

Chapter 2

Velasquez Test Bank

MULTIPLE CHOICE

1. Which of the following describes judgments based on ethical principles that deal with fairness of the distribution of benefits and burdens in society?

- a. Rights
- b. Virtue
- c. Utilitarianism
- d. Justice

Answer: D

Topic: 2.1: Approaches to Moral Decision-Making

Learning Objective 2.1: Examine the foundations of moral decision-making in business

Skill Level: Understand the concepts

Difficulty Level: Moderate

2. The ethical principles that advocate respect for the well-being and freedom of others are referred to as

- a. virtues.
- b. rights.
- c. fairness.
- d. justice.

Answer: B

Topic: Approaches to Moral Decision-Making

Learning Objective 2.1: Examine the foundations of moral decision-making in business

Skill Level: Understand the concepts

Difficulty Level: Moderate

3. Which of the following approaches to ethical decision-making is based on the idea that a course of action produces the most benefits over costs for everyone affected?

- a. Utilitarianism
- b. Fairness
- c. Virtue
- d. Justice

Answer: A

Topic: Approaches to Moral Decision-Making

Learning Objective 2.1: Examine the foundations of moral decision-making in business

Skill Level: Understand the concepts

Difficulty Level: Moderate

4. Many business analysts feel the best way to evaluate the ethics of a business decision is to analyze social costs and compare them to
- those affected by the decision.
 - the cost of consequences.
 - social benefits.
 - the greatest net benefits.

Answer: C

Topic: Utilitarianism: Weighing Social Costs and Benefits

Learning Objective 2.2: Detail the concept of utilitarianism and how it is applied to business decisions

Skill Level: Apply what you know

Difficulty Level: Moderate

5. Which of the following best describes the utility of a course of action by a business?
- The most objective benefits of an action
 - The level of acceptability of an action by society
 - The amount of compromise needed to produce an action
 - The combination of benefits and costs of an action

Answer: D

Topic: Utilitarianism: Weighing Social Costs and Benefits

Learning Objective 2.2: Detail the concept of utilitarianism and how it is applied to business decisions

Skill Level: Analyze it

Difficulty Level: Moderate

6. Which of the following is considered to be a primary benefit of utilitarianism?
- It advocates policies that create the biggest financial reward.
 - It produces the greatest benefits for society at a reasonable cost.
 - It allows governments to clearly define what is ethically right or wrong.
 - It impartially considers everyone's interests.

Answer: D

Topic: Utilitarianism: Weighing Social Costs and Benefits

Learning Objective 2.2: Detail the concept of utilitarianism and how it is applied to business decisions

Skill Level: Analyze it

Difficulty Level: Moderate

7. Which of the following is based on the moral norms and principles that say all human beings are empowered to do something or have something done for them?
- Human rights
 - Legal rights
 - Constitutional rights

d. Jurisdictional rights

Answer: A

Topic: Rights and Duties

Learning Objective 2.3: Examine a rights-based approach to business ethics

Skill Level: Apply what you know

Difficulty Level: Moderate

8. Which of the following describes the duties others have to not interfere in certain activities of another person who is exercising a given right?

- a. Contractual rights
- b. Obligations
- c. Negative rights
- d. Duties

Answer: C

Topic: Rights and Duties

Learning Objective 2.3: Examine a rights-based approach to business ethics

Skill Level: Apply what you know

Difficulty Level: Moderate

9. Which type of rights are outcomes of a specific transaction between particular individuals?

- a. Positive
- b. Contractual
- c. Moral
- d. Utility

Answer: B

Topic: Rights and Duties

Learning Objective 2.3: Examine a rights-based approach to business ethics

Skill Level: Analyze it

Difficulty Level: Easy

10. Which of the following best explains the idea of distributive justice?

- a. Punishments and penalties should be given to all those who do wrong.
- b. The larger the injustice, the more compensation an injured party should receive.
- c. Equals should be treated as equals; those who are not equal should be treated differently.
- d. Punishment should be greater for those who intentionally do wrong.

Answer: C

Topic: Justice and Fairness

Learning Objective 2.4: Explain justice and fairness as key ethical principles

Skill Level: Understand the concepts

Difficulty Level: Difficult

11. Which of the following statements support the views of egalitarians in terms of equality?

- a. All humans are equal and goods should be allocated in equal portions.
- b. There are differences among people that justify unequal treatment.
- c. If all cannot be served equally, those who are first, or senior, should be served first.
- d. Goods should be allocated based on need, ability, and effort.

Answer: A

Topic: Justice and Fairness

Learning Objective 2.4: Explain justice and fairness as key ethical principles

Skill Level: Understand the concepts

Difficulty Level: Moderate

12. The idea that benefits should be distributed based on the value of contribution is a principle of which concept?
- a. Socialism
 - b. Work ethic
 - c. Egalitarianism
 - d. Justice

Answer: D

Topic: Justice and Fairness

Learning Objective 2.4: Explain justice and fairness as key ethical principles

Skill Level: Apply what you know

Difficulty Level: Moderate

13. An ethic based on the fundamental value that relationships should be preserved and maintained is a _____ ethic.
- a. socialist
 - b. retributive
 - c. compensatory
 - d. communitarian

Answer: D

Topic: An Ethic of Care

Learning Objective 2.5: Analyze an ethic of care as applied to business decisions and practices

Skill Level: Analyze it

Difficulty Level: Moderate

14. Which of the following is a moral demand in an ethic of care?
- a. We should respond in a way that provides the most benefit to ourselves.
 - b. We should respond positively to the needs and well-being of those who support our goals.
 - c. We should respond in a way that furthers the goals of the majority.
 - d. We should respond positively to the needs, values, and well-being of others.

Answer: D

Topic: An Ethic of Care

Learning Objective 2.5: Analyze an ethic of care as applied to business decisions and practices

Skill Level: Analyze it
Difficulty Level: Moderate

15. Which form of caring requires us to respond to a person's needs while remaining objective and distant from that person?
- Caring after someone
 - Caring about something
 - Caring after ourselves
 - Caring for someone

Answer: A

Topic: An Ethic of Care

Learning Objective 2.5: Analyze an ethic of care as applied to business decisions and practices

Skill Level: Analyze it

Difficulty Level: Moderate

16. Generally speaking, which ethical guidelines have greater weight in the decision-making process?
- Moral rights
 - Utilitarian standards
 - Standards of justice
 - Individual rights

Answer: A

Topic: Integrating Utility, Rights, Justice, and Caring

Learning Objective 2.6: Evaluate an approach to business ethics that combines four main moral standards

Skill Level: Analyze it

Difficulty Level: Difficult

17. When considering moral standards, a large injustice or violation of rights would cause _____ to have more weight in the decision-making process.
- demands of impartiality
 - demands of caring
 - principles of impartiality
 - utilitarian standards

Answer: A

Topic: Integrating Utility, Rights, Justice, and Caring

Learning Objective 2.6: Evaluate an approach to business ethics that combines four main moral standards

Skill Level: Analyze it

Difficulty Level: Moderate

18. Which of the following should be the basis for moral judgment?
- Limiting the moral rights of individuals in the workplace

- b. Ensuring that distribution of benefits and burdens is based on status
- c. Limiting the influence of relationships
- d. Maximizing the net utility of actions

Answer: D

Topic: Integrating Utility, Rights, Justice, and Caring

Learning Objective 2.6: Evaluate an approach to business ethics that combines four main moral standards

Skill Level: Understand the concepts

Difficulty Level: Moderate

19. Virtue ethics that consider a person's moral character are referred to as _____ by many ethicists.

- a. action-based
- b. judgment-based
- c. agent-based
- d. standards-based

Answer: C

Topic: An Alternative to Moral Principles: Virtue Ethics

Learning Objective 2.7: Relate virtue ethics to moral decision-making in business

Skill Level: Understand the concepts

Difficulty Level: Moderate

20. Which of the following best describes a valued disposition of a good human being, exhibited in the person's habitual behavior?

- a. Moral virtue
- b. Vice
- c. Action-based focus
- d. Utilitarianism

Answer: A

Topic: An Alternative to Moral Principles: Virtue Ethics

Learning Objective 2.7: Relate virtue ethics to moral decision-making in business

Skill Level: Apply what you know

Difficulty Level: Difficult

21. A theory of _____ judges an action based on the moral life and what morality obliges us do in certain situations.

- a. an ethic of virtues
- b. an ethic of principles
- c. moral principles
- d. moral justice

Answer: B

Topic: An Alternative to Moral Principles: Virtue Ethics

Learning Objective 2.7: Relate virtue ethics to moral decision-making in business

Skill Level: Understand the concepts

Difficulty Level: Moderate

22. The majority of moral decisions are made without thinking through the consequences; these decisions are made through the _____ processes.

- a. conscious
- b. ethical reasoning
- c. unconscious
- d. logical reasoning

Answer: C

Topic: Unconscious and Conscious Moral Decisions

Learning Objective 2.8: Differentiate unconscious and conscious moral decision-making processes and implications

Skill Level: Apply what you know

Difficulty Level: Easy

23. According to psychologist Scott Reynolds, when we find ourselves in new situations that require a reasoning process, the _____ takes over conscious reasoning.

- a. casuistry
- b. action principle
- c. ethics of virtue
- d. C-system

Answer: D

Topic: Unconscious and Conscious Moral Decisions

Learning Objective 2.8: Differentiate unconscious and conscious moral decision-making processes and implications

Skill Level: Apply what you know

Difficulty Level: Moderate

24. Which of the following types of moral decision-making relies on past situations where there was a clear ethical response based on sound ethical reasoning?

- a. Cultural
- b. Casuistry
- c. Intention
- d. X-system

Answer: B

Topic: Unconscious and Conscious Moral Decisions

Learning Objective 2.8: Differentiate unconscious and conscious moral decision-making processes and implications

Skill Level: Understand the concept

Difficulty Level: Moderate

25. According to social psychologist Marc Hauser, when someone purposely harms another person, it is morally worse than the same level of harm created as a side effect of a positive goal. Which of the principles for guiding moral judgment is being applied?

- a. The contact principle
- b. The paradigm principle
- c. The intention principle
- d. The action principle

Answer: C

Topic: Unconscious and Conscious Moral Decisions

Learning Objective 2.8: Differentiate unconscious and conscious moral decision-making processes and implications

Skill Level: Analyze it

Difficulty Level: Moderate

SHORT ANSWER

26. Explain the moral difference between rights and justice.

Sample Answer: Rights are based on the ethical principles that advocate respect for people's freedom and well-being. Justice is based on ethical principles that identify just and unjust ways of distributing benefits and burdens among members of societies.

Topic: Approaches to Moral Decision Making

Learning Objective 2.1: Examine the foundations of moral decision-making in business

27. Describe three issues that make determining utilitarianism difficult.

Sample Answer: The first utility is subjective and comparisons are difficult. Because there is no exact definition of benefits or cost as they relate to ethics, utility is subjective and it is difficult to establish comparisons. Utilities will have different actions for different people because each person has a different basis for making a judgment. The second issue is that some benefits and costs seem impossible to measure. Things like the value of personal and subjective things cannot be measured, nor can we predict all the future benefits and costs of a decision. The third issue is that it can be difficult to determine or understand exactly what the benefit and costs are. There are opposing opinions on what is ultimately good or beneficial. Bentham says that utility should be considered as property in any object that produces benefit, advantage, pleasure, good, or happiness or prevents mischief, pain, evil, or unhappiness to the party whose interest is being considered.

Topic: Utilitarianism: Weighing Social Costs and Benefits

Learning Objective 2.2: Detail the concept of utilitarianism and how it is applied to business decisions

28. Discuss the three features of moral rights that establish enabling and protective functions.

Sample Answer: One feature of moral rights is that they are correlated closely with duties. One person's moral right can be defined in terms of the moral duties others have toward that person. Moral rights impose correlative duties on others to create positive performance. The second feature of moral rights is that they provide autonomy and equality in the pursuit of interests. People must be free to pursue, or not pursue, activities. The gain of others should not justify

interference with the ability to pursue areas of interest. This results in each of us being autonomous equals in our pursuits. The third area of moral rights provides a basis for justifying actions and seeking protection or aid from others. A moral right to do something means there is moral justification for doing it. If one has a right to do something, then there should be no interference. Others may prevent the exercising of the rights or have a duty to aid in exercising the right. An example of this would be a stronger person helping to defend the rights of a weaker person.

Topic: Rights and Duties

Learning Objective 2.3: Examine a rights-based approach to business ethics

29. Describe how socialism supports justice based on needs and abilities of people.

Sample Answer: The socialist principle is based on the idea that all members of the community live up to their full potential by using their abilities in productive work. Work should be distributed according to ability, and the benefits produced by this work provide for the basic needs of the workers, including happiness and well-being. The socialist view uses the model of a family supporting each family member, where everyone contributes willingly to provide benefits and share burdens. Needs and abilities are taken into account when determining how to distribute the burdens and the benefits.

Topic: Justice and Fairness

Learning Objective 2.4: Explain justice and fairness as key ethical principles

30. There are several criticisms of the ethic of care. Discuss two of those criticisms and create responses to address them.

Sample Answer: One criticism of an ethic of care is that there would be unjust favoritism toward those who share characteristics with us. One response to this criticism is to realize this is true of all approaches to ethics. Utilitarian ethics can conflict with ideas of justice, for example. The best counter to this argument is to balance the relative importance of caring versus justice in each specific situation. A second criticism of an ethic of care is the risk of burnout. When people are ethically responsible for all members of their community, there could be a demand that calls people to sacrifice their well-being to care for the well-being of others. The response to that criticism should include the idea that caring for the family or community includes caring for oneself. The need to care for self must be balanced with the need to care for others.

Topic: An Ethic of Care

Learning Objective 2.5: Analyze an ethic of care as applied to business decisions and practices

31. Discuss the four standards used as the basis of moral judgments.

Sample Answer: The standards of utility use decisions that will use resources in the most beneficial way. This standard relies on measurements, estimates, and comparisons of relevant benefits as costs. These tools provide information on which the utilitarian moral judgment is based.

The standards of rights of individuals consider how individuals should be treated or respected. These standards are used when actions are likely to affect people's rights. The standards of rights of individuals considers if actions treat everyone involved, what will happen to them, and what legitimate expectations they may have of us.

The standards of justice indicate how benefits and burdens should be distributed to members of a group. These standards must be used when evaluating actions that could have different distributive effects. These standards consider whether the behavior shares the benefits and burdens equally or based on needs, abilities, contributions and free choices of people.

The standards of caring indicate the kind of care that is owed to those we have relationships with, especially when there is dependency involved. These standards incorporate information about individual characteristics and needs of people, our relationship with those people, and the types and levels of caring expected in those relationships that will allow those relationships to continue.

Topic: Integrating Utility, Rights, Justice, and Caring

Learning Objective 2.6: Evaluate an approach to business ethics that combines four main moral standards

32. Describe how an ethic of virtue can enhance the principles of utilitarianism, rights, justice, and caring.

Sample Answer: An ethic of virtue is not a fifth kind of moral principle but supports the principles of utilitarianism, rights, justice, and caring. An ethic of virtue adds to these principles by looking at the character people are required to have. An ethic of virtue will look at the other virtues people need to have in order to adhere to their moral principles when feelings or desires tempt them to make less ethical decisions. An ethic of virtue addresses issues related to motivation and feelings that have traditionally been ignored by ethics of principles.

Topic: An Alternative to Moral Principles: Virtue Ethics

Learning Objective 2.7: Relate virtue ethics to moral decision-making in business

33. Discuss how the unconscious process uses past experiences to effect the moral decision-making process.

Sample Answer: We often do things that are morally right without thinking about the action. We make these ethical decisions throughout the day without a conscious and deliberate process of moral reasoning. Psychological studies suggest we have two ways of making moral decision, through conscious reasoning and through unconscious mental processes. Our brain takes in information and makes the decision automatically. This applies to the majority of our decisions. According to psychologist Scott Reynolds, general memories of our experiences are stored in the brain as prototypes. The brain tries to match a new situation to experiences stored in the brain. If the experience matches the stored prototype, a decision is made without conscious thought. Prototypes can change over time based on new experiences.

Topic: Unconscious and Conscious Moral Decisions

Learning Objective 2.8: Differentiate unconscious and conscious moral decision-making processes and implications