

## Fact sheet 2.2.1ef

### KNOWLEDGE EVALUATION FORM 2.2

#### INSTRUCTIONS

You find 10 questions related to the issues of session 2. Which do you value as the right answer?

1. “Corporate social Responsibility encompasses the economic, legal, ethical and discretionary (philanthropic) expectations that society has of organizations at a given point in time” (Carroll, 2016, p. 21). Which expectation may be described by: “Do what is just and fair. Avoid harm”?
  - a. Legal responsibilities
  - b. Ethical responsibilities
  - c. Philanthropic responsibilities
  
2. Which role of HRM in Corporate Social Responsibility (CSR) is characterized by “Helps increase employee contribution to CSR”?
  - a. Change agent
  - b. Strategic partner
  - c. Employee champion
  
3. There may be distinguished intrinsic and extrinsic motives for CSR. To which group belongs the following: “to attract talent, increase employee engagement, motivation and satisfaction, and reduce employee retention” (Wickert & Risi, 2019)?
  - a. Intrinsic motives
  - b. Extrinsic motives
  - c. Not possible to answer
  
4. Which one of the following statements are true regarding the relationship between CSR and profit of the enterprise?
  - a. CSR activities increases the profit of the enterprise.
  - b. CSR activities have no impact on the profit of the enterprise.
  - c. There is not enough research and empirical evidence on the nature of the relationship.
  
5. Do CSR activities of a company have an impact on the employer branding?
  - a. If they coincide with the value system of job candidates
  - b. If the measures are respected in the society
  - c. Both plays a role

6. If SME engage in CSR activities, do intrinsic motives dominate?
  - a. Mostly yes
  - b. Rather no
  - c. Relevant research is still missing
  
7. Which company leads the Forbes list (2019) for world's most reputable companies for corporate social responsibility?
  - a. The Walt Disney Company
  - b. LEGO group
  - c. Microsoft
  
8. Which one of following documents is the European Union's policy position document to CSR?
  - a. Global Compact Principles
  - b. Guidance on Social Responsibility
  - c. Green Paper
  
9. According to Carroll's Pyramid of CSR, what is the most basic responsibility of a company?
  - a. Philanthropic
  - b. Legal
  - c. Economic
  
10. According to "Strategic human resource management (HRM) partnership model" developed by Jamali and his colleagues, what would be the contribution of HRM personnel to CSR domains as an "administrative expert"?
  - a. To help define and execute CSR
  - b. To help create CSR change
  - c. To help deliver CSR efficiently

Expected answers 2.2.1ef

**Expected answers:** Q1=b; Q2=c; Q3=b; Q4 =c; Q5=c; Q6=c; Q7=b; Q8=c; Q9=c; Q10=c.