

Unit – 5

Implications of Holistic Understanding of Harmony on Professional Ethics

What are the values in interaction of human beings with the material things? Give one example of each. (OR) What is utility value and artistic value? How are both important in human life? Explain with example.

Competence of living in accordance with universal human values or the participation of a unit in the larger order- its natural characteristics or svabhava. Values are a part of our ethical conduct.

They are the natural outcome of realization and right understanding, which are always definite. Values need not to be imposed through fear, greed or blind belief. The vastu mulya (values of Human Being in the Interaction with the Rest of the Nature) is the participation of the human being with the rest of the nature. It is further categorized as:

- i. **Utility Value (Upyogita Mulya):** The participation of human being in ensuring the role of physical facility in nurture, protection and providing means for the body.
- ii. **Artistic value (kala mulya):** The participation of a human being in ensuring the role of physical facility to help and preserve its utility.

- For example, the utility value of a pen is that it aids in writing. This provides a means to the body. Providing a cap to the pen so that the ink does not spill, a proper design for holding of the pen while writing, etc. preserve the utility of the pen.
- A shirt has the utility that it protects the body. This is its utility value. Designing the shirt so that it can be easily put on is the artistic value. Similarly, with food, we find that the utility of the food is that it helps nurture the body. But cooking the food in such a way, that it can be easily chewed and swallowed, served in the dish, etc. is the artistic value.
- Taking the example of a book, when we are printing a book, it adds utility to the paper. The content that is printed helps us store it for a longer time so that we could refer to it from time to time. If you have to memorize everything, it is going to be a huge engagement for you.
- But printing it on paper saves our energy and time. This is utility value. Now keeping the font size so that the book is legible, designing its size so that it is easy to carry it, etc. is adding artistic value to the book.

Definitiveness of Ethical Human Conduct

What is innateness of human beings? What is our humaneness in reality?

As we identify a *neem* tree or a mango tree by its well defined specific characteristics which always remain the same; as we identify water or air or iron or a cow by their respective characteristics - their innateness, similarly let us also try to identify the innateness of a human being. So as a mango tree has a definite 'mango-ness', iron has a definite 'iron-ness', cow has a definite 'cow-ness'; similarly let us understand our humane-ness.

What do you understand by definitiveness of ethical human conduct? Why is this definitiveness desirable? (OR) What do you mean by definitiveness of ethical human conduct? How can it be ensured?

The right understanding gained through self-exploration also enables us to identify the definitiveness of human conduct which may also be called the ethical human conduct.

- It is the same for all human beings. So we are also able to understand the universality of ethical human conduct which is in consonance with the universal human values.
- Each one of us wants to have a definite conduct but presently we may not be able to ensure that. This is because we are presently living on the basis of our pre-conditionings or assumptions which are not in consonance with the truth or the right understanding. But, this situation neither gives satisfaction to us not to others. We do see the human beings struggling to find out what the right conduct is and in the process, exhibiting a wide variety of attributes. We also see people debating endlessly about what they consider to be ethical. But unless we have the right understanding,

It can be understood in terms of the following:

1. **Values (Mulya)** : Competence of living in accordance with universal human values or the participation of a unit in the larger order- its natural characteristics or svabhava is known as values. Values are a part of our ethical conduct.

A) Values in self (Jivan Mulya):

Happiness (Sukha): Definiteness of expectation (selecting/ tasting)based on definiteness of thought manifests as happiness.

Peace (Shanti): Definiteness of thought based on definiteness of desire manifests as peace.

Satisfaction (Santosh): Definiteness of desire based on understanding manifests as satisfaction.

Bliss (Ananda): Understanding based on realization manifests as bliss

B) Values in Human – Human Relationship (Sambandh Mulya):

	Established – Values	Expressed – Values	
1	Visvasa (Trust)	Saujanya (Complementariness)	10
2	Sammana (Respect)	Sauhardra (Compliance)	11
3	Sneha (Affection)	Nistha (Commitment)	12
4	Mamta (Care)	Udarata (Generosity)	13
5	Vatsalya (Guidance)	Sahajata (Spontaneity)	14
6	Shraddha (Reverence)	Pujyata (Obedience)	15
7	Gaurava (Glory)	Saralata (Ease)	16
8	Kritagyata (Gratitude)	Saumyata (Self-Restraint)	17
9	Prema (Love)	Ananyata (Unanimity)	18

C) Values of a Human Being in its Participation in Universal Human Order(Manav Mulya):

Perseverance (Dhirata): After understanding the system, patiently participating in it.

Bravery (Veerta): Helping other in understanding and participating in system.

Generosity (Udarta): Using our mind, body and wealth in system.

Kindness (Daya): To give opportunity or thing to a person who have ability

Beneficence (Kripa): To give ability to a person who have opportunity or thing

Compassion (Karuna): Providing both ability and thing to a person.

D) Values of Human Being in the Interaction with the Rest of the Nature (Vastu Mulya):

Utility Value (Upyogita Mulya): To prepare a physico-chemical object for nourish and protection.

Artistic value (Kala Mulya): To ensure the long lasting utility of the object.

2. Policy (Niti) : policy is the decision (plan, program, implementation, results, evaluation) about the enrichment, protection and right utilization of the resources (self, body and wealth – mana, tana and dhana).

A) Economic Value (Artha Niti): enrichment of self, body and wealth

B) Political Value (Rajya Niti): protection of self, body and wealth

C) Policy for Universal Human Order (Dharma Niti): right utilization of self, body and wealth

3. Character (Charitra) : The definiteness of my desire, thought and selection gives definiteness to my living. Definitiveness of character is the outcome of the definiteness of my behaviour and work.

What do you mean by 'Universal Human Order'? (OR) what do you mean by universal human order? What are its implications?

Universal human order (sarvabhauma vyavastha) is a feeling of being related to every unit including human beings and other entities of nature. Having understood the comprehensive human goal, we are able to be in harmony not only with human beings, but also with the rest of the nature. We are able to see that we are related to every unit in nature and ensure mutual fulfillment in that relationship.

On the bases of understanding of harmony, we get the notion of an undivided society and universal human order. The universal human order will comprise of:

The five dimensions of human endeavor (education, health etc) towards a fragmented society.

The steps of organization from family to world family, each anchored in right understanding will integrated in the following way:

Family => family cluster => village / community => village cluster => ==> world family¹.

Professional ethics in the light of right understanding

- Professional ethics means to develop professional competence with ethical human conduct. Ethical human conduct means definitiveness of human conduct.
- Ethical human conduct is the foundation of professional ethics. The only effective way to ensure professional ethics is through correct appraisal and systematic development of ethical competence in the professional (the human being).
- Profession is a significant domain of human activity targeted towards participating in the larger order which includes the society and nature around. Thus, it is a meaningful participation for each one in one or more of the five domains of human endeavor needed for a harmonious society. Of this, one important domain happens to be in the form of production and production related activities. It also make available the necessary physical facilities (livelihood) for oneself and one's family.

Professional Ethics

Here, one has to interact with other human beings as well as the living and non-living entities of rest of nature. Through professional education, one acquires the specific skills and knowledge in order to make this contribution in the larger order.

Ethical conduct of profession implies the right utilization of one's professional skills towards the fulfillment of comprehensive human goal and thus, meaningfully participate in the larger order. Professional ethics may be defined as a form of applied ethics that examines ethical principles and moral or ethical problems that arise in a business environment.

Professional ethics concerns the moral issues that arise because of the specialist knowledge that professionals attain, and how the use of this knowledge should be governed when providing a service to the public.

What do you mean by competence in professional ethics? Elaborate with examples. (OR) what do you understand by competence in professional ethics? Give 2 examples of its implications in industry

Professional ethics means to develop professional competence with ethical human conduct. Developing ethical competence in the individual(profession) is the only effective way to ensure professional ethics. The development of ethical competence is a long term process to be achieved through appropriate value education. As profession is only a subset of the life activities, the competence in profession will only be the manifestation of one's right understanding. The salient features characterizing this competence can be summarized as follows:

- 1. Clarity about comprehensive human goal:** Samadhan – Samridhi – Abhay and its fulfillment through universal human order.

2. **Confidence in oneself:** based on the right understanding of oneself and the rest of existence.
3. **Mutually fulfilling behaviour:** clarity and confidence in ethical human conduct and its correlation with sustained personal as well as collective happiness and prosperity.
4. **Mutually enriching interaction with nature:** self-sufficiency in fulfillment of physical needs; ability to assess the needs for physical facilities for the family and their fulfillment through production systems ensuring harmony in the nature. In the light of the above, one acquires the ability to identify and develop appropriate (people-friendly and eco-friendly) technologies, production systems etc.

Issues in professional ethics in the current scenario

The unethical practices are rapidly increasing and their impact is also becoming far-reaching. Corruption in multifarious manifestations is afflicting all the professions like a virus.

Similarly, other unethical practices are also proliferating and getting out of control. It appears as if human ingenuity is being increasingly harnessed to devise newer and subtler ways to thwart the ethical conduct of profession, to twist the laws and to beat the system.

As a result of this 'epidemic' of unethical practices, we are frequently coming across serious scams, major economic offences and kickbacks in large scale purchases. Lapses on the part of big organizations in ethical conduct of profession have led to large scale disasters, such as Bhopal Gas Tragedy, the Chernobyl Disaster, etc. endangering public life and prosperity, and causing serious degradation to environment.

This menace becomes even more serious as unethical politics are adopted collectively by large industries, cartels, multinational corporations and even national governments. We are also quite familiar how misleading propaganda, advertisements using sex-appeal, the influence of show business ad celebrities are being employed to influence the public mind for promoting all types of products which are not quite conducive to human welfare.

Issues in professional ethics in the current scenario

We may enlist some salient categories of these unethical practices as follows:

- ⇒ Corruption in multiple forms and at various levels.
- ⇒ Tax evasion, misappropriation and misuse of public funds.
- ⇒ Misleading propaganda, unethical advertisements and sale promotion.
- ⇒ Cut-throat competition.
- ⇒ Exploiting the weakness of consumers through various enticements
- ⇒ Adulteration and spurious production
 - ⇒ Endangering the health and safety of public at large. ⇒ Hoarding and over-charging etc.

What are the implications of value based living at all four levels of living? Explain.

Implication of value based living Value based living means to live on the basis of values.

Why should we have a value based living because it give us following benefits:

1. At the level of the individual – happiness, peace, contentment and bliss in the self, perseverance, bravery and generosity in living of the individual. This value based living of the individual would reduce the feeling of financial in security which is caused by ill health.
2. At the level of the family - mutual fulfillment in relationships, prosperity in the family, sustenance of joint families, family as the building block of societal order in place of law enforcing bodies, respect for all without differentiation on the basis of age, gender, caste, race, money, post, creed, etc.
3. At the level of the society – when we start giving higher priority to relationship over the physical facilities the society becomes fearless, holistic systems for education, health, justice, production, exchange and storage, harmony between nations, world growing as a family.
4. At the level of nature – co-existence of all units in nature, earth getting more and more suited for sustenance of all entities on the globe, balance of seasons, proper development. This will help to reduce the problems like pollution, over exploitation of resources etc.

Humanistic Education and Humanistic Constitution

The basis for **humanistic education** is the transformation from animal consciousness to human consciousness.

Nowadays man has exploited the natural resources, so much that there is danger of human survival and national resources are over exploited.

By human consciousness we can think that our actions should be checked and we should take action in such a way that nature is source and earth should be a good place to live.

Humanistic Constitution:

It is the set of policies for humans to follow for the welfare of mankind. It makes possible the co-ordination and fulfillment of the human order with the other 3 orders namely, material order, pranic order and animal order.

Human constitution is the human framework living harmonious life with himself and with entire existence.

How do human values affect the life of professionals? Illustrate.

Quality of life is largely affected by the work by which we earn our livelihood. Our work shapes our attitude and personality. We often have conflicts between individual value and value in work life. These conflicts can be categorized under the following:

i) **Attitude to Work:** Work is a necessity, rather it is a compulsion. Work means gaining social prestige, esteem and authority.

Farmers, artisans, labourers have a lower social status than managers, business owners, bureaucrats and politicians who enjoy a higher status.

Through work we use our talent, sharpen our skills and develop our creativity and get opportunity to learn, grow and improve our knowledge, skills and human relationship.

It is said work is worship meaning, our work in reality, is an offering (PUJA) to good.

How do human values affect the life of professionals? Illustrate.

ii) Work Ethics and Quality of Work Life: A worker is paid his salary / wages and in return he is expected to contribute his best to the organization. Without such an ethical consideration, the employer and employee relationship becomes exploitative with little trust and cooperation between them.

Work ethics is a sense of loyalty to the organization. A loyal employee does not promote personal interest at the cost of the organization. The organization must have a written, as well as , an unwritten rules/ norms and ways of working. Team working and team spirit are the essential strengths of a successful organization.

iii) Organizational Values: Organizational are social and human units. Purpose of a business is not just making profit, the fundamental value lies in the special worth of its products/services and its impact on quality of life.

It should obey laws, pay taxes, preserve the environment, help solve community problems, have due regard to national problems and priorities and share its earning and resources with the less fortunate sections of society.

How do human values affect the life of professionals? Illustrate.

Equity , justice and fair play are the essential values in promoting good work cultures.

iv) Pursuit of Excellence:

Excellence means achievement of exceptional accomplishments or success and getting excellent result from life as a whole.

Chances of failure are always there. Hence, desire for success is always associated with anxiety.

In reality at times of achieving a goal becomes so important that any means fair or foul are adopted. Foul means include bending rules/ regulation, cutting corners, exploiting others, offering bribes etc.

What do you understand by holistic technology? Briefly explain. (OR) What is a holistic technology? Take any two such examples from the Indian tradition and elaborate on them.

The modern technologies and systems are all human inventions in response to the needs visualized under the influence of the prevailing worldview. Accordingly, they have been designed and optimized to the objective functions best suited to this world view. In order to facilitate the development of holistic technologies and systems, it will be necessary to visualize alternative objective functions and to formulate appropriate criteria for evaluation compatible with comprehensive human goal. Generally speaking, there are three broad criteria to guide the development of such technologies and systems, viz.,

- a) Catering to appropriate needs and lifestyles,
- b) People-friendly, and
- c) Eco-friendly.

Criteria for Technologies

The above mentioned general criteria can be itemized into more specific form as follows:

- Catering to real human needs
- Compatible with natural systems and cycles
- Facilitating effective utilization of human body, animals, plants and materials
- Safe, user-friendly and conducive to health
- Producing with local resources and expertise as far as possible
- Promoting the use of renewable energy resources
- Low cost and energy efficient
- Enhancing human interaction and cooperation

Characteristics of People-friendly production Systems:

- 1. Resilience:** The art of pushing through even when things get a bit difficult
- 2. Empathy:** The ability to connect compassionately and identify with the unique experiences of others.
- 3. Patience:** Keeping cool when things don't automatically go your way
- 4. Sacrifice:** Forgoing your own satisfaction for someone else's
- 5. Politeness:** Learning manners and being considerate of others.
- 6. Humour:** Seeing the funny side of situations and being able to laugh at oneself.
- 7. Self-awareness:** Being accountable for your actions by being considerate to who you are.
- 8. Hope:** The belief in all the great things that are yet to come, and knowing that there is something better on the horizon.
- 9. Confidence:** Having the ability to believe in yourself and taking risks.

Characteristics of Eco-friendly production Systems:

- 1. Reduction in CO2 Emissions:** Companies are actively introducing energy efficient facilities and adopting less harmful, clean energy sources, as part of its efforts to reduce CO2 emissions, which have a significant impact on the global environment.
- 2. Waste Reduction:** Trimming waste, the most common type of waste generated by corrugated plants, is recycled back into container board at Rengo's paper mills.
- 3. Prevention of Air and Water Pollution:** Water is a vital resource used in the production of paperboard. We have long been looking into ways to utilize water effectively at our paper mills, where water is currently used for ten cycles on average.

Imagine that you joined at middle management level in an organization where you find unethical practices prevalent. Mention few steps to improve the situation without creating an atmosphere of opposition.

Following are the list of practices for management to help create a more ethical workplace culture:

- i) Be a role model and be visible:** Employees look at top managers to understand what behavior is acceptable. Senior management sets the tone for ethics in the workplace.
- ii) Communicate ethical expectations:** An organizational code of ethics can reduce ethical ambiguities. The code of ethics should state the organization's primary values and the ethical rules that the employees are expected to follow.
- iii) Other ethics training:** Managers should set up seminars, workshops and similar programs to promote ethics in the workplace. Training sessions will clarify what practices are and to address possible ethical dilemmas.

- iv) **Visibly reward ethical acts and punish unethical ones:** Performance appraisals of managers should include evaluations of how actions measure up against the organization's code of ethics.
- V) **Provide protective mechanisms:** The organization needs to provide formal mechanisms that allow employees to discuss ethical dilemmas and report unethical behavior without fear of reprimand. This could include developing roles for ethical counselors, ombudsmen or ethical officer.
- vi) **Enhancing the workplace:** a better workplace requires leaders to model behavior in every aspect of their role. In your career, the ability to demonstrate leadership with a sound ethical basis is essential to your success for any role.

Sustainable Development

It is defined as 'Wise use of resource such that it meets the present need without disturbing future generation'. It adopts a number of guidelines that were governed by local ecological condition and the environment as whole.

For example, sustainable agriculture involved a choice of the crop that most suited a particular season, soil and water regime.

It also makes used of organic manure and organic pesticides.

Sustainable development works on the principle of ecological cycle. It realizes the dynamic nature of ecosystems.

It is the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend.

Sustainable development can be classified as development that meets the needs of the present without compromising the ability future generations.

Strategies for transition from the present state to Universal human order

The main step towards transition is adequate realization of the need for the self exploration. We need to change the dominant world view which is based on material comforts and sensory privileges. The consumerist and profit making attitude will have to be left behind to make way for comprehensive human goal to be implemented at all levels.

This transition can be achieved by the following steps:

i) Promoting Mass awareness and moving towards Humanistic Education:

Awareness has to be created so that people accept that we need to work towards eco-friendly measures. Individual professionals like engineers, doctors, business managers should take the responsibility on them to put emphasis upon the importance of human value and professional ethics.

Journalists can also help in creating awareness through their writings.

Strategies for transition from the present state to Universal human order

ii) **Developing Holistic Model of Living:** To bring about this transition we need to develop holistic technologies, production systems and management models. For this engineers will have a huge responsibility on their shoulders. They can work towards simple, cheap, efficient, pollution free and renewable resources as source of energy. The production systems can be environment friendly. The production processes can be made safe for the workers, consumer and also for nature. Care should be taken to manage industrial waste.

iii) **Implementing Strict Policies and Social System:** With right understanding the economic, social and political systems should be based on the comprehensive human goal. Government officials and legislators can pass strict laws for defaulters. The problem we are facing is of urgent global concern. If we make a dedicated effort to bring about a change in the human consciousness focus on humanistic education and right understanding, we will be able to make this world a better place to live.