

- Global management of sport and leisure services.

BA (Ord) in Marketing/BA (Ord) in Business

STAGE 2

Module	Introduction to Law and Ethics
Course code	BAMO-ILE
Credits	5
Allocation of marks	40% Continuous Assessment 60% Final Examination

Module aims and objectives

This module aims to develop an understanding and knowledge of the general principles of Irish law as it relates to business. It introduces learners to the effect, influence and impact of law in business, providing an understanding of how the Irish legal system is structured and how it operates with particular emphasis on business. It enables learners to apply relevant law to practical business situations. The module instils a knowledge and understanding of company law: including formation of companies, limited liability, corporate structure, key company documentation, responsibilities of directors, auditors, liquidators, receivers, examiners, company meetings, shareholders rights and duties.

The module enables learners to gain a broad understanding of the rights and obligations of employees and employers as they relate to business. The module supports learners to analyse the strategic importance of ethics to business and evaluate common ethical problems faced by businesses and how these can be resolved ethically, and justify the level of importance of individual judgement to the ethical question. The module aims to analyse the importance of the firm's culture in setting the ethics framework for managers and employees, and evaluate the role of regulatory forces in the ethical question.

Minimum intended module learning outcomes

On successful completion of this module, learners are able to:

- (i) discuss the importance of law to the operation of business in Ireland
- (ii) identify, discuss and apply the sources of law and basic legal terminology
- (iii) outline the essential aspects of the law of contract, the law of negligence and employment law and their impact on business
- (iv) describe the legal structure of businesses and companies and the full life cycle of a company from formation to winding up

- (v) identify ethical issues, concerns and their resolution in a business/ organisational context and the importance of the ethical treatment of others for individual and organisational success.

Module content, organisation and structure

Please note: The percentage weighting of the indicative module content included below provides an indicator of the allocation of learner effort hours required per topic.

An Introduction to the Irish Legal System – 10%

- Sources of law and the court system including the up to date structure of the Irish court system

Contract Law – 15%

- Formation of contract: offer, acceptance, consideration and intention to create legal relations
- Discharge of a contract: performance, breach, agreement and frustration
- Remedies for breach of contract
- Obligations under the Sale of Goods and Supply of Services Legislation

Law of Tort - 5%

- The law of negligence
- Statutory Obligations under the Occupier's Liability Legislation

Employment Law - 15%

- Introduction to employment law
- Overview of individual employment legislation
- Employment equality
- Unfair and wrongful dismissal

Business Law – 5%

- The Law of Agency

Company Law - 10%

- Different types of Company
- Directors' duties
- Insolvency: receivership, liquidations, examinership

Introduction to EU Law – 5%

- Sources of EU law and structures of the EU
- Free movement of workers, goods and services

Introduction to Ethics – 10%

- Defining ethics and social responsibility in business
- Arguments for and against business ethics
- Ethics and the law and regulations
- Ethical theories

Ethics and the Employee - 15%

- Common ethical problems - discrimination, bullying and harassment
- Conflicts of interest and whistle blowing
- Use and misuse of corporate resources
- Moral awareness and moral judgement
- Barriers to good ethical judgement

Ethics and Corporate Social Responsibility - 10%

- Stakeholder Theory of the Firm
- Codes of best practice
- Ethics and the consumer (conflicts of interest, product safety, advertising)
- Developing, changing and communicating ethics

[Reading lists and other information resources](#)

Primary Reading

Byrne, R. and McCutcheon, P. (2016) *The Irish Legal System*. Dublin: Bloomsbury.

Crane, A. (2020) *Business Ethics*. Oxford: Oxford University Press.

Murphy, E. (2014) *Business and Company Law for Irish Students*, 2nd Edition. Dublin: Gill and Macmillan.

Donovan D. (2016) *Employment Law*, 2nd Edition. Dublin: Round Hall Nutshells.

Courtney T. (2016) *The Law of Companies*, 3rd Edition. Dublin: Bloomsbury.

Secondary Reading

Blowfield, M. and Murray, A. (2019) *Corporate Social Responsibility*. Oxford: Oxford University Press.

Holmes M. (2017) *EU Law*. Dublin: Round Hall Nutshells.

Farry, M. (2016) *Concise Contract Law*, 2nd Edition. Dublin: Blackhall Press.

McDermott (2017) *Contract Law*, 2nd Edition. Dublin: Bloomsbury.

Murphy, E. (2015) *Make that Grade: Irish Company Law*, 4th Edition. Dublin: Gill and Macmillan.

Useful Websites

Bentley University - Center of Ethics: <http://www.bentley.edu/centers/center-for-business-ethics>

Ethics Resource Centre: <http://www.ethics.org>

<http://www.baillii.org>

<http://www.business-ethics.org>

<http://www.courts.ie>

<http://www.irishstatutebook.ie>

<http://www.irlii.org>

