

Responsibilities and Rights

Module -IV

Team work and Rights

- **To work effectively an engineer** requires the virtues of
 - **Loyalty** to employers and organizations
 - **collegiality**
 - **respect** for authority
 - contributing to an **ethical climate** within the organization
 - respect for the **rights of engineers** and others
 - who work together to achieve common goals.

Loyalty and Collegiality

Loyalty

- Loyalty to an employer can mean **two** things

Agent Loyalty

- acting to fulfill one's contractual duties to an employer
- entirely a matter of actions
- doing one's job for which one is paid
- not stealing from one's employer, regardless of the motives for it.

Attitude Loyalty

Much to do with

- **Attitudes**
- **Emotions**
- **a sense of personal identity as it does with actions**
- implies seeking to meet one's moral duties to a group or organization willingly with
 - **personal attachment**
 - **Affirmation**
 - **a reasonable degree of trust**

People who do their work grudgingly or spitefully but complete his work on time **has agent-loyalty but not attitude loyalty**

Loyalty and code of ethics

When codes of ethics assert that engineers ought to be loyal (or faithful) to employers, is agency-loyalty or attitude-loyalty meant?

- **agency-loyalty to employers**
 - **is an obligation**
 - it comprises the sum of obligations to employers to serve the corporation in return for the contractual benefits from the corporation.
- **attitude-loyalty**
 - **often a virtue but not strictly an obligation**
 - is good when it contributes to a sense of corporate community and, thereby, increases the prospects for corporations to meet their desirable goals of productivity

Collegiality

- Meaning
 - companionship and cooperation between colleagues who share responsibility.**
 - includes a disposition to support and cooperate with one's colleagues.
- **Engineers shall not attempt to injure**
 - maliciously or falsely,**
 - directly or indirectly,**
 - the professional reputation, prospects, practice or employment of other engineers**

Collegiality

Engineers who believe others are **guilty of unethical or illegal practice** shall present such information to the proper authority for action

central elements of collegiality

(1) **respect for colleagues**

valuing their professional expertise and their devotion to the social goods promoted by the profession

(2) **commitment**

sense of sharing a devotion to the moral ideals inherent in one's profession

(3) **connectedness, or awareness** of participating in cooperative projects based on shared commitments and mutual support.

Respect for Authority

Respect for Authority

Respect for authority is important in meeting organizational goals.

- requires clear lines of authority
- provide a means for identifying areas of personal responsibility and accountability
- Two main form of authority

Executive authority

corporate or institutional right given to a person to exercise power based on the resources of an organization

Expert authority

possession of special knowledge, skill, or competence to perform some task or to give sound advice

COLLECTIVE BARGAINING

COLLECTIVE BARGAINING

bargain by the trade union for improving the economic interests of the workers

- Includes
 - negotiation
 - Verbal threatening
 - declaration of 'strike'.
- impossible to endorse fully the collective bargaining of unions or to condemn.
- always exists conflicting views between the professionalism and unionism.

Can faithful agent or trustee involve in collective bargaining?

Employees have the right to

- Ask for monetary self interest
- negotiate safe/hygienic working environment
- to disobey illegal or unethical activities

Can public servant involve in collective bargaining

- Cannot be judged as unethical
- **Collective bargaining is acceptable provided**
 - Constructive
 - Persuasive
 - Firms based on mutual understanding
 - Not destructive/disruptive
 - Not harming the persons or property

Assessment on Unionism

Pros

- improve the standard of living and economic benefits of workers
- greater participation in organization
 - union members are appointed as Directors in the Board to act as bridge between the employers and employees
- Contributed to the job security
- Provide effective grievance redressal mechanism for employees

Assessment on Unionism

Cons

- Lead to disturb the economy of state by salaries, and increase salaries and expenses
- Leads to negative and destructive ways, causing loss of many working days
- encourage mediocrity
- thrive on prolonged unrest, dis-satisfied, and tense relations between workers and management

Confidentiality and Conflicts of Interest

Confidentiality

Duty to keep secret all information deemed desirable to keep secret

- withhold information labeled “confidential” from unauthorized people both inside and outside the organization
- Type of information which is to be kept confidential

Privileged information

available only on the basis of special privilege

Proprietary information

information that a company owns or is the proprietor of.

Trade Secret

Protecting information

- **Patents**
 - legally protect specific products from being manufactured and sold by competitors without the express permission of the patent holder.
- **Trade secrets have no such protection,**
 - a corporation can learn about a competitor's trade secrets through legal means.
eg. reverse engineering

Confidentiality

- **Changing jobs**

- relationship of trust between employer and employee in regard to confidentiality continues beyond the formal period of employment

- **Managing policies**

- use employment contracts that place special restrictions on future employment
- offer pension plan to an engineer in exchange for an agreement not to work for a competitor on certain kinds of projects for a certain number of years after leaving the company

Confidentiality

- **Managing policies**
 - place tighter controls on the internal flow of information by restricting access to trade secrets except where absolutely essential

Why do we need confidentiality??

To respect the **autonomy (freedom, self-determination)** of individuals and corporations and to recognize their legitimate control over some private information concerning themselves

Requires trustworthiness