste a clase con regularidad y participa adecuadamente.
	<b>RA04</b>	Es evaluado por pares en grupos de trabajo y evalúa a sus compañeros con rigor y objetividad.
<b>ESPECÍFICAS</b>		
<b>CE07</b>	Understanding ethical and moral values that prevail within an organisation, acquiring the capacity to identify and solve any ethical dilemma encountered in business activity, and apply any management and assessment instruments from Corporate Social Responsibility so they may be incorporated to the company's strategic planning and their organizational development.	
	<b>RA01</b>	Ser capaz de conectar la Ética y la RSE con elementos tales como la Estrategia, el Marketing, la Dirección Financiera, la Gestión de Personas en la Organización.
	<b>RA02</b>	Ser capaz de evaluar y analizar críticamente el impacto de las decisiones empresariales en la sociedad.

## THEMATIC BLOCKS AND CONTENTS



## Contents - Thematic Blocks

Part 1: Moral reasoning.

Part 2: Ethical questions about different stakeholders.

Part 3: Standards and implementations.

## TEACHING METHODOLOGY

### General methodological aspects of the subject

AI can and should be used at level 3 (<https://aiassessmentscale.com>) for the preparation of assignments where the professor so specifies.

The assessment of its use will be comparative and based on the resulting content presented to the instructor.

The LLM engine must always be credited as a partial author of the answers. For example: "modified from XXX's answer".

### In-class Methodology: Activities

. Lectures.

. Case study and scenario analysis.

. Internet research.

CG01, CG02, CG05,  
CG06, CG08, CG09,  
CG07, CE07

### Non-Presential Methodology: Activities

Study of the points researched in the previous lesson. Formulation of questions.

Preparatory activities for the next session.

## SUMMARY STUDENT WORKING HOURS

CLASSROOM HOURS			
Lectures of an expository nature	Analysis and resolution of cases and exercises, individually or collectively	Debates	Seminars and workshops
7.00	7.00	3.00	3.00
NON-PRESENTIAL HOURS			
Analysis and resolution of cases and exercises, individually or collectively	Individual study and organized reading	Monographic and research work, individual or group work	Seminars and workshops
10.00	8.00	10.00	2.00
ECTS CREDITS: 2,0 (50,00 hours)			

## EVALUATION AND CRITERIA



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The use of AI to produce full assignments or substantial parts thereof, without proper citation of the source or tool used, or without explicit permission in the assignment instructions, will be considered plagiarism and therefore subject to the University's General Regulations.

Evaluation activities	Evaluation criteria	Weight
Final individual exam	Correct understanding and use of the concepts.  Analytical depth.	50 %
Participation in activities developed during classtime.	Student's or group's contributions to the themes discussed in the session.	30 %
Analysis of cases and scenarios	Adequacy, coherence with course contents.	20 %

### Ratings

The minimum grade required to pass the course is 5.0 / 10.0.

The professor will explain in the necessary detail:

- class and home activities,
- participation expected from the students, and
- concrete application of the percentages of evaluation.

If a student fails the course, any further evaluation will be conducted by means of an exam weighing the same as the final exam. Other grades not coming from the final exam will be kept by the student.

When the Dean exempts a student from presence-based attendance, and only in that situation, the course will be assessed through an exam (50%) and a final assignment (50%) both covering the whole content of the syllabus. Concrete instructions, when applicable, will be given by the teacher at the beginning of the semester.

Serious academic offences, such as plagiarism of previously published materials or copying in your exam or other evaluated activity, may lead to the opening of disciplinary proceedings and the loss of calls.

In the tests or papers presented in writing, a Turnitin index equal to or greater than 30% will require justification.

In order to take the final exam, it is a requirement not to have missed more than a third of the classes unjustifiably. If this requirement is not met, the student may lose the right to take the exam, as established by the faculty (art. 93.1 of the Reglamento General).

### BIBLIOGRAPHY AND RESOURCES

#### Basic Bibliography

Materials indicated by the professor and available to all students either on the Internet or in the University Library.