

## **Theoretical Versus Practical Perception of IT ethics in Lebanon.**

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### **Abstract**

**Purpose** – The purpose of this paper is to study the gap between the theoretical understanding of IT ethics by individuals and real-life practical ethical/unethical behaviors in Lebanon.

**Design/Methodology/approach** – Statistical approach adopted with the sample was drawn from MBA students at a major University in the Middle East who are currently managers/employees from different industry sectors in Lebanon.

**Findings** - It was revealed from this study that some issues in IT ethics were not well respected which may lead to a potential threat to the company's reputation and hence profitability.

**Originality/Value** – The statistical approach adopted shows some gap between the theoretical and practical approach of ethical IT behavior. The IT flows discovered from the sample were not really intentional but due to some cultural and managerial habits adopted in Lebanon.

### **1- Introduction**

Ethical behavior forms an important part of any field or industry sector. An important element of business ethics relates to the way in which IT information is handled and where ethics is absent, such behavior may lead to failure of the business. The source of such collapse could be brought out by an incorrect perception of practical work in a specific environment. For example, Robertson[2002] studied the general work values in the Arab world while focusing on the relationship between the individual cultural values and belief about work. Although more work would be needed, the study helps managers to understand their employees. A Further more thorough study on Arab work ethics can also be found in Sidani et al [2009]. In addition, a philosophical exploration of the connection between ethics and business can be found in Burton and Goldsby[2009] where they reviewed the research studies on the connection between corporate social performance (CSP) and corporate financial performance .

When conducting business transactions, in some cases, employers and employees may face a challenge in finalizing their tasks. In spite of the presenced of established policies and regulations governing IT ethical behavior, the implementation of these rules is subject to the practice of the common ethics which is often constrained by a lack of knowledge of unethical actions or simply ignoring policies and regulations. In regard to these constraints, the individual's cultural background has a large influence on their corporate behavior. For example, M Al-Aali [2008 ] studied the effect of computer ethical behavior among individuals from the Muslim culture. Stahl[2010] also studied the emancipatory issues of ICT in a specific Egyptian culture. They found out that on the policy level, ICT documentation were not followed through where ICT is mostly seen as a means of attracting foreign direct investment.

This article studies the difference between of the theoretical perception of IT Ethics and its practical implementation in Lebanese culture. The sample for the study was drawn from graduate

students in the MBA program at the Lebanese American University in Beirut, many of whom are concurrently working as managers and/or employees in organizations in Lebanon.

## 2- Methodology

In order to satisfy the research objectives, the survey instrument was limited to questions pertaining to the ethical use of Information Technology. Most questions were designed in a nested format where respondent when answered “Yes” or “No” has to state the reason for their choice. This is done in order to reveal the respondents' general attitude toward IT ethics, which was later contrasted with their practical behavior in specific case(s). Figure 1 shows a sample format of question style used in the designed questionnaire.

<p><b>You are the Database Administrator and caught a major financial discrepancy at a company. The CFO asks you to change the data to hide the discrepancy. Would you do it? Yes. <input type="checkbox"/> No. <input type="checkbox"/></b></p>	
<p><b>Yes because</b></p>	<p><b>No because</b></p>
<p><b>CFOs are responsible for finances, you are a technician under authority <input type="checkbox"/></b></p>	<p><b>It is unethical <input type="checkbox"/></b></p>
<p><b>You don't want to end up in the street. <input type="checkbox"/></b></p>	<p><b>You don't want to end up in legal trial either, for hiding information <input type="checkbox"/></b></p>
<p><b>Nobody will believe you because the CFO is powerful and feared <input type="checkbox"/></b></p>	<p><b>You remember Enron's bankruptcy, at least you should do your part to prevent such disasters to come <input type="checkbox"/></b></p>
<p><b>All of the above <input type="checkbox"/></b></p>	<p><b>All of the above <input type="checkbox"/></b></p>

Figure 1- Sample question from the questionnaire distributed to participants

The questionnaire consisted of 18 questions which required from 7 to 10 minutes to complete which was distributed to MBA students in the LAU. In total 116 responses were obtained with 60% of the respondents being female. The questions in the survey focused in getting the respondents will reveal their:

- Discernment of the existence of an ethical issue.
- Position in a practical ethical case and specify the reason why they will do that (is it solely for material security, for only ethics' sake or for both).

The questionnaire was structured to allow the researchers to analyze the compatibility of theoretical and practical implementation of IT ethics among the respondents. In order to accomplish this goal, the questionnaire was structured to provide answers to the following key questions:

- In which practical areas do the respondents reveal **compatibility** between their theoretical beliefs and practical behavior in ethical issues related to MIS?
- In which practical areas do the respondents reveal **non-compatibility** between their theoretical belief and practical behavior in ethical issues related to MIS?

In order to achieve this compatibility study, the last question (Q 18) was used as the independent variable with variables Q 1 through Q17 constituting the dependent set. Only relevant data will be shown in here composed of four observations as can be seen below. All other high Pearson index

results (more than 10% significant level) are ignored. See Appendix I for the full details of the questionnaire structure.

### **3-Data Analysis**

As stated in the introduction, this study was designed to determine if rationalized theory regarding IT behavior holds true in real life cases. Thus the hypothesis in this study is to test the significant level of compatibility as opposed to incompatibility. Hence, the null hypothesis will be tested in order to conclude the incompatibility (the main research hypothesis). This Null hypothesis can be stated as:

#### **Main Goal Hypothesis**

**H0: “There is no significant incompatibility between theoretical attitude and practical decisions in cases pertaining IT ethics among emerging leaders”,**

Survey results were projected in SPSS software resulting in number of cross tabulations. As all of our results are non-parametric type (yes/no), Chi-Square test used to measure data correlation. Pearson Chi Square significance index was used depending on the level of significance adopted. In this study, **10% level of significance** was adopted. That means the test is valid at 10% level of significance.

Four significant incompatibilities and one significant positive correlation were discovered from this analysis. Hence, the above “Main Goal Hypothesis” will be represented into four specific sub-hypotheses (A, B,C and D). To prove the above “Main Goal Hypothesis”, each one of the sub-hypotheses (A,B,C, and D) must reject the null hypothesis in order to prove the incompatibilities. Each of these 4 significant incompatibilities would reveal a significant gap between the theoretical belief and a practical case. This would indicate major flaws in the lives of emerging leaders by knowing which ethical specific situations of our future leaders does not show compatibility with their ethical theoretical belief. The statements to test these four possible incompatibilities are represented with the following set of hypothesis:

#### **Hypothesis A (relative to Q6 and Q18)**

**H0: “There IS NO significant incompatibility between theoretical attitude to choose moral employees and practically accepting employees downloading software illegally”,**

#### **Hypothesis B (relative to Q10 and Q18)**

**H0: “There IS NO significant incompatibility between theoretical attitude to choose morality and practically hiding personal wrongdoings from administration, putting the system in danger”**

#### **Hypothesis C (relative to Q10.2 and Q18)**

**H0: “There IS NO significant incompatibility between theoretical attitude to choose morality and practically damaging company’s system with fatal viruses”**

#### **Hypothesis D (relative to Q14.1 and Q18)**

**H0: “There IS NO significant incompatibility between theoretical attitude to choose morality and practically putting system in danger by not changing the password when shoulder surfed by a friend”**

Table-1- below show almost 91% of the respondents believes that hiring moral people will positively affect the productivity bottom line (related to question 18- the independent question in the survey). This can be reasoned to Arab mentality that put emphasis on moral values and moral behavior AND the cliché notion that MBA students heard in their classes, that ethics improve bottom-line (financial profit of an organization). However, when the participants asked about downloading illegal music even though watched by their sub-ordinates, only 40% of the respondents said they won't do it for ethical reasons (see table 2 which is related to question 6 in our survey). The majority (60%) don't even consider it as unethical. This can be reasoned to ignorance of our Lebanese community about some specific copyright laws. This situation opens up the doors to further abuse from emerging leaders mentored by the majority of the current leaders.

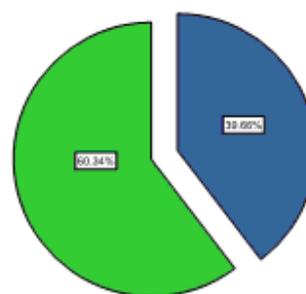
Table-1- Significant result of reference Question: Do You Believe That Employing Moral People Affects the Bottom Line Positively.

Choose Moral Employees					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	11	9.4	9.5	9.5
	yes	105	89.7	90.5	100.0
	Total	116	99.1	100.0	
Missing	System	1	.9		
Total		117	100.0		



Table 2- Significant result of reference Question: As IT Technician, One Hut Summer You Want To Download Music From The Web Illegally, But Your Assistant Is With You. Would You Do It?

Download illegal Material					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	46	39.3	39.7	39.7
	yes	70	59.8	60.3	100.0
	Total	116	99.1	100.0	
Missing	System	1	.9		
Total		117	100.0		



When participants asked if they made un-intentional fault to their system causing their computer to be contaminated by abnormal pop-ups, a surprising one third (33%) won't tell the administration, even if their silence will damage the whole system. (See Table 3 which is related to question 10.2 in our survey). This shows that participants usually worried that their reputation (not to be seen making mistakes) prioritized over the success of their company tasks. This can be explained by a badly organized team management.

Table-3- Significant result of reference Question: *What If By Your Fault Your Computer Was Contaminated By Abnormal Pop-ups, Would You Tell The Administration Immediately?*

		Contaminated			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	39	33.3	33.6	33.6
	yes	77	65.8	66.4	100.0
	Total	116	99.1	100.0	
Missing	System	1	.9		
Total		117	100.0		

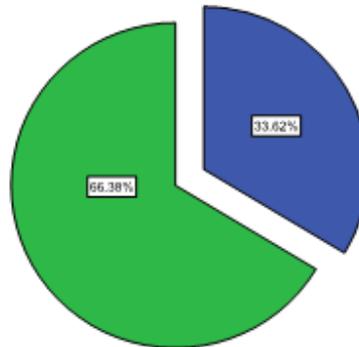
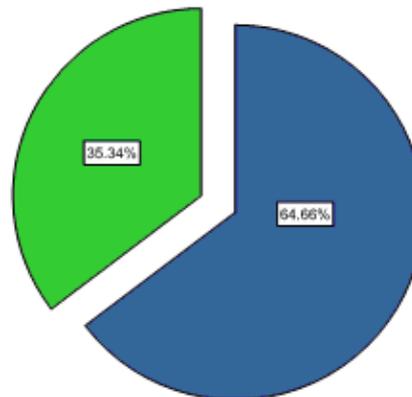


Table 4 shows the last relevant observation in our study where statistics shows that members in a team are careless when it comes to change their password when noticed by coworker(s) (“shoulder surfing”), A surprising more than two third (65%) won’t change the password. (Table 4 which is related to question 14.1 in our survey)

Table 4- Significant result of reference Question: *Changing the Password after it has been noticed by coworker?*

		ChangePassword1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	75	64.1	64.7	64.7
	yes	41	35.0	35.3	100.0
	Total	116	99.1	100.0	
Missing	System	1	.9		
Total		117	100.0		



#### 4- Correlated Analysis

Table-5- below shows the relationship between the leaning towards choosing moral employees to affect positively the profit AND downloading illegal software thus affecting it negatively. Of all the ones who said moral employees affect positively the bottom line 86% don’t consider breaking copyright and illegally downloading software (music) as unethical action. They even don’t consider abstaining from illegal downloads in front of their assistant as part of good role modeling which affects bottom-line in the long run. This is due to the wrong perception that any material exists on the website belongs to the community even though they know that some items are might be illegal copies of chargeable items. Another reason as mentioned above is the absence of copyright laws and their reinforcements in Lebanon. This finding is reflected by the high Chi-

Square value of 3.543 at 10% level of significance. **Thus we reject the null hypothesis H0 of Hypothesis A above and hence there IS significant incompatibility between theoretical attitude to choose moral employees and practically accepting employees downloading software illegally”.**

Table-5-Crosstabulation between Tables 1 and 2 above and its respective Chi-Square test results

Crosstab					Chi-Square Tests				
Count					Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
		ChooseMoralEmp		Total					
		no	yes	Total					
Download illegal (choose not to download for good role modeling and ethical reasons)	no	7	90	97	Pearson Chi-Square	3.543 <sup>a</sup>	1	.060	
	yes	4	15	19	Continuity Correction <sup>b</sup>	2.115	1	.146	
Total					Likelihood Ratio	2.905	1	.088	
					Fisher's Exact Test			.080	.080
					Linear-by-Linear Association	3.513	1	.061	
					N of Valid Cases	116			

a. 1 cell (25.0%) expected count less than 5. The minimum expected count is 1.80.  
b. Computed only for a 2x2 table

Table-6- below shows the relationship between the attitude towards damaging company’s system and morality. Of all (105 respondents) who will consider choosing moral people will affect the bottom line, 38% (38 respondents ) will have no problem with hiding their wrongdoings from the administration, even if the system will be in danger by their silence. The reason could be the eastern culture that cultivates pride and shame that stifles confession if harm was done. This is reflected by the high Chi-Square value of 3.276 at 10% level of significance. **Thus we reject the null hypothesis H0 of the Hypothesis B above and hence there IS significant incompatibility between theoretical attitude to choose morality and practically hiding personal wrongdoings from administration, putting the system in danger”.**

Table-6-Cross tabulation between tables 1 and 3 above and its respective Chi-Square test results

Crosstab					Chi-Square Tests				
Count					Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
		Choose Moral Employee		Total					
		no	yes	Total					
Contaminated	no	1	38	39	Pearson Chi-Square	3.276 <sup>a</sup>	1	.070	
	yes	10	67	77	Continuity Correction	2.175	1	.140	
Total					Likelihood Ratio	3.981	1	.046	
					Fisher's Exact Test			.096	.063
					Linear-by-Linear Association	3.248	1	.071	
					N of Valid Cases	116			

Moreover, Table 7 below shows the results of cross-tabulation between the question 10.2 and question 18 where comparison between hiding wrongdoing even if the mistake/wrong doing is subjecting the system to a fatal virus infection. **Thus we reject the null hypothesis H0 of the**

**Hypothesis C above and hence there IS significant incompatibility between theoretical attitude to choose morality and practically damaging company's system with fatal viruses.**

Table7. Cross tabulation between question 10.2 and question 18

Crosstab				Chi-Square Tests				
Count	ChooseMoralEmp.		Total	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
	no	yes						
Contaminated2 no	1	41	42	Pearson Chi-Square	3.869 <sup>a</sup>	1	.049	
yes	10	64	74	Continuity Correction <sup>b</sup>	2.680	1	.102	
Total	11	105	116	Likelihood Ratio	4.683	1	.030	
				Fisher's Exact Test			.055	.044
				Linear-by-Linear Association	3.835	1	.050	
				N of Valid Cases	116			

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 3.98.  
b. Computed only for a 2x2 table

On the issue of security and password modification when known by a colleague, of all moral people who care of the organizational security, around two third (65%) don't consider "shoulder surfing" as immoral and/or dangerous thing. They value friendship above password confidentiality. When a best friend will act abnormally (looking for the password they put, from above their shoulders) they won't change their password, simply because they don't see the urgency of the matter. This is due to the cultural value of friendship and ignorance of the potential danger of "shoulder surfing". This is reflected by the high Chi-Square value of 3.665 at 10% level of significance as can be seen from table 8 below. **Thus we reject the null hypothesis H0 of Hypothesis D above and hence there IS significant incompatibility between theoretical attitude to choose morality and practically putting system in danger by not changing the password when shoulder surfed by a friend.**

Table Cross tabulation between tables 1 and 4 above and its respective Chi-Square test results

Crosstab				Chi-Square Tests				
Count	Choose Moral Employees		Total	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
	no	yes						
ChangePassword1 no	10	65	75	Pearson Chi-Square	3.665 <sup>a</sup>	1	.056	
yes	1	40	41	Continuity Correction <sup>b</sup>	2.506	1	.113	
Total	11	105	116	Likelihood Ratio	4.444	1	.035	
				Fisher's Exact Test			.094	.049
				Linear-by-Linear Association	3.634	1	.057	
				N of Valid Cases	116			

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 3.89.  
b. Computed only for a 2x2 table

As a result of the above cross-tabulation and as a result of rejecting the null hypotheses for Hypothesis A, B, C and D, we can conclude that the null hypothesis H0 is rejected and it can be concluded that:

**“There is significant incompatibility between theoretical attitude and practical decisions in cases pertaining IT ethics among emerging leaders”.**

## **5- Conclusion**

This research was conducted to investigate the possible gap between the theoretical ethical standards as highlighted and taught in schools and the actual implementations by individuals. The study showed that Lebanese individuals have some flaws in IT ethics (illegal downloads, bad role modeling and putting private values above system security). It is true that problems which are revealed worldwide (like information leakage, sending viruses to competition, hiding data discrepancies) were shown insignificant among the taken sample, but still other forms of unethical behavior may put local companies' systems to potential risk of unethical reputation.

As it can be seen from the above SPSS analysis that there are many real life scenarios and ethical areas where theoretical belief and real life application are compatible (or at least there are non-significant gap between theory and practice). The hypothesis proved that there is compatibility between theoretical and practical implementations in most cases except in few other scenarios as detailed above where incompatibility gap was obvious. The respondents indicated that they believe in ethics (Q18, the independent variable), but they are behaving unethically when put in real life situations. These situations include:

- a) downloading illegal software even when it is done in front of a mentored personnel (thus being a bad role model)
- b) Refusing to tell the administration about a contamination in its beginning stage, if the reason for that contamination was the respondent himself.
- c) Refusing to tell the administration about a contamination EVEN if the contamination seems to be fatal to the system.
- d) Sharing confidential passwords with best friends therefore valuing friendship above system's security.

Each of these areas showed a high value of chi-square (Pearson's value ranging from 3.276 to 3.892) and was significant at 10% level of significance. Therefore the null hypothesis was rejected in Q6, Q10, 10.2 and Q14 implying that there is significant incompatibility between Q18 (theoretical ethical attitude) and these 4 situations.

These failures of H0 hypothesis can be reasoned to combination of factors. These are:

- i) Copyright boundary and its enforcement: In many cases the users are not well aware of what's allowed to download (what's protected copyright material and what's not). In some other cases, users are just careless by disrespecting the copyrighted material. This is due to lack or loose copyright enforcement in Lebanon.
- ii) Cultural background: Leadership in Lebanese culture does not emphasize in industrial life of being a “good role model”. Leaders usually tend to think that in their own departments, they can behave as they feel like it. Even though it may not be ethical. Moreover, employees don't admit mistakes to avoid being criticized by their peers or upper management. This indicates that management does not promote team spirit in an open collaborative atmosphere and hence not encouraging employees to come forward and report any unethical behavior if witnessed, without the fear of retaliation from upper management. Such and many other hypothesis could be formulated opening wide the horizons for new researches to be done.

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**Appendix I (Questionnaire used)**

1) You are the newly hired IT inspector. You find out on the access history of the CFO **Child pornography** website hits. Would you report to the top management? Yes  No

Yes because	No because
It is unethical and illegal <input type="checkbox"/>	He is the one who mediated for you to be hired <input type="checkbox"/>
IT audits may discover it, filing a lawsuit <input type="checkbox"/>	You don't want to make enemies from day 1 <input type="checkbox"/>
It can damage company's reputation therefore bottom line profit <input type="checkbox"/>	It is a personal issue, shouldn't intervene <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

2) The same case as above, but now the CFO accessing only **adult pornography** for an average of ½ hour a day. Would you report to the top management? Yes  No

Yes because	No because
It is unethical to disperse "work stamina" and time on such entertainment <input type="checkbox"/>	Everybody views pornography, there is nothing wrong in it for brief entertainment <input type="checkbox"/>
He is free to access it or not from his home but not from company's computer <input type="checkbox"/>	It is a personal issue, shouldn't intervene <input type="checkbox"/>
If busted by IT audits, It can attract negative press damaging company's reputation <input type="checkbox"/>	It is not illegal <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

3) You are about to meet a deadline in 2 days, suddenly you realize your programmed system has some bugs, would you deliver it as such to the customer Yes  No

Yes because	No because
Because overtime hours means less money in your pocket <input type="checkbox"/>	It is unethical , you should fix it with a night shift <input type="checkbox"/>
The customer was himself stingy <input type="checkbox"/>	Short term loss means long term profit <input type="checkbox"/>
After all customers like "on time" delivery not perfection <input type="checkbox"/>	A satisfied customer generates more customers <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

4) You are the Database Administrator and caught a major financial discrepancy at a company. The CFO asks you to change the data to hide the discrepancy. Would you do it? Yes  No

Yes because	No because
CFOs are responsible for finances, you are a technician under authority <input type="checkbox"/>	It is unethical <input type="checkbox"/>
You don't want to end up in the street. <input type="checkbox"/>	You don't want to end up in legal trial either, for hiding information <input type="checkbox"/>
Nobody will believe you because the CFO is powerful and feared <input type="checkbox"/>	You remember Enron's bankruptcy, at least you should do your part to prevent such disasters to come <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

5) In the business war, your supervisor orders you to send a virus to the competitor (with a promise of promotion) or you get fired .Would you send the virus? Yes  No

Yes because	No because
The boss is the boss <input type="checkbox"/>	It is unethical <input type="checkbox"/>
You need that promotion <input type="checkbox"/>	It is illegal , with penalties if discovered <input type="checkbox"/>
Get real, you need to devour your competitors before they devour you <input type="checkbox"/>	There is a cost to maintain business integrity <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

6) As IT technician, one hot summer you want to download music from the web illegally, but your assistant is with you. Would you do it? Yes  No

Yes because	No because
Everyone downloads illegal music from time to time. <input type="checkbox"/>	It is unethical, you are breaking the copyright law <input type="checkbox"/>
Who is that assistant anyway, you are the boss not him <input type="checkbox"/>	You are mentoring your assistant for a leadership position, you should be a good role model <input type="checkbox"/>
You want that music badly and you want it now <input type="checkbox"/>	You don't want to give him any excuse for any unethical behavior from his part <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

7) As IT manager you can monitor the computers, Internet access and the e-mails of 500 employees for protection purposes. Would you read their private e-mails Yes  No

Yes because	No because
With Information control, you have great power. Why not to use it? <input type="checkbox"/>	It is unethical, there is a privacy policy in the organization <input type="checkbox"/>
You are curious reading the love e-mails of that sexy blonde employee <input type="checkbox"/>	You shouldn't abuse your power <input type="checkbox"/>
nobody can know what you are doing <input type="checkbox"/>	You want to earn respect and build a productive work environment based on mutual trust <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

8) In your IT department, computer games are banned by top management regulation. You close an eye to your IT team, playing network games, after lunch time Yes  No

Yes because	No because
All need some fun time, hell with the regulation <input type="checkbox"/>	It is unethical, working hours are business hours, not entertainment ones <input type="checkbox"/>
The management won't know about it <input type="checkbox"/>	Idle times are for research which can affect positively daily performance <input type="checkbox"/>
Even I will join them for a Counter Strike <input type="checkbox"/>	You are creative to find fun times within the rules <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

9) The competitor of your company bribed you with big cash, if only you give them some information from within your company. Would you give in? Yes  No

Yes because	No because
If I were in their place (top mgt) , I would have bribed the competition too <input type="checkbox"/>	It is unethical <input type="checkbox"/>
If I don't cease the opportunity, some other employee will get bribed at the end <input type="checkbox"/>	This is called "insider threat" case which can bankrupt businesses <input type="checkbox"/>
There in nothing unethical. This is a typical case of reward vis-à-vis some services <input type="checkbox"/>	You value organizational loyalty higher than any offer <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

10) What if by your fault your computer was contaminated by abnormal pop-ups, would you tell the administration immediately? Yes  No

Yes because	No because
It is unethical to hide such info <input type="checkbox"/>	I'll try to fix it myself first, after all the abnormal pop-us seems "innocent" <input type="checkbox"/>
The virus can be fatal to the system <input type="checkbox"/>	What they will think of me? <input type="checkbox"/>
Your system network security is above your pride/fame <input type="checkbox"/>	keeping my job is priority at any cost <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

11) You are lying in bed, sick; your boss calls you at home and wants your IT administrative password, needing a file from your PC. Would you give it to him? Yes  No

Yes because	No because
The password not provided, the business may suffer significantly <input type="checkbox"/>	It is against company policy to share passwords <input type="checkbox"/>
You don't want to end up in the street. Don't disobey your boss <input type="checkbox"/>	You can never be certain no one else is listening in on the call <input type="checkbox"/>
If security breaches happen, it is your boss' responsibility <input type="checkbox"/>	You should never put the system at risk by revealing passwords, so you get to work even if sick <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

12) You are an IT audit of your best friends' company. They have no back up system for their financial data. Would you report to the government? Yes  No

Yes because	No because
It may result in worse circumstances for the company <input type="checkbox"/>	Your friend promised you to fix this within a logical time frame <input type="checkbox"/>
You are risking your reputation as an IT audit <input type="checkbox"/>	His business will perish from negative press <input type="checkbox"/>
It is unethical to lie to the government <input type="checkbox"/>	At your cost, you can delay your report until he implement his promise <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

13) Your boss asks you to hack on your competitor's website to retrieve some information, without harming their system? Would you comply? Yes  No

Yes because	No because
Utilizing technology to succeed in business wars is common practice <input type="checkbox"/>	This action border on illegal and unethical activity <input type="checkbox"/>
If you stay within the law of IT, you are not doing anything wrong <input type="checkbox"/>	You don't want to needlessly put your company in danger <input type="checkbox"/>
You can be certain that your competitors are doing the same to your company <input type="checkbox"/>	You do your best to protect your system, and you treat others as you want them to treat you <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

14) You are logging onto your computer and your best friend and coworker is standing at your shoulder. Should you change your password? Yes  No

Yes because	No because
He broke the company policy (turning the head in such cases) <input type="checkbox"/>	You cannot change the password every time there is a coworker at your desk <input type="checkbox"/>
He can use it for malicious purposes <input type="checkbox"/>	You cannot certainly know if he saw the password <input type="checkbox"/>
You are protecting the company, so don't act emotionally <input type="checkbox"/>	You cannot suspect your best friend <input type="checkbox"/>
All of the above <input type="checkbox"/>	All of the above <input type="checkbox"/>

15) Do you think that unethical employees can affect negatively the bottom-line? Yes  No

16) Do you think that undertaking technical security measures alone is the best solution to tame unethical employees? Yes  No

17) Do you believe that "ethics education" of the employees will improve the bottom line profit? Yes  No

18) Do you believe that choosing moral people as employees (keeping all other criteria constant) will affect positively the bottom line Yes  No