# Solution Manual For

Managerial Accounting 13CE Ray H. Garrison, Theresa Libby, Alan Webb

Chapter 1-14 With Appendix

# Chapter 1

#### Managerial Accounting and the Business Environment Solution to Discussion Case

Benefits to employees of having a code of conduct:

- Creates clarity as to how all employees are expected to behave. This should help employees avoid behaviours that the company prohibits.
- Provides protection for employees when dealing with superiors given the guidelines related to protection from discrimination and harassment.
- Establishes guidelines for workplace safety, which should help protect the health of employees.
- Provides information on the consequences of code violations, which will help understand employees understand the outcomes of prohibited behaviours, if detected.
- Provides guidance as to what employees should do if they witness a violation of the code and protects those employees who do report an incident.

Disadvantages to CIBC of having a code of conduct:

- May create the impression among employees that they are not trusted by senior management to act appropriately.
- The obligation to report violations could create a culture of suspicion and mistrust among employees.
- Enforcing the code may be costly and time consuming in large organizations such as CIBC. For example, investigations of possible violations could take weeks.
- CIBC may be at a competitive disadvantage versus firms that have a less 'restrictive' code of behaviour.

#### Solutions to Questions

1-1 Given rapid changes to the competitive environment in many industries, having information on a timely basis to make decisions is critical. For example, getting timely information on customer reactions to product changes, price changes, new marketing campaigns, and so on, is necessary to allow managers to decide if further changes are needed and to make plans for those changes.

1-2 Directing activities involve mobilizing people to carry out plans and run routine operations on a day-to-day basis. Controlling activities involve ensuring that the plan is actually carried out and is appropriately modified as circum-

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# **Solutions Manual Managerial**

Maher, Stickney, Weil

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