



BUS300 BUSINESS ETHICS AND SUSTAINABILITY T325 BRIEF

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.

Information contained within this Subject Outline applies to students enrolled in the trimester as indicated

1. General Information

1.1 Administrative Details

| Associated HE Award(s) | Duration | Level | Subject Coordinator |
|-------------------------------------|-------------|---------|--|
| B Bus (Accg); B Bus (Mgt & Finance) | 1 trimester | Level 3 | Mr Ajay KUMAR ajay.kumar@koi.edu.au P: +61 (2) 9283 3583 Level 7-11, 11 York Street Consultation: via Moodle or by appointment. |

1.2 Core / Elective

This is a core subject for B Bus (Mgt & Finance). This is an elective subject for B Bus (Accg)

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

| Subject Credit Points | Total Course Credit Points |
|-----------------------|--|
| 4 | BBus(Accg) 96; BBus (Mgt & Finance) 96 |

1.4 Student Workload

Indicated below is the expected student workload per week for this subject.

| No. timetabled hours/week* | No. personal study hours/week** | Total workload hours/week*** |
|--|---------------------------------|------------------------------|
| 4 hours/week (2 hour Lecture + 2 hour Tutorial) | 6 hours/week | 10 hours/week |

* Total time spent per week at lectures and tutorials

** Total time students are expected to spend per week in studying, completing assignments, etc.

*** Combination of timetable hours and personal study.

1.5 Mode of Delivery Classes will be face-to-face or hybrid. Certain classes will be online (e.g., special arrangements).

1.6 Pre-requisites MGT200 Introduction to Management *and*
BUS100 Professional Communication Skills (previously named Business Study Skills)

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the weekly worksheets and subject support material provided in Moodle. Students should read this material before coming to class to improve their ability to participate in the weekly activities.
- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.



- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: There are no specific resources for this subject.

1.8 Academic Advising

Academic advising is available to students throughout teaching periods including the exam weeks. As well as requesting help during scheduled class times, students have the following options:

- Consultation times: A list of consultation hours is provided on the homepage of Moodle where appointments can be booked.
- Subject coordinator: Subject coordinators are available for contact via email. The email address of the subject coordinator is provided at the top of this subject outline.
- Academic staff: Lecturers and Tutors provide their contact details in Moodle for the specific subject. In most cases, this will be via email. Some subjects may also provide a discussion forum where questions can be raised.
- Head of Program: The Head of Program is available to all students in the program if they need advice about their studies and KOI procedures.
- Vice President (Academic): The Vice President (Academic) will assist students to resolve complex issues (but may refer students to the relevant lecturers for detailed academic advice).

2. Academic Details

2.1 Overview of the Subject

This subject provides an in-depth analysis of issues confronting managers in a rapidly changing world, including climate change, new forms of work, increased diversity in the workplace and corporate social responsibility. Contemporary ethical and environmental issues are examined and best practice managerial techniques are explored to show how these can improve both environmental outcomes of businesses and companies' financial results and lead to new business opportunities. Students will have opportunities to apply broad theoretical and technical knowledge in developing and communicating solutions to complex problems. Students will also examine some western moral philosophy and apply it in an organisational context.





2.2 Graduate Attributes for Undergraduate Courses

Graduates of the *Bachelor of Business (Accounting)*, and the *Bachelor of Business (Management and Finance)* courses from King's Own Institute will achieve the graduate attributes expected from successful completion of a Bachelor's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge from their major area of study in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's generic graduate attributes for a bachelor's level degree are summarised below:

| | KOI Bachelor Degree Graduate Attributes | Detailed Description |
|--|--|--|
| | Knowledge | Current, comprehensive and coherent knowledge |
| | Critical Thinking | Critical thinking and creative skills to analyse and synthesise information and evaluate new problems |
| | Communication | Communication skills for effective reading, writing, listening and presenting in varied modes and contexts and for transferring knowledge and skills to a variety of audiences |
| | Information Literacy | Information and technological skills for accessing, evaluating, managing and using information professionally |



| | | |
|---|----------------------------------|--|
|  | Problem Solving Skills | Skills to apply logical and creative thinking to solve problems and evaluate solutions |
|  | Ethical and Cultural Sensitivity | Appreciation of ethical principles, cultural sensitivity and social responsibility, both personally and professionally |
|  | Teamwork | Leadership and teamwork skills to collaborate, inspire colleagues and manage responsibly with positive results |
|  | Professional Skills | Professional skills to exercise judgement in planning, problem solving and decision making |

























Across the course, these skills are developed progressively at three levels:

- **Level 1 Foundation** – Students learn the basic skills, theories and techniques of the subject and apply them in basic, stand-alone contexts.
- **Level 2 Intermediate** – Students further develop skills, theories and techniques of the subject and apply them in more complex contexts, beginning to integrate the application with other subjects.
- **Level 3 Advanced** – Students have a demonstrated ability to plan, research and apply the skills, theories and techniques of the subject in complex situations, integrating the subject content with a range of other subject disciplines within the context of the course

2.3 Subject Learning Outcomes

This is a Level 3 subject.

Listed below, are key knowledge and skills students are expected to attain by successfully completing this subject:

| Subject Learning Outcomes | Contribution to Graduate Attributes |
|---|--|
| a) Analyse the broad context of contemporary governance and management of business ethics in organisations. |      |
| b) Evaluate and critique organisational responses to issues of business ethics. |      |
| c) Investigate some of the major environmental problems society is facing today. |      |
| d) Justify the importance of ethics and corporate social responsibility in organisations. |      |
| e) Write a research report by doing a literature review and present your findings. |     |

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:



| Week (beginning) | Topic covered in each week's lecture | Reading(s) | Expected work as listed in Moodle |
|------------------------|---|--|-----------------------------------|
| Week 1 27 Oct | Introducing business ethics | Ch.1 and Ch. 5 | Tutorial Discussions |
| Week 2 03 Nov | Corporate social responsibility, performance and impact | Ch.2 | Tutorial Discussions |
| Week 3 10 Nov | Sustainability, and risk management | Ch.4 and Ch.10 | Tutorial Discussions |
| Week 4 17 Nov | Ethical principles and managing organizational ethics | Ch. 6 | Tutorial Discussions |
| Week 5 24 Nov | Stakeholder approach to business, society and ethics | Ch.3 | Tutorial Discussions |
| Week 6 01 Dec | Ethical issues in the global arena | Ch.7 | Tutorial Discussions |
| Week 7 08 Dec | Corporate governance, shareholders and business ethics. | Ch. 9 | Tutorial Discussions |
| Week 8 15 Dec | Employees and business ethics | Ch.11, 12, and 13 | Tutorial Discussions |
| Week 9 05 Jan | Consumers and business ethics | Ch.14 and Ch.15 | Tutorial Discussions |
| Week 10 12 Jan | Community stakeholders and corporate Philanthropy | Ch.16 | Tutorial Discussions |
| Week 11 19 Jan | Business and government relationship | Ch.17 and Ch.18 | Tutorial Discussions |
| Week 12 27Jan (Tue) | Subject review | | Tutorial Discussions |
| Week 13 02 Feb | Study review week and Final Exam Week | | |
| Week 14 09 Feb | Examinations Continuing students - enrolments for T126 open | Please see exam timetable for exam date, time and location | |
| Week 15 16 Feb | Student Vacation begins New students - enrolments for T126 open | | |
| Week 16 23 Feb | <ul style="list-style-type: none">Results ReleasedReview of Grade Day for T325 – see Sections 2.6 and 3.2 below for relevant information.Certification of Grades <p>NOTE: More information about the dates will be provided at a later date through Moodle/KOI email.</p> | | |



T126 2 Mar 2026

Week 1
02 Mar

Week 1 of classes for T126

2.5 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *Lectures* (2 hours/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes (see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.6 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

| Assessment Type | When assessed | Weighting | Learning Outcomes Assessed |
|--|------------------|------------|----------------------------|
| Assessment 1: Class Contributions and Participation | Week 3 - Week 12 | 10% | a, b, c, d, e |
| Assessment 2: Short Essay (500 \pm 10%) | Week 4 | 10% | a, b |
| Assessment 3: Individual Assessment (1,500 \pm 10%) | Week 6 | 20% | a, b, d, e |
| Assessment 4: Group Report (3,000 \pm 10%) Group Presentation | Week 9 | 25% 10% | a, b, c, d, e |
| Assessment 5: Final Individual Report (2,000 \pm 10%) | Week 12 | 25% | a, b, c, d, e |

Requirements to Pass the Subject:



To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.7 Prescribed and Recommended Readings

Provided below, in formal reference format, is a list of the prescribed and recommended readings.

Prescribed Text:

Carroll, A. B., & Brown, J. (2023). *Business & Society: Ethics, Sustainability & Stakeholder Management*. 11th ed. Cengage.

Recommended Reference text books:

Boatright, J. R., & Smith, J. D. (2021). *Ethics and the Conduct of Business*. 8th ed. Pearson.

Crane, A., Matten, D., Glozer, S., & Spence, L. J. (2019). *Business ethics: Managing corporate citizenship and sustainability in the age of globalization*. Oxford university press.

DesJardins, J. (2024). *An Introduction to Business Ethics*. 7th ed. McGraw Hill.

Hartman, L. P., DesJardins, J. R., & MacDonald, C. (2023). *Connect Online Access for Business Ethics*. McGraw Hill.

Schroeder, R., & Goldstein, S. (2024). *Operations Management In The Supply Chain: Sustainability and Resilience*. McGraw Hill

Spinello, R. (2020). *Business Ethics contemporary Issues and Cases*. USA. Sage Publishing.

References available from EBSCOhost research databases:

Blandino, G., & Montagna, F. (2025). Social sustainability in manufacturing: where are we? *International Journal of Production Research*, 1–24. <https://doi.org/10.1080/00207543.2025.2464904>

Ferhani, B. (2025). Leadership and business ethics: A conceptual framework for responsible management. *Corporate Ownership and Control*, 22(1), 111–124. <https://doi.org/10.22495/cocv22i1art9>

Islam, M. F., Masud, A. A., Emon, M., Shuvro, R. A., Jony, M. T. I., & Akter, T. (2025). Integrating green HRM for productivity and sustainability: green innovation, engagement and pro-environmental behavior as key mediators. *Future Business Journal*, 11(1). <https://doi.org/10.1186/s43093-025-00433-w>

Kim, S. (2021). Sustainable growth variables by industry sectors and their influence on changes in business models of SMEs in the era of digital transformation. *Sustainability*, 13(13), 7114. <https://doi.org/10.3390/su13137114>

Perry, P., Osburg, V., Huq, F. A., & Diallo, M. F. (2024). Fashionable Ethics: Exploring ethical perspectives in the production, marketing, and consumption of fashion. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-024-05913-7>

Rydenfelt, H. (2024). Inquiring Value: The pragmatist turn in business Ethics. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-024-05711-1>

Smith, N., Donaldson, F., Scholz, M., Spence, L., & Holloway, R. (2023). Business Ethics Quarterly Special issue on: Normativity in Business Ethics and Beyond. *Business Ethics Quarterly*, 33(4), 785–789. <https://doi.org/10.1017/beq.2023.25>



To access academic peer reviewed journal articles as sources, you need to access such sources using the Library database, EBSCOhost, or Google Scholar. Please ask in the Library if you are unsure how to access EBSCOhost. Instructions can also be found in Moodle.

- Business and Professional Ethics Journal
- Business and Society
- Business and Society Review
- Business Ethics: A European Review
- Business Ethics Quarterly
- Economics and Philosophy
- Journal of Business Ethics

Students are encouraged to read peer reviewed journal articles and conference papers. Google Scholar provides a simple way to broadly search for scholarly literature. From one place, you can search across many disciplines and sources: articles, theses, books, abstracts and court opinions, from academic publishers, professional societies, online repositories, universities and other web sites.

Useful Website:

The following website are useful sources covering a range of information useful for this subject. However, most are not considered to be sources of Academic Peer Reviewed theory and research. If your assessments require *academic peer reviewed journal articles* as sources, you need to access such sources using the Library database, Ebscohost, or Google Scholar. Please ask in the Library if you are unsure how to access Ebscohost. Instructions can also be found in Moodle.

- Business Ethics: <https://business-ethics.com/>
- Sustainable Marketing: <https://sustainablemarketing.com.au/>
- The Ethics Centre: <https://ethics.org.au/>
- The Business Council of Sustainable Development Australia: <https://www.bcsda.org.au/>