

PROFESSIONAL ETHICS

MODULE 1

- Morals, values and Ethics – Integrity-
Academic integrity-Work Ethics- Service
Learning- Civic Virtue- Respect for others-
Living peacefully- Caring and Sharing-
Honestly- courage- Cooperation
commitment- Empathy-Self Confidence -
Social Expectations.

OBJECTIVE(Why Engineering Ethics)

- to understand the moral values that ought to guide the Engineering profession
- resolve the moral issues in the profession,
- justify the moral judgment concerning the profession.

MORALS

- Morals are the welfare principles enunciated by the wise people, based on their experience and wisdom.
- They were edited, changed or modified or evolved to suit the geography of the region, rulers (dynasty), and in accordance with development of knowledge in science and technology and with time.
- Morality is concerned with principles and practices of morals such as:
 - What ought or ought not to be done in a given situation?
 - What is right or wrong about the handling of a situation?
 - And
 - What is good or bad about the people, policies, and ideals involved?

Difference between Morality and Ethics

<i>Morality</i>	<i>Ethics</i>
1. More general and prescriptive based on customs and traditions.	1. Specific and descriptive. It is a critical reflection on morals.
2. More concerned with the results of wrong action, when done.	2. More concerned with the results of a right action, when not done.
3. Thrust is on judgment and punishment, in the name of God or by laws.	3. Thrust is on influence, education, training through codes, guidelines, and correction.
4. In case of conflict between the two, morality is given top priority, because the damage is more. It is more common and basic.	4. Less serious, hence second priority only. Less common. But relevant today, because of complex interactions in the modern society.
5. Example: Character flaw, corruption, extortion, and crime.	5. Example: Notions or beliefs about manners, tastes, customs, and towards laws.

VALUES

- Humans have the unique ability to define their identity, choose their values and establish their beliefs. All three of these directly influence a person's behaviour. People have gone to great lengths to demonstrate the validity of their beliefs, including war and sacrificing their own life! Conversely, people are not motivated to support or validate the beliefs of another, when those beliefs are contrary to their own. People will act congruent with their personal values or what they deem to be important.
- A value is defined as a principle that promotes well-being or prevents harm." Another definition is: Values are our guidelines for our success—our paradigm about what is acceptable." Personal values are defined as: "Emotional beliefs in principles regarded as particularly favourable or important for the individual." Our values associate emotions to our experiences and guide our choices, decisions and actions.

Types of Values

- 5 categories
 - Right Conduct
 - Self help skills- diet, hygiene, posture etc
 - Social skills –good behaviour, good manner, good relationship, helpfulness
 - Ethical skills- courage, efficiency, duty etc
 - Peace
 - Attention, calmness, concentration, discipline, focus etc
 - Truth
 - Accuracy, curiosity, intuition justice, etc
 - Love
 - Acceptance, affection, care
 - Non violence
 - Physiological , social

- Perseverance
- Accuracy
- Discernment

Ethics

- Ethics is the set of codes of conduct or moral principles with which behaviour can be analysed as good or bad or right or wrong.
- It teaches the well disciplined behaviour and how to act according to the situations.
- Ethics is based on logic and reason.
- Often morals and values contribute to ethics.
- *Ethics* are beliefs regarding right and wrong behaviour.

INTEGRITY

- Integrity is a character trait that reflects a person degree of honesty and adherence to moral principle.
- Types of integrity are
 - Professional Integrity
 - Political Integrity
 - Academic Integrity
 - Integrity in daily transactions

- Professional Integrity
 - Willingness to do right things in ones profession.
 - Eg: Govt Employ who make decision out of favouritism/ nepotism
 - Doctors who prescribe drugs to patients in order to favour drug companies.
- Political Integrity
 - Politicians are holders of elected office and expected to have high integrity.
 - Politician who have tall claims about certain belief and act in a way that contradicts those belief.

- Academic Integrity

- People in academic community are expected to stick to truthful information because each contribution helps human progress.
- Researcher : plagiarism, who manipulate data.
- Student: copying the assignment
- Author: not acknowledge his sources/ references

- Integrity in daily transaction

- A cab driver who returns a wallet forgotten by traveller
- A customer who points out the bill amount is lesser than actual price.
- A person who pay tax without manipulating his income statement.

Work Ethics

- Industry and Society are the two systems which interact with each other and are interdependent.
- Society requires industry/business system which provides manufacturing, distribution and consumption activities. It needs investment, labour, supply (raw materials), production (industries, business organizations), marketing and distribution (transport), and consumption (public, customer).
- A lot of transactions (and interactions) between these sub-systems involving people are needed for the welfare of the society.
- To work (job), is not for monetary considerations only. Work is good for the body and mind.
- It promotes self-respect, self-esteem, good for the family, and obligation to the society and allow the world to prosper.
- Work lays a moral and meaningful foundation for life.

- The 'work ethics' is aimed at ensuring
 - ✓ economy (get job, create wealth, earn salary)
 - ✓ productivity (wealth, profit)
 - ✓ safety (in workplace)
 - ✓ health and hygiene (working conditions)
 - ✓ privacy (raise family)
 - ✓ security (permanence against contractual, pension, and retirement benefits)
 - ✓ cultural and social development (leisure, hobby, and happiness), welfare (social work),

SERVICE LEARNING

- It is a non-profit activities included as part of teaching learning activity.
- Service learning refers to learning the service policies, procedures, norms, and conditions, other than the technical trade practices
- The service learning includes the characteristics of the work, basic requirements, security of the job, and awareness of the procedures, while taking decisions and actions.
- non-paid activity
- service is provided on voluntary basis to the public (have-nots in the community), non-profitable institutions, and charitable organizations. It is the service during learning

Virtues

- Virtues are *positive* and *preferred* values. Virtues are desirable attitudes or character traits, motives and emotions that enable us to be successful and to act in ways that develop our highest potential.
- They energize and enable us to pursue the ideals that we have adopted. Honesty, courage, compassion, generosity, fidelity, integrity, fairness, transparency, self-control, and prudence are all examples of virtues.
- Virtues are tendencies which include, solving problems through peaceful and constructive means.

Civic virtues

- Civic virtues are the moral duties and rights, as a citizen of the village or the country or an integral part
- of the society and environment.
- The duties are:
 - To pay taxes to the local government and state, in time.
 - To keep the surroundings clean and green.
 - Not to pollute the water, land, and air by following hygiene and proper garbage disposal. For example, not to burn wood, tyres, plastic materials, spit in the open, even not to smoke in the open, and not to cause nuisance to the public, are some of the civic (duties) virtues.
 - To follow the road safety rules.

- Rights

- To vote the local or state government.
- To contest in the elections to the local or state government.
- To seek a public welfare facility such as a school, hospital or a community hall or transport or communication facility, for the residents.
- To establish a green and safe environment, pollution free, corruption free, and to follow ethical principles. People are said to have the right to breathe in fresh air, by not allowing smoking in public.
- People have inalienable right to accept or reject a project in their area. One has the right to seek legal remedy, in this respect, through public interest petition.

RESPECT FOR OTHERS

- This is a basic requirement for nurturing friendship, and team work.
1. Recognize and accept the existence of other persons as human beings, because they have a right to live, just as you have.
 2. Respect others' ideas (decisions), words, and labor (actions). Appreciate colleagues and subordinates on their positive actions. Criticize constructively and encourage them.
 3. Show 'goodwill' on others. Love others. Allow others to grow.

LIVING PEACEFULLY

- To live peacefully, one should start install peace within (self) . Charity begins at home.
- Then one can spread peace to family, organisation where one works, and then to the world, including the environment.
- One should adopt the following means to live peacefully, in the world:

– Nurture

- Order in one's life (self-regulation, discipline, and duty) .
- Pure thoughts in one's soul (loving others, blessing others, friendly, and not criticizing or hurting others by thought, word or deed).
- Creativity in one's head (useful and constructive).
- Beauty in one's heart (love, service, happiness, and peace).

– **Get**

- Good health/body (physical strength for service).

– **Act**

- Help the needy with head, heart, and hands (charity). Service to the poor is considered holier than the service to God.
- Not hurting and torturing others either physically, verbally, or mentally.

- The following are the factors that promote living, with internal and external peace:
- 1. Conducive environment (safe, ventilated, illuminated and comfortable).
- 2. Secured job and motivated with 'recognition and reward'.
- 3. Absence of threat or tension by pressure due to limitations of money or time.
- 4. Absence of unnecessary interference or disturbance, except as guidelines.
- 5. Healthy labour relations and family situations.
- 6. Service to the needy (physically and mentally-challenged) with love and sympathy

CARING

- Caring is feeling for others.
- in the context of professional ethics , It is a process which exhibits the interest in, and support for, the welfare of others with fairness, impartiality and justice in all activities, among the employees.
- It includes showing respect to the feelings of others, and also respecting and preserving the interests of all others concerned.
- Caring is reflected in activities such as friendship, membership in social clubs and professional societies, and through various transactions in the family, fraternity, community, country and in international councils.
- In the present-day context, caring for the environment (including the fauna and flora) has become a necessity for our very survival. If we do not care for the environment, the environment will scare us.

Sharing

- Primarily, caring influences 'sharing'.
- Sharing is a process that describes the transfer of knowledge (teaching, learning, and information), experience (training), commodities (material possession) and facilities with others.
- The transfer should be genuine, legal, positive, voluntary, and without any expectation in return.
- Through this process of sharing, experience, expertise, wisdom and other benefits reach more people faster. Sharing is voluntary and it can not be driven by force, but motivated successfully through ethical principles. In short, sharing is 'charity'

HONESTY

- Honesty is a virtue, and it is exhibited in two aspects namely,
- (a) Truthfulness and (b) Trustworthiness
- Truthfulness is to face the responsibilities upon telling truth. One should keep one's word or promise. By admitting one's mistake committed (one needs courage to do that!), it is easy to fix them.
- Reliable engineering judgment, maintenance of truth, and communicating the truth: only when it does 'good' to others, are some of the reflections of truthfulness

- Honesty is mirrored in many ways. The common reflections are...

(a) Beliefs (intellectual honesty).

(b) Communication (writing and speech).

(e) Decisions (ideas, discretion).

- As against this, some of the actions of an engineer that leads to dishonesty are
 - Lying
 - Deliberate deception
 - With holding the information
 - Not seeking the truth
 - Not maintaining confidentiality

COURAGE

- Courage is the tendency to accept and face risks and difficult tasks in rational ways. Self-confidence is the basic requirement to nurture courage.
- Courage is classified into three types, based on the types of risks, namely
 - (a) Physical courage,
 - (b) Social courage,
 - (c) Intellectual courage
- In physical courage, the thrust is on the adequacy of the physical strength, including the muscle power .
- The social courage involves the decisions and actions to change the order, based on the conviction for or against certain social behaviors. This requires leadership abilities, including empathy and sacrifice, to mobilize and motivate the followers, for the social cause.
- The intellectual courage is inculcated in people through acquired knowledge, experience, games, tactics, education, and training. In professional ethics, courage is applicable to the employers, employees, public, and the press.

COOPERATION

- It is a team-spirit present with every individual engaged in engineering.
- Co-operation is activity between two persons or sectors that aims at integration of operations (synergy), while not sacrificing the autonomy of either party.
- Further, working together ensures, coherence, i.e., blending of different skills required, towards common goals. Willingness to understand others, think and act together and putting this into practice.
- Cooperation promotes collinearity, coherence (blend), co-ordination (activities linked in sequence or priority) and the synergy (maximizing the output, by reinforcement).
- It helps in minimizing the input resources (including time) and maximizes the outputs, which include quantity, quality, effectiveness, and efficiency.
- According to professional ethics, cooperation should exist or be developed, and maintained, at several levels; between the employers and employees, between the superiors and subordinates, among the colleagues, between the producers and the suppliers (spare parts), and between the organisation and its customers.

- The absence of cooperation leads to lack of communication, misinformation, void in communication, and make it delay between supply, production, marketing, and consumption.
- This is likely to demoralize and frustrate the employees, leading to collapse of the industry over time and an economic loss to the society.
- The impediments to successful cooperation are:
 1. Clash of ego of individuals.
 2. Lack of leadership and motivation.
 3. Conflicts of interests, based on region, religion, language, and caste.
 4. Ignorance and lack of interest.

COMMITMENT

- Commitment means alignment to goals and adherence to ethical principles during the activities.
- It is the driving force to realize success
- one must believe in one's action performed and the expected end
- results (confidence).
- It means one should have the conviction without an any doubt that one will succeed. Holding sustained interest and firmness, in whatever ethical means one follows, with the fervent attitude and hope that one will achieve the goals, is commitment.
- This is a basic requirement for any profession.
- For example, a design engineer shall exhibit a sense of commitment, to make his product or project designed a beneficial contribution to the society. Only when the teacher (Guru) is committed to his job, the students will succeed in life and contribute 'good' to the society.
- The commitment of top management will naturally lead to committed employees.

EMPATHY

- Empathy is social radar.
- Sensing what others feel about, without their open talk, is the essence of empathy.
- Empathy begins with showing concern, and then obtaining and understanding the feelings of others, from others' point of view. It is also defined as the ability to put one's self into the psychological frame or reference or point of view of another, to know what the other person feels.
- It includes the imaginative projection into other's feelings and understanding of other's background such as parentage, physical and mental state, economic situation, and association. This is an essential ingredient for good human relations and transactions.
- Understanding others: It means sensing others feelings and perspectives, and taking active interest in their welfare.
- Service orientation: It is anticipation, recognition and meeting the needs of the clients or customers.
- Developing others: This means identification of their needs and bolstering their abilities
- . In developing others, the one should inculcate in him the 'listening skill' first. Communication = 22% reading and writing + 23% speaking
- + 55% listening

SELF-CONFIDENCE

- Certainty in one's own capabilities, values, and goals, is self-confidence. These people are usually positive thinking, flexible and willing to change.
- They respect others so much as they respect themselves. Self-confidence is positive attitude, wherein the individual has some positive and realistic view of himself, with respect to the situations in which one gets involved.
- The people with self-confidence exhibit courage to get into action and unshakable faith in their abilities, whatever may be their positions.
- They are not influenced by threats or challenges and are prepared to face them and the natural or unexpected consequences. The self-confidence in a person develops a sense of partnership, respect, and accountability, and this helps the organization to obtain maximum ideas, efforts, and guidelines from its employees.
- The people with self-confidence have the following characteristics:
 - 1. A self-assured standing,
 - 2. Willing to listen to learn from others and adopt (flexibility),
 - 3. Frank to speak the truth, and
 - 4. respect others' efforts and give due credit.

- . The factors that shape self-confidence in a person are:
- 1. Heredity (attitudes of parents) and family environment (elders),
- 2. Friendship (influence of friends/colleagues),
- 3. Influence of superiors/role models, and
- 4. Training in the organization (e.g., training by Technical Evangelists at Infosys Technologies).

- The following methodologies are effective in developing self- confidence in a person:
- 1. Encouraging SWOT analysis. By evaluating their strength and weakness, they can anticipate and be prepared to face the results.
- 2. Training to evaluate risks and face them (self-acceptance).
- 3. Self-talk . It is conditioning the mind for preparing the self to act, without any doubt on his capabilities.
- 4. Study and group discussion, on the history of leaders and innovators

