

ACCCB/543 Competency 3 Assessment and Rubric

Course Title: Managerial Accounting and Legal Aspects of Business

Competency Assessment Title: WF Framework

Assignment Directions

Refer to section “The WH Framework for Business Ethics” of Ch. 2, Business Ethics of *Dynamic Business Law* for information on the WH Framework.

For this assignment, **refer** to the scenario located in the “Questions & Problems” section of Ch. 2, “Business Ethics” in *Dynamic Business Law*. This scenario involves Steven J. Trzaska, the head of L’Oréal USA’s regional patent team, and ethical rules and core values of the company.

Read the scenario in the textbook and complete the following activity.

Create a WH Framework chart, similar to Exhibit 2.2. Refer to L’Oréal’s core values and the primary values in Exhibit 2.3 to determine the guidelines to include in the WH Framework.

Write an explanation of how you decided on the list of stakeholders and guidelines to include in your WH Framework. Address the following questions in your explanation:

- Which stakeholders did Trzaska and the management of L’Oréal cater to? Why?
- What values did L’Oréal’s management choose when they made the decision to fire Trzaska? Why?

Address the following self-reflection questions in addition to your explanation:

- How did the WH Framework help you analyze the situation?
- Now that you’ve put together the framework, how does the WH Framework help managers with making business decisions?
- What type of decisions would the WH Framework chart help you make as a manager?

Competency Assessment Rubric

Assignment/Performance Criteria	Mastery 100%	Meets Expectations 85%	Not Met 0%
1. WF Framework Chart (weight 10%)	Created a WH Framework chart that included a comprehensive, creative, and innovative list of stakeholders and guidelines.	Created a WH Framework chart that included a partial list of stakeholders and guidelines.	Created a WH Framework chart that included a narrow list of stakeholders and guidelines or did not create a WH Framework chart.
2. Relevant Stakeholders (weight 20%)	Thoroughly explained the stakeholders that Trzaska and L'Oréal's management catered to and why from a creative and innovative perspective.	Partially explained stakeholders that Trzaska and L'Oréal's management catered to and why.	Narrowly explained or did not explain the stakeholders that Trzaska and L'Oréal's management catered to and why.
3. Values (weight 20%)	Thoroughly explained the values L'Oréal's management chose when they made the decision to fire Trzaska and why from a creative and innovative perspective.	Partially explained the values L'Oréal's management chose when they made the decision to fire Trzaska and why.	Narrowly explained the values L'Oréal's management chose when they made the decision to fire Trzaska and why or did not explain values L'Oréal's management chose when they made the decision to fire Trzaska.
4. Analysis: WH Framework (weight 15%)	Thoroughly discussed how the WH Framework helped to analyze the situation from a creative and innovative perspective.	Partially discussed how the WH Framework helped to analyze the situation.	Narrowly discussed how the WH Framework helped to analyze the situation or did not discuss how the WH Framework helped to analyze the situation.
5. Business Decisions: WH Framework (weight 15%)	Thoroughly discussed how the WH Framework helped with making business decisions from a creative and innovative perspective.	Partially discussed how the WH Framework helped with making business decisions.	Narrowly discussed how the WH Framework helped with making business decisions or did not discuss how the WH Framework helped with making.
6. Manager Decision-Making: WH Framework (weight 20%)	Thoroughly discussed the types of decisions the WH Framework would help a manager make from a creative and innovative perspective.	Partially discussed the types of decisions the WH Framework would help a manager make.	Narrowly discussed the types of decisions the WH Framework would help a manager make or did not discuss the types of decisions the WH Framework would help a manager make.