



INTRODUCTION TO PEOPLE DEVELOPMENT – CORPORATE SOCIAL RESPONSIBILITY

I. Course Identification

- A. IPD-CSR
- B. 3 Units
- C. Required for all programs

II. Course Description

IPD-CSR is a 3-unit academic course which focuses on the study of the recent changes in business operations today. The traditional economic orientation of business is changing towards a more plural and multiple concerns to survive and grow. Globalization as the new context of business has brought about changes which are beyond the economic-driven model to resolve new developments such as massive advances in technology, the rising environmental threats, the major one being climate change, including man-made disasters, and equally the rising number of stakeholders who are affected and being affected by business, and who have stakes in the business as much as business has stakes on them.

III. Course Outcome

At the end of the course, the students are expected to:

- Discuss how Corporate Social Responsibility and Sustainability emerged as the new paradigm in modern business.
- Explain how CSR, sustainability and sustainable development are integrated into the business operations.
- Explain how CSR and Sustainability lead to value creation in business.
- Discuss the emerging developments in the concept of Sustainability towards Regenerativity.
- Characterize the kind of corporate governance for Regenerative Sustainability.
- Explain how the use of a multidisciplinary approach helps in understanding the nature of sustainability in modern business.

IV. Course Content

Module 1: Building the framework of the course

Topic	Intended Learning Outcomes	Teaching-Learning Activities	Assessment Tasks
1. The role of Business in society			
2. Globalization: The Contemporary Business Environment 2.1. Roots of Globalization 2.2. Globalization Process and Embedding Social Factors 2.3. Emerging Outcomes of Globalization (Uncertainties, Challenges and Benefits)	From the given set of new business practices, student will identify how the intensifying globalization forces affect business and industries today	Reflection on how businesses of the last 10 years have been affected by globalization	Canvas reflection activity on the effects of globalization on business
3. Corporate Social Responsibility and Sustainability Explained 3.1. Ethics, Business Ethics and Social Responsibility 3.2. Evolution of Corporate Social Responsibility and Sustainability in Business 3.2.1. Development of the Concept of Corporate Social Responsibility 3.2.2. Maslow's Hierarchy of Needs 3.2.3. Developments Toward the 21st Century 3.2.4. The roots of the concept of Sustainability	Using the concepts of ethics, business ethics, and social responsibility, the student will explain how they are operationalized in business processes.	Research on the how people are at the center of CSR and Sustainability Development	Canvas discussion board in the value of ethics, business ethics, and social responsibility in business.
4. Impact of Business on the Environment			
5. Green Practices and Sustainability Projects in the Philippines			
6. Doctrinal Roots of Social Responsibility, Corporate Social Responsibility and Sustainability 6.1. The concept of Social Responsibility 6.2. "Caritas In Veritate" (CV), the encyclical of Pope Benedict XVI on the Social Responsibility of Business (CSR) 6.3. "Laudato Si," The Encyclical of Pope Francis on Man and His Environment: the concept of Ecological/Systems Thinking 6.3.1. Business as a Social System 6.3.2. Suggested Way in using Systems Thinking in Business 6.3.3. "Laudato Si," Pope Francis on Man and his Environment	Given Pope Benedict's "Caritas in Veritate", Laudato Si of Pope Francis, the student will examine how social responsibility is promoted in business in accordance with the Catholic Social Teaching (CST) as incorporated in the encyclicals.	Self-evaluation on the parallel characteristics of social responsibility in the social sciences vis-à-vis the doctrinal interpretation.	Canvas discussion board on the promotion of the Catholic Social Teaching in business as reflected in Caritas in Veritate and Laudato Si.
7. Perspectives of Social Responsibility from other Ideologies	Given the concept of social responsibility, the student will differentiate its meaning between the perspective of the social sciences compared with the doctrinal perspective.	Research on the how people are at the center of CSR and Sustainability Development especially from different cultures	Canvas reflection activity on the difference of the meaning of social responsibility between the social sciences and the encyclicals.
8. The Framework of the course: Introduction to People Development: Corporate Social Responsibility (IPD-CSR) 8.1. The Multi-disciplinary Approach to Sustainability	From the concepts of Corporate Social Responsibility, Sustainability and Regenerativity, the student will assess how people are located within the business operations.	Guided discussion on the framework of IPD-CSR	Canvas reflection activity on the place of people in business operations
ASSESSMENT TASK 1			

Module 2: Changing Dynamics of CSR, Sustainability, and Sustainable Development towards Regeneration

Topic	Intended Learning Outcomes	Teaching-Learning Activities	Assessment Tasks
1. Modernization of CSR and its relationship to Sustainability and Sustainable Development 1.1. Dynamics of CSR, Sustainability and Sustainable Development 1.2. Sustainability and Corporate Social Responsibility (CSR) 1.3. Sustainability Values, Attitudes, and Behavior 1.4. Sustainability and the Ecological System 1.4.1. Climate Change: A major threat to Sustainability 1.5. Creation of Shared Value and Sustainability	Discuss the public pressure regarding the state of CSR activities;	Lecture & discussion	On the Canvas reflection board, discuss the public pressure regarding the concept of CSR;
2. Elements of Sustainable Development	Given the continuing changes in the natural environment, discuss the direction in the changing concept of CSR towards the concept of sustainability ;	Lecture & discussion	On the Canvas reflection board, identify the changes introduced to the concept of CSR towards the inclusion of Sustainability;
3. The Spheres and Levels of Sustainability	Analyze how systems thinking /ecological thinking clarify the social dynamics involved in the process of developing corporate sustainability	Lecture & discussion	On the Canvas reflection board, discuss how Pope Francis raised the significance of systems thinking/ecological thinking in “Laudato Si”;
4. Sustainability as the Organizing Principle of the Planet	Towards what forms of value creation is the emerging concept of sustainability leading to?	Lecture & discussion	On the canvas reflection board, how does value creation change the concept of the corporation;
5. Deepening changes of Sustainability 5.1. Regeneration 5.2. The Six Capitals	Discuss how regeneration became a major element in the configuration of the business corporation.	Lecture & discussion	On the Canvas reflection board, analyze the conditions that brought about the significance of the concept of regeneration in business operations.
ASSESSMENT 2			

Module 3. The Modern Corporation

Topic	Intended Learning Outcomes	Teaching-Learning Activities	Assessment Tasks
1. Introduction to Corporations	Discuss the root features of the modern corporation.	Lecture & discussion	On the canvas discussion board, identify the transitions that happened to constitute the
2. History of the Corporation			
3. Changes during the 19th century: Definition of the Modern Corporation	Analyze the dynamics of stakes being exchanged between business and stakeholders and the values created in the process.	Lecture & discussion	Undertake a group discussion with your members on the different areas of responsibility both business and stakeholders are accountable for across the range of stakeholders in the operations of business. Write down the points discussed in the discussion board to report in class
4. Redefinition of Business Orientation: Going Beyond Profit to Multiple Perspective 4.1.The Stakeholder theory	Explain the cause of the shift of business orientation to respond to the call for responsible business operations.	Lecture & discussion	On the canvas discussion board, explain the kind of changes that have been introduced by the new paradigm of constituting a Responsible Business.
5. Sustainability to Regenerativity: The PENTAD Framework 5.1. Changing Directions in Viewing Stakeholders	Analyze the deepening changes in the call for understanding sustainability as a feature of responsible business operations.	Lecture & discussion	Identify and explain on the canvas discussion board rising concepts in understanding sustainability.
6. Case Study on Corporations	Explain how the PENTAD framework improves the traditional view of business operations.	Lecture & discussion	Write an essay on the discussion board on the specific value that the PENTAD framework renders to a responsible business operations
ASSESSMENT 3			

Module 4: Corporate Governance for Sustainability

Topic	Intended Learning Outcomes	Teaching-Learning Activities	Assessment Tasks
1. Introduction: Conventional concept of governance vs. governance for Sustainability	Explain how governance for sustainability differs from the traditional governance concept.	Lecture & discussion	On the Canvas Discussion Board, differentiate between traditional governance and governance for sustainability.
2. Nature of Good Governance For Sustainability: 2.1 The Principle of Sustainability as a Fundamental Principle of Law			
3. Sustainability and Ecological Thinking and its Principles of Governance	How does the Systems Thinking contribute to the concept of governance for sustainability?	Lecture & discussion	Undertake a group discussion on Systems Thinking applied to governance for sustainability.
4. Governance for Sustainability Using the PENTAD Framework	Explain how the PENTAD Framework helps using Systems Thinking in the operations of governance for sustainability.	Lecture & discussion	Analyze the contribution of the PENTAD Framework in the operations of governance for sustainability.
5. Reconciliation of Oppositional elements within the Process of Governance to achieve Sustainability	What are the themes being emphasized in the principles for governance for sustainability?	Lecture & discussion	Undertake a group discussion on the corresponding action and activities which governance will do to operationalize the themes of the stated principles of governance for sustainability.
6. Leadership and Management of Sustainability			
7. Diagrammatic Representation of the PENTAD Framework for Sustainability and Regenerativity	Explain how the PENTAD Framework helps using Systems Thinking in the operations of governance for sustainability.	Lecture & discussion	Analyze the contribution of the PENTAD Framework in the operations of governance for sustainability.
ASSESSMENT 4			


V. Course Requirements

- Assessment 1 10%
- Assessment 2 10%
- Assessment 3 10%
- Assessment 4 10%
- Midterms Exam 15%
- Final Exam 15%
- Group Paper 20%
- Attendance 10%
- Total 100%**

VI. Grading System

1.00	=	96.5 - 100	2.25	=	74.5 - 79.5	UW: unauthorized withdrawal
1.25	=	92.5 - 96.5	2.50	=	69.5 - 74.5	WP: withdrawal with permission
1.50	=	88.5 - 92.5	2.75	=	64.5 - 69.5	INC: incomplete
1.75	=	84.5 - 88.5	3.00	=	59.5 - 64.5	FDA: failure due to absences
2.00	=	79.5 - 84.5	3.50	=	Fail	

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