

## Unit 4

**Theism** is broadly defined as the belief in the existence of a supreme being or deities. In common parlance, or when contrasted with *deism*, the term often describes the classical conception of God that is found in monotheism (also referred to as classical theism) – or gods found in polytheistic religions—a belief in God or in gods without the rejection of revelation as is characteristic of deism.

Atheism is commonly understood as non-acceptance or rejection of theism in the broadest sense of theism, i.e. non-acceptance or rejection of belief in God or gods.

### Monotheism

Monotheism is the belief in theology that only one deity exists. Some modern day monotheistic religions include Judaism, Christianity, Islam, Bahá'í faith, Sikhism, Zoroastrianism, and Eckankar.

Theism is the view that there is a God which is the creator and sustainer of the universe and is unlimited with regard to knowledge (omniscience), power (omnipotence), extension (omnipresence), and moral perfection. Though regarded as sexless, God has traditionally been referred to by the masculine pronoun. The theist believes that every object in the natural world exists because **God creates and conserves that object**; every finite thing has the character of being dependent on God.

**atheism**, in general, **the critique and denial of metaphysical beliefs in God or spiritual beings**. As such, it is usually distinguished from theism, which affirms the reality of the divine and often seeks to demonstrate its existence.

In simple words” **a person who does not believe in the existence of a god or any gods** : one who subscribes to or advocates atheism”.

“atheist” is “a person who does not believe in **the existence of a god or any gods**,” according to Merriam-Webster. And the vast majority of U.S. atheists fit this description: 81% say they do not believe in God or a higher power or in a spiritual force of any kind.

### Professional Ethics

More often than not, professionals in a corporate environment face such dilemmas (as Rajat in the above example). Professional ethics examines the moral and ethical issues that arise in a corporate environment. It has been found that a majority of professionals face ethical problems in their professional life, as compared to non-professionals, mainly because professionals are trained to provide services to the society that cannot be provided by non-professionals. It is because of the services that professionals provide, they are also eligible for certain privileges and immunities.

For example, a doctor is given the right to cut open a patient's body because he is trained to cure him of his illness, and is offered immunity from any negative repercussions if something untoward were to happen. Similarly, a police officer is given the right of carrying weapons and he can use them to protect themselves or somebody else's life from imminent danger. Not everybody can operate upon someone

and not everyone can protect you from the unsocial elements of the society. Because of these added responsibilities and complicated scenarios, it's difficult to understand the way a person is expected to act under complex situations. Professional Ethics is a way to provide an answer to those difficult questions through extensive training, sharing real-life examples, and following the practices that makes a profession ethical.

### **What is the definition of ethics in the workplace?**

Ethics in the workplace is defined as the moral code that guides the behavior of employees with respect to what is right and wrong in regard to conduct and decision making. Ethical decision making in the workplace takes into account the individual employee's best interest and also takes into account the best interest of those impacted. The latter of the definition is often where individual employees struggle to act ethically. Furthermore, ethical behavior doesn't only apply to individual employees, the organization itself should exemplify standards of ethical conduct.

### **Why is ethical behavior in the workplace important?**

It is important to understand that ethical behavior in the workplace can stimulate positive employee behaviors that lead to organizational growth, just as unethical behavior in the workplace can inspire damaging headlines that lead to organizational demise.

Simply put, organizational stakeholders that include individuals, groups and organizations of various types enter into a relationship with a business organization for that business to protect their interests in a specific way. Therefore, there is a mutual expectation that stakeholders and business organizations act in an ethical manner and in each other's best interest.

A decision to act unethically, by the organization or a stakeholder, can strain the relationship and damage the reputation of the organization. The increased risk of reputational damage and harm from negative headlines is often the catalyst for organizations to promote and encourage ethical behavior and prevent and report unethical behavior. Furthermore, where many individuals are connected to social media with mobile technology, the risk that unethical behavior will cause reputational damage to an organization is arguably much greater than in decades past, as behavior is more easily recorded on video, captured in photos, shared online and propelled into headlines.

### **What can organizations do to encourage ethical behavior in the workplace?**

The good news is that organizations can take steps to create a good narrative around their reputation by implementing measures that help ensure ethical conditions and perceptions of organizational support are present in the workplace. Many organizations implement reactive systems to report unethical behavior. However, the single most important thing organizations can do different to promote ethical behavior is to implement a proactive employee voice

system and use voice of the employee tools to proactively give employees the capacity to be heard.

### **The Role of Workplace Ethics**

Ethical lapses of any kind have the tendency to snowball in a work environment. Once employees see others breaking the rules without repercussions, they may start to think it's excusable for them to do so as well. It sends the message that not only will the behavior go unaddressed, it communicates that it's acceptable. Worse case, they may view the company in a negative light and choose to leave. Essentially, a culture where misconduct is tolerated could result in **higher turnover, lower productivity, and ultimately, a diminished reputation and profitability.**

An organization that does not consistently combat unethical behaviors will always suffer, even if the wrongdoings in question aren't considered to be major by most people's judgment. Unethical behavior that goes on without being reprimanded undermines the moral fabric of an organization, leading to larger problems than the unethical issue in question.

### **WHAT IS WORK ETHIC?**

The meaning of work ethic refers to a set of behavioral rules that create a positive environment at work. A strong work ethic can lead to employees being fairly treated, which in turn motivates them and develops a sense of loyalty towards the organization.

On the other hand, office politics and a management that doesn't encourage ethical and fair behavior is bound to make employees depressed and disinterested.

A time, when this plays out, is the appraisal season. Assessing employee performances is a key function of any business. To ensure that the assessment is fair and free of manipulation, it is important to create an appraisal system that takes into account the year-round performance of employees. There is also a need to integrate periodic reviews to be able to do this effectively.

### **What is ethics and values education**

Ethics and values education (EVE) The term ethics and values education (EVE) applies to all aspects of education which either explicitly or implicitly relate to ethical dimensions of life and are such that can be structured, regulated and monitored with appropriate educational methods and tools. Among the main aims of EVE are the following: to stimulate ethical reflection, awareness, responsibility, and compassion in children, provide children with insight into important ethical principles and values, equip them with intellectual capacities (critical thinking

and evaluation, reflection, discovery, understanding, decision-making, non-cognitive abilities like compassion) for responsible moral judgment, to develop approaches to build a classroom or school environment as an ethical community, and to reflectively situate individuals into other local and global communities with a mission to contribute to the common good. All this enables pupils to overcome prejudice, discrimination, and other unethical practices and attitudes. EVE steers children towards the search and commitment to fundamental values, meaning and purpose in their lives. EVE is also oriented into nurturing respectful attitude towards others (both individuals and communities alike) and putting one's beliefs, attitudes and values into practice. As such it cannot be limited to one school subject or a set of subjects, since the initial all encompassing nature of ethical reflection and awareness calls for a trans-curricular, integrative approach. "Another way of looking at ethics education, a favourite among traditional philosophers, is to see professional ethics education as an opportunity to learn about philosophical theories of ethics.

### **Moral education**

The term moral education is most often used quite narrowly to refer to those parts of educational process, which are structured within one or more school subjects, dedicated specifically to ethics. It is also often connected with religious education and comprises a single school subject, which enables children to learn about world religions and supports the development of beliefs and values. Moral education is often focused on learning about belief systems, value systems and practices of other traditions and viewpoints, to explore them and develop understanding and respect of them, particularly from the perspective of how they affect action and how they can peacefully coexist.

### **What Is Business Ethics?**

Business ethics is the study of appropriate business policies and practices regarding potentially controversial subjects including corporate governance, insider trading, bribery, discrimination, corporate social responsibility, and fiduciary responsibilities. The law often guides business ethics, but at other times business ethics provide a basic guideline that businesses can choose to follow to gain public approval.

- Business ethics refers to implementing appropriate business policies and practices with regard to arguably controversial subjects.
- Some issues that come up in a discussion of ethics include corporate governance, insider trading, bribery, discrimination, social responsibility, and fiduciary responsibilities.
- The law usually sets the tone for business ethics, providing a basic guideline that businesses can choose to follow to gain public approval.

### **Understanding Business Ethics**

Business ethics ensure that a certain basic level of trust exists between consumers and various forms of market participants with businesses. For example, a portfolio manager must give the same consideration to the portfolios of family members and small individual investors. These kinds of practices ensure the public receives fair treatment.

The concept of business ethics began in the 1960s as corporations became more aware of a rising consumer-based society that showed concerns regarding the environment, social causes, and corporate responsibility. The increased focus on "social issues" was a hallmark of the decade.

### **Examples of Business Ethics**

Here are a few examples of business ethics at work as corporations attempt to balance marketing and social responsibility. For example, Company XYZ sells cereals with all-natural ingredients. The marketing department wants to use the all-natural ingredients as a selling point, but it must temper enthusiasm for the product versus the laws that govern labeling practices.

### **Managerial Ethics Definition**

Managerial ethics is a basic part of business ethics. It is the set of moral principles or beliefs that affect the behavior of employees. While most people automatically assume that ethics directly correlates to laws, this isn't always the case. Doing the right thing for employees and customers and demonstrating the willingness to go the extra mile also falls under managerial ethics.

When developing managerial ethics policies, everything is considered. Compensation and benefit packages, community involvement and corporate giving are all components of managerial ethics. The policies set the minimum standards that business leaders expect from the company down to its people and community.

### **What Is Corporate Social Responsibility (CSR)?**

Corporate social responsibility (CSR) is a self-regulating business model that helps a company be socially accountable to itself, its stakeholders, and the public. By practicing corporate social responsibility, also called corporate citizenship, companies can be conscious of the kind of impact they are having on all aspects of society, including economic, social, and environmental.

To engage in CSR means that, in the ordinary course of business, a company is operating in ways that enhance society and the environment instead of contributing negatively to them.

- Corporate social responsibility is a business model by which companies make a concerted effort to operate in ways that enhance rather than degrade society and the environment.
- CSR helps both society and the brand image of companies.
- Corporate responsibility programs are a great way to raise morale in the workplace.<sup>1</sup>

- Some examples of companies that strive to be leaders in CSR include Starbucks and Ben & Jerry's.

### **Understanding Corporate Social Responsibility (CSR)**

Corporate social responsibility is a broad concept that can take many forms depending on the company and industry. Through CSR programs, philanthropy, and volunteer efforts, businesses can benefit society while boosting their brands.

As important as CSR is for the community, it is equally valuable for a company. CSR activities can help forge a stronger bond between employees and corporations, boost morale, and aid both employees and employers in feeling more connected to the world around them.

For a company to be socially responsible, it first needs to be accountable to itself and its shareholders. Companies that adopt CSR programs have often grown their business to the point where they can give back to society. Thus, CSR is typically a strategy that's implemented by large corporations. After all, the more visible and successful a corporation is, the more responsibility it has to set standards of ethical behavior for its peers, competition, and industry.

### **Example of Corporate Social Responsibility**

Starbucks has long been known for its keen sense of corporate social responsibility and commitment to sustainability and community welfare. According to the company, Starbucks has achieved many of its CSR milestones since it opened its doors. According to its 2020 Global Social Impact Report, these milestones include reaching 100% of ethically sourced coffee, creating a global network of farmers and providing them with 100 million trees by 2025, pioneering green building throughout its stores, contributing millions of hours of community service, and creating a groundbreaking college program for its employees.

