



COMILLAS

UNIVERSIDAD PONTIFICIA

ICAI

ICADE

CIHS

Syllabus
2024 - 2025

TECHNICAL SHEET OF THE SUBJECT

Data of the subject	
Subject name	Ethics and Corporate Social Responsibility
Subject code	E000008113
Main program	Bachelor's Degree in Business Administration and Management
Involved programs	Grado en Administración y Dirección de Empresas (E-2) [Fourth year] Grado en Administración y Dirección de Empresas (E-2) [Fourth year] Grado en Administración y Dirección de Empresas y Grado en Derecho (E-3 16) [Fifth year] Grado en Administración y Dirección de Empresas y Grado en Derecho (E-3 16) [Fourth year] Grado en Administración y Dirección de Empresas y Grado en Derecho [Fourth year] Grado en Administración y Dirección de Empresas con Mención en Internacional (E-4) [Fourth year] Grado en Administración y Dirección de Empresas con Mención en Internacional (E-4) [Fourth year] Grado en Administración y Dirección de Empresas y Grado en Relaciones Internacionales [Fifth year] Grado en Administración y Dirección de Empresas y Grado en Relaciones Internacionales (E-6) [Fifth year] Grado en Administración y Dirección de Empresas (E-2) - Bilingüe en inglés [Fourth year] Grado en Administración y Dirección de Empresas (E-2) - Bilingüe en inglés [Fourth year] Grado en Administración y Dirección de Empresas y Grado en Análisis de Negocios/Business Analytics [Fourth year] Grado en Administración y Dirección de Empresas y Grado en Análisis de Negocios/Business Analytics [Fourth year]
Level	Reglada Grado Europeo
Quarter	Semestral
Credits	6,0 ECTS
Type	Obligatoria (Grado)
Department	Departamento de Gestión Empresarial
Coordinator	José Ángel Ceballos (Coord.)
Schedule	It will be determined at the beginning of the course.
Office hours	It will be determined at the beginning of the course.
Course overview	Starting from the concept and anthropological foundation of a professional ethic, ethical responsibility arises as a result of personal and professional decisions. institutions in the business dynamics, and is manifested in the decision-making that is carried out in the different areas, departments and levels. The interrelationship between the economic and cultural paradigms, the strategies before the dilemmas and challenges of the market, the tools and management practices and ethical responsibility for decisions and their consequences. Just as before the expectation of placing in the center social justice and environmental sustainability of the economic system.

Teacher Information	
Teacher	
Name	Braulio Pareja Cano
Department	Department of Industrial Organization
E-Mail	bpareja@icade.comillas.edu
Teacher	



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Name	Carlos Carbajo Íñigo
Department	Departamento de Gestión Empresarial
E-Mail	ccarbajo@icade.comillas.edu
Teacher	
Name	Francisco Javier Fuertes Pérez
Department	Departamento de Gestión Empresarial
Office	Alberto Aguilera 23
E-Mail	ffuertes@comillas.edu
Phone	2295
Teacher	
Name	José Ángel Ceballos Amandi
Department	Departamento de Sociología y Trabajo Social
Office	Cantoblanco
E-Mail	jaceballos@comillas.edu
Teacher	
Name	María de la Esperanza Hernández Cuadra
Department	Departamento de Gestión Empresarial
E-Mail	mehernandez@comillas.edu
Teacher	
Name	María Reyes Calderón Cuadrado
Department	Departamento de Gestión Empresarial
E-Mail	mrcalderon@icade.comillas.edu

SPECIFIC DATA OF THE SUBJECT

Contextualization of the subject

Contribution to the professional profile of the degree

A characteristic of the Grade in Business Administration is its general nature. And a clear reflection of this is the extraordinary breadth of professional activities that this profile can access. From this perspective, professional practice demands from the students the challenge of knowing how to contribute with their effort and with their knowledge in contexts where they will inevitably be faced with dilemmas and ethical implications in their professional decisions, which will not only affect them personally, but also have consequences beyond their own lives.

To deal with these situations, a mere ethical sensitivity is not enough, since that is sometimes just translated into valuations resulting from mere uncritical subjective intuitions. On the contrary, today's professionals must be able to perceive the ethical implications of the situations they encounter and the consequences that can be derived from their decisions, to be able to assume them responsibly. And of course this has to be done from the perspective of a rational and wellfounded justification of their ethical criteria and assessment.

For all these reasons, together with the specific training of their respective specialties, it is essential that the future professional is trained



to know how to deal with the ethical implications of its activity.in a solvent and responsible manner.

Prerequisites

None.

Competencies - Objectives

Competences

GENERALES

CG04	Capacidad de gestionar información proveniente de fuentes diversas	
	RA1	Busca y utiliza documentación de distintas fuentes, proveniente de diversas vías, para sus actividades de aprendizaje, discriminando conforme a su valor y a la utilidad de cada una de ellas
	RA2	Desarrolla pensamiento crítico, cuestionando la información gestionada, generando conclusiones y puntos de vista propios
	RA3	Es claro, preciso, exacto y relevante en el uso de la información, profundizando con lógica e imparcialidad
CG11	Capacidad crítica y autocrítica	
	RA1	Evalúa el trabajo y las ideas propios y los de los demás
	RA2	Es capaz de realizar el proceso de dar y recibir feedback de forma asertiva, mejorando la integración y la confianza de los grupos de trabajo
	RA3	Expresar argumentativamente sus discrepancias en el aula, como base para un diálogo fructífero
CG12	Compromiso ético	
	RA1	Comprender y valorar perspectivas culturales e ideológicas distintas
	RA2	Implicarse personalmente en la búsqueda de soluciones que manifiesten una clara sensibilidad a los aspectos humanos de los asuntos y problemas tratados
CG17	Capacidad de elaboración y transmisión de ideas, proyectos, informes, soluciones y problemas	
	RA1	Argumentar de manera independiente y crítica sobre conceptos y teorías diversas
	RA2	Comunicarse eficazmente a la hora de exponer, de palabra o por escrito, sus ideas y argumentos

ESPECÍFICAS

CE26	Conectar la Ética y la RSE con elementos tales como la estrategia, el Marketing, la Dirección Financiera, la Gestión de Personas en la Organización, conociendo los principales problemas éticos y de responsabilidad social, y argumentando racionalmente sus propias opiniones y posturas	
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	RA1	Percibir, analizar, y valorar en cada caso, la estrecha relación entre los valores éticos personales y las decisiones profesionales en las distintas áreas funcionales
	RA2	Percibir, analizar, y valorar en cada caso, la estrecha relación entre los valores éticos personales y las responsabilidades éticas que pueden derivarse de las diferentes políticas de la organización
CEOPT01		Comprender la influencia que el paradigma de la sostenibilidad global puede ejercer en el papel que las empresas desempeñan en la sociedad y en la forma en la que son administradas
	RA2	Entender las consecuencias y desafíos clave del cambio de paradigma para el concepto de empresa y la gestión empresarial

THEMATIC BLOCKS AND CONTENTS

Contents - Thematic Blocks

Current Economic and cultural paradigms.

Concept and anthropological foundation of professional ethics.

Ethical responsibility in decision making.

Strategies to face the dilemmas and market challenges.

Consequences of own decisions.

Tools and management practices.

Social justice and environmental sustainability.

TEACHING METHODOLOGY

General methodological aspects of the subject

In-class Methodology: Activities

Would be:

- Master Classes: The teacher, using the master class methodology, will offer a theoretical and conceptual framework of the discipline and of each topic, highlighting the aspects and fundamental elements for its understanding.
- Analysis of Issues and Cases: In some of the sessions situations or issues will be analyzed that allow the application of aspects indicated in the theory and that favor the development of argumentative capacity, analysis, synthesis and development of moral reasoning.
- Analysis of Issues and Cases in groups: Analogous to the previous one, but carried out in small groups groups to facilitate more intense dialogue among students.
- Presentations of Cases prepared by students individually or in groups, within or out of the classroom.

CG04, CG11, CG12,
CG17, CE26, CEOPT01

Non-Presential Methodology: Activities



Would be:

- Individual Study: Students must read and/or study the proposed materials.
- Homework: Students must carry out individual or group work, which is indicated at the beginning of the subject, adjusting to the established deadlines.
- Tutoring: A tutoring system is offered and recommended, so that students who receive it wish to obtain from the teacher indications and approaches that can help them in the monitoring of the subject.

CG04, CG11, CG12,
CG17, CE26, CEOPT01

SUMMARY STUDENT WORKING HOURS

CLASSROOM HOURS		
Lecciones de carácter expositivo	Exposición pública de temas o trabajos	Ejercicios y resolución de casos y de problemas
15.00	15.00	35.00
NON-PRESENTIAL HOURS		
Estudio individual y/o en grupo y lectura organizada	Trabajos monográficos y de investigación, individuales o colectivos	Ejercicios y resolución de casos y de problemas
40.00	25.00	20.00
ECTS CREDITS: 6,0 (150,00 hours)		

EVALUATION AND CRITERIA

Evaluation activities	Evaluation criteria	Weight
Final exam (in a single non-breakable test): It will consist of a written test on the theoretical content seen in the subject, as well as its application.	<ul style="list-style-type: none"> • Understanding and reasoned explanation of the theoretical concepts. • Synthesis capacity and relationship of the concepts. • Connection between theoretical concepts and real professional practice. • Grammatical and spelling correction. 	50 %
Continuous Assessment exercises They may consist of: <ul style="list-style-type: none"> • Open type tests. It will be valued at especially the correct expression of ideas and the correct reasoning of the proposed solutions. • Problem or practical case type tests. The chosen procedure will be valued both to solve the problem, such as results that must be consistent and logical. • Multiple choice tests. Identification of the correct answer within a series limited alternatives. 	They will be determined at the beginning of the course, indicating in each case date and type.	10 %



<ul style="list-style-type: none"> Short tests during class will allow for quick feedback on their learning to the students. 		
<p>Individual essay:</p> <ul style="list-style-type: none"> It is not part of the qualification of the Continuous Assessment. It will be determined at the beginning of the subject. 	<ul style="list-style-type: none"> The student must demonstrate his or her ability to identify and differentiate the principles ethics and values that really apply in the different decision making, as well as its repercussions on the activity of the organization, people and the social environment and professional. 	20 %
<p>Group work:</p> <ul style="list-style-type: none"> It is not part of the qualification of the Continuous Assessment. It will consist of the resolution of a practical case that may eventually be exposed and debated in class. 	<ul style="list-style-type: none"> The evaluation criteria (rubric) of the group work, as well as the requirements formal extension and deadlines, will be presented by the teacher at the beginning of the subject. In any case, the criteria will be aligned with those of individual work. 	15 %
<p>Active participation in class</p> <ul style="list-style-type: none"> It is not part of the qualification of the Continuous Assessment. 	<ul style="list-style-type: none"> The teacher will determine, at the beginning of the subject, assessment criteria. 	5 %

Ratings

- The average grade with works, cases or reports will be taken only when the final exam is approved (minimum grade to pass: 5.00). If you fail the exam, the subject will be graded with your grade.
- Incurring a serious academic offense, such as plagiarism of previously published materials or copying the exam or other activity evaluated, may be penalized with the opening of a disciplinary file and the loss of the calls that the faculty regulations establish.
- In written assignments, a Turnitin indicator greater than 30% will require justification.
- Improper use of ChatGPT, or any other IAG, by students will be considered a serious offense, according to the General Regulations of the University, art. 168.2.e: "carrying out actions aimed at falsifying or defrauding the security systems evaluation of academic performance". The consequences of this may be "temporary expulsion of up to three months or prohibition of taking the exam in the next call for the imposition of the sanction, in one or several subjects of which the student is enrolled, [...] apart from assuming a failure grade (0) in the respective subject, [...] [and] the prohibition of taking the exam for that subject in the next call."
- Unjustified absence from more than a third of the class sessions may imply the loss of the right to take an exam in the calls that the faculty regulations establish (art. 93.1 of the General Regulations).
- Failure to attend the first hour of a double class will imply the application of absence to the entire session, regardless of whether the student attends, or not, the second hour.
- The teacher must specify the attendance control system at the beginning of the course.
- Cases, papers or reports delivered after the deadline will be considered undelivered.
- Failure to deliver, present or carry out cases, assignments, reports, or exercises will result in failure (zero) in the corresponding qualification.
- In case of failing the subject, the teacher will determine if in the 2nd and subsequent calls it is also required to do the works, cases,



reports or practical exercises provided for in the guide.

- For own students who are on exchange abroad and must take the subject exam, or in any other case in the event that class attendance is not required, the grading system will consist only of a final theoretical exam on the contents that the teacher determines. In these cases the final grade will be the grade obtained in the exam.
- In the case of exchanges (Out), it is the student's responsibility to contact the teacher in advance to specify the contents that can be examined.
- Unless expressly stated otherwise, in all calls the exams, assignments and exercises of any type must have a grade of at least 5.00 out of 10.00 to pass.

BIBLIOGRAPHY AND RESOURCES

Basic Bibliography

Reference Manuals:

- CAMACHO LARAÑA I., FERNÁNDEZ FERNÁNDEZ J.L., MIRALLES MASSANÉS, J. y GONZÁLEZ FABRE, R., Ética y Responsabilidad Social de la Empresa, Desclée de Brouwer, Bilbao, 2012.
- CRANE, A. & MATTEN, D., Business Ethics (4th Ed.), Oxford University Press, New York, 2015.
- GONZÁLEZ FABRE, R., Ética y economía, Desclée de Brouwer. Bilbao, 2005.
- ETXEBERRÍA, X., Temas Básicos de Ética. Desclée de Brouwer. Bilbao, 2002.

Complementary Bibliography

Throughout the course additional bibliographic references, articles or other materials of interest may be provided.

In compliance with current regulations on the **protection of personal data**, we would like to inform you that you may consult the aspects related to privacy and data [that you have accepted on your registration form](#) by entering this website and clicking on "download"

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