ANOTATED BIBLIOGRAPHY

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The authors of this text take a look at ethics and its relationship to business decision-making. The text takes a look at fundamental and normative theories of ethics and relates them to modern issues such as but not limited to: the use of technology & privacy, genetic testing, employee’s rights, and international business.


The authors in this article illustrate the significance of culture in regards to the selection of job candidates. The authors contend that screening a person is a natural process in society and it is easier to screen people who are of a similar background. The article goes on to say that this “cultural screening’ can cause an unintended discrimination to job candidates form dissimilar backgrounds.


The authors of this text discuss the role of business from a social and individual moral perspective. The authors’ intentions are to view business decisions, in a democratic political framework, from the viewpoint of the business manager. The text also focuses on employee’s rights and responsibilities in relationship to business decisions.

The author of this text focuses on business ethics from a Theo-centric point of view. The author contends that business ethics should be more than avoiding consequences or following moral rules; but imitating the divine traits of God which are holiness, justice and love. The text also goes into the moral errors we as humans fall into when we do not live up to God’s standards and how God’s grace fills in the gap between His high moral aspirations and the way we really live.


The author of this text contends that managerial decisions are made in regards to five basic arguments. The first argument states that business decisions are complex because someone/group is harmed and someone/group benefits. The second argument states that managers cannot rely solely on their personal morals of what is right, just or fair, because of the differences in cultures and situations. The third argument states that decisions made by managers need to be justified based upon economic outcomes, legal requirements and ethical duties. The fourth argument states that a moral solution that is logically convincing results in an increased trust, commitment and effort from the individuals and groups the solution affects. The last argument states that the moral responsibility of the organization needs to be seen in all areas of the organization and not just upper management.


The author of this article talks about the historical significance of affirmative action and how the changes over the years have had an effect on the hiring policies of
management. These changes in turn have affected the pre-employment screening practices of firms.


The authors of this article talk about the use of structured behavioral interviews as an alternative to situational interviews. The authors feel that a structured behavioral interview uses specific instances from the interviewees experience which in turn helps to predict performance in future job related areas. According to the authors’ research, structured behavioral interviews lack adverse impact against protected groups, while effectively screening job candidates.


The authors take a look at various pre-employment screening devices and based upon research at the time, weigh the pros and cons of the various screening devices based upon reliability, validity and lack of bias.


The author of this article takes a look at discrimination in hiring and how projective or third-person questioning can be an effective tool to figure out the true opinions or characteristics of managers. The authors conducted a telephone survey in which personnel managers were asked direct questions and projective questions related to
a scenario in which candidates from their native country and candidates from the
interviewers non-native country applied for the same position. The authors’ findings
clearly demonstrate the usefulness of projective questioning in researching discriminatory
attitudes from hiring managers.

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In this article the authors look at five pre-employment screening devices
(reference checks, background investigations, medical exams, drug test and polygraph
test) and measures the reliability, validity and potential problems associated with each
screening device. The authors tested the devices based upon federal court cases of hiring