**EHR 3107 Ethical Development of Persons and Organizations**

***Course Description***

The paper shall aim at equipping participants with knowledge about the ethical development of persons and organisations. The course will critically assess the implications of the pre-conventional, conventional and post-conventional dimensions of moral development.

***Course objectives***

Using theories such as Kolberg’s as the point of departure, this course shall help students to develop skills of analysis and determining of the ethical development level of a given person or organisation so as to help them implement or improve on their ethical condition.

***Learning Objectives***

Students are expected to:

Understand what ethical development means

Learn classical and contemporary theories concerning ethical development

Develop skills of applying ethical development theories to persons and organizations

Develop skills of ethical analysis

**Course outline**

*Level 1 (Pre-Conventional)*

1. Obedience and punishment orientation

(*How can I avoid punishment?*)

2. Self-interest orientation

(*What's in it for me?*)

*Level 2 (Conventional)*

3. Interpersonal accord and conformity

(*Social norms*)

(*The good boy/good girl attitude*)

4. Authority and social-order maintaining orientation

(*Law and order morality*)

*Level 3 (Post-Conventional)*

5. Social contract orientation

6. Universal ethical principles

(*Principled conscience*)

***Methodology***

Lectures, group work, discussions, tutorials

***Assessment***

30% Course work

70% End of semester examination

***Reading List***

Crain, William C. (1985). [*Theories of Development*](http://faculty.plts.edu/gpence/html/kohlberg.htm) (2Rev ed.). Prentice-Hall

# Joseph Reimer(et al ) , Promoting Moral Growth: From Piaget to Kohlberg, Waveland Press; 2 edition (July 1990)

# [Kohlberg](http://www.amazon.com/Lawrence-Kohlberg/e/B001HPXRDY/ref=ntt_athr_dp_pel_1) Lawrence, The Philosophy of Moral Development: Moral Stages and the Idea of Justice, Harper & Row; 1st edition (July 1981

Lawrence Kohlberg (Author) › Visit Amazon's Lawrence Kohlberg PageFind all the books, read about the author, See [search results](http://www.amazon.com/s/ref=ntt_athr_dp_sr_pop_1?_encoding=UTF8&sort=relevancerank&search-alias=books&field-author=Lawrence%20Kohlberg) for this authAre you an author? [Learn about Author Central](http://authorcentral.amazon.com/gp/landing/ref=ntt_atc_dp_pel_1) Kohlberg, Lawrence (1971). "From 'is' to 'ought': How to commit the naturalistic fallacy and get away with it in the study of moral development". in Theodore Mischel (ed.). *Cognitive development and epistemology*. New York: Academic Press. pp. 151-284.

[Gibbs](http://www.amazon.com/s/ref=ntt_athr_dp_sr_1?_encoding=UTF8&sort=relevancerank&search-alias=books&field-author=Dr.%20John%20C.%20Gibbs) John C.,  Moral Development and Reality: Beyond the Theories of Kohlberg and Hoffman, Sage Publications, Inc; 1 edition (April 23, 2003)

Kohlberg, Lawrence (1973). ["The Claim to Moral Adequacy of a Highest Stage of Moral Judgment"](http://jstor.org/stable/2025030). *Journal of Philosophy* (The Journal of Philosophy, Vol. 70, No. 18) 70 (18): 630–646. [doi](http://en.wikipedia.org/wiki/Digital_object_identifier):[10.2307/2025030](http://dx.doi.org/10.2307%2F2025030). <http://jstor.org/stable/2025030>.

Kohlberg, Lawrence (1981). *Essays on Moral Development, Vol. I: The Philosophy of Moral Development*. San Francisco, CA: Harper & Row.

[Kohlberg, Lawrence](http://en.wikipedia.org/wiki/Lawrence_Kohlberg); Charles Levine, Alexandra Hewer (1983). *Moral stages : a current formulation and a response to critics*. Basel, NY: Karger.

Melanie Killen, Judith Smetana, Handbook of Moral Development, Lawrence Erlbaum Associates; 1 edition (May 10, 2006)