

HUMAN ETHICS

Ethics :- Principles we used to judge whether something is good or bad.

Body of principles or standards that govern human conduct that governs the behaviour of an organisation / an individual. It is the awareness and training imparted from childhood stage to know what is right or wrong in day-to-day activities and on how one's actions affect the others in the society.

Ethic Resource Centre (US) 1977 1st orgn who believed ethical principles should be taught in every field

Fleddermann divided ethics to 2 → Professional

→ Personal ethics

Primary goal :- To stimulate critical & responsible reflections on the ethical issues surrounding our engineering practices.

- i) CORE ETHICS :- Systematic enquiry of moral norms or standards of behaviour understanding their underlying values and justification.
- ii) APPLIED ETHICS :- Application of ethical principles in the moral decision dilemma.

- Why engineering ethics?

As it involves creation of products for the convenience of human life involving the aesthetics of life so, ethics are crucial for engineering.

Microethics :- day to day ethical principles

eg: safety measures.

Macroethics :- wider scale eg. corruption

Issues in Engineering Ethics

- Conceptualisation :- utility considerations.
- Investigation :- To get into details of project
- Product specification and costing :-
- Analysis & design :- If latest technology is used
- Bidding & contracting :- are there lot of unethical practices have been reported
Is bidding process fair? Is principle of equity maintained during bidding?
- Implementation of design :- ensures complete reliability of process. Good supervision of work, communication with designers, sticking to time framework, quality of product.
- Installation and use :- has the user been provided adequate training about your product?
- Maintenance :- warranty has to maintained
- Product recall & decommissioning

Ethical obligations of engineers

- Regalist issues
- Societal welfare / public views / customers
- Personal / conscience
- Organisational Codes / Team's code of ethics

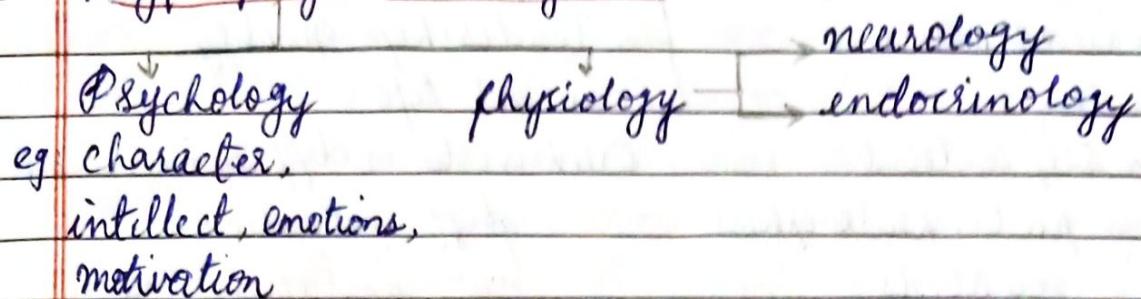
Person: to speak through "personality is the

Allport's definition of personality:- dynamic organisation (1938) ↳ within an individual of those psychophysical systems that determine his unique adjustment to the environment.

You can explain
any question
during exam
instead of writing
out

Basic characteristics of a personality

① Psychophysiological system



② Dynamic Organisation

psychological systems / are elements are independent to change & it takes place gradually .

③ Consistency : Type: A, B, C, D

	Behaviour	Situation
Type A	same	same \Rightarrow sports
Type B	same	different \Rightarrow different & same approach
Type C	hostel & home	different
Type D	Relatives/hostel	different

④ Youngie adjustment to environment

⑤ Development of personality structure

from simple \rightarrow complex

At work: progressive differentiation

mind \Rightarrow (diffused mass)

(Synthesis)

Integrated
of whole

Analytical

⑥ Consciousness : Concept about self.

⑦ Integration & disintegration of personality

Dimensions of Personality

- traits • motivation • temperament • character

→ Traits

Introversion & extroversion \Rightarrow bipolar traits

→ imaginative

→ leadership quality

→ shy

→ social life

→ self-centered

Ambiverts \Rightarrow diff behaviours in

→ eg poets, philosophers,

diff situations

scientists

low excitation level

high excitation level

Cortical excitation level \rightarrow excitation

inhibition

Introverts $\textcircled{2}$ Neuroticism \times stability (Opposites)

No affected by increased

emotional impulsiveness. Increased autonomic
how on social ability & high reactivity \rightarrow nervous
on suggestibility \times influenced by
other suggestions System

② Psychoticism

Weak memory, lack of concentration, insensitive to
others.

③ Internal & External locus of control

Refers to internal/external control over
reinforcement resulting from operating response
structuring an action upon the environment

Internal loc. of C \Rightarrow skill, hardwork & effort will
go with probability of succes bring change to our life

External loc. of control \Rightarrow believe reinforcement is
not in their hands. Influenced by friends &
depends on others for opinion & decision making.
influenced by social environment

⑤ Field dependence independence

- Based on information processing technique.
- Go by cues available by the external environment.
- Depend on cognitive skills → field independent
- FD → poor skill less oriented towards problem solving less aware about reality ~~so monitoring for it~~ but more responsive to social stimuli.
- FI → less ~~so~~ responsive to social stimuli exposed to FD.

→

→ Motivation

- ① achievement motivation ② power motive
- ③ affiliation motive ④ approval motive

① achievement motivation :- reflects gender differences

② power motivation :- people with high power motivation usually are intolerant of low socio-economic strata of society. Fond of collecting antique & expensive things.

③ affiliation motivation :- are very liberal
2 dimensions +ve & -ve dimension

hoping for +ve inclination Always suffering from fear of rejection

④ approval motivation :- seek social approval except the older / norms of society to fit into it.

→ Temperament : early indicator of personality.

- total of emotional/affective tendencies of the person.
- Innate qualities

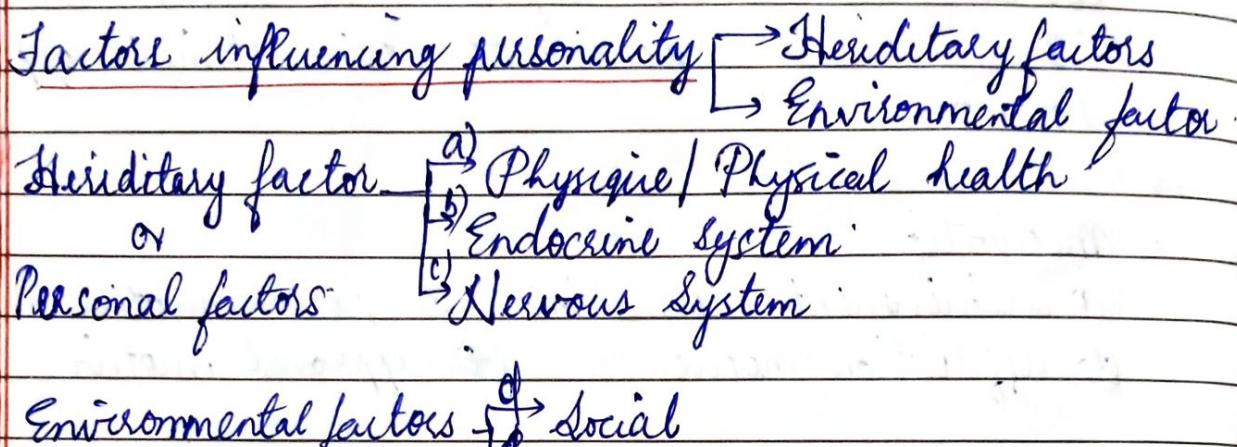
→ Character - moral excellencies

• it is the learned aspect of personality

• acquired through the process of socialisation

Conscience

Personality is dynamic system & keeps evolving throughout our life



- a) Our physical makeup affects our mental and psychological traits and ultimately reflect our behaviour which is a part of our personality.
- A child is likely to receive the biological characteristics of ancestors in the few previous 7 generations.
- Mendel in his pea plants experiments proved that children inherit the average of physical traits of their parents.

- b) Our endocrine glandular system affects our personality.

Glands are of 2 types:-

Endocrine & Exocrine → secretion out of body.

Secretions are released directly into our bloodstream &

④ affects our body internally.

c) At Nervous System

Psychologists usually Person with complex & developed nervous system has greater intellectual capabilities and is considered to adjust more easily such individuals are mostly praised for their personality.

→ Greater the no of convulsions in cortex (mind) the more the developed the nervous system, the more intelligent and adjustable ability.

Traits of a

- Responsibility → Punctuality → Emotional stability
- Punct → Self-confidence → Ego strength

d) family, school peer group, marriage, friends, religion
Home environments, Birth Order, Adler

Adler propagated the ordinal position of a child among his siblings it also affects the way ~~of~~ of personality.
School :- cooperation, adjustment & sharing, realistic self-confidence concept.

Neighborhood:- We are treated as a person i.e; neighborhood is more objective towards us.

Overall social acceptance :- People who receive greater social acceptance have qualities of leadership, self confidence and are more extrovert.

→ (Aapesh comm, Mundigumar)

- e) Cultural factors:- customs, traditions, folks, fashion etc
- f) Economic factors:- determines access to opportunities & that in a way affect personality.

It also affects our attitude, attitude and perception.

Big 5 personality Traits / dimensions

Objective: to determine the dimensions of personality
 The Big 5 personality dimension is the result of finding a general taxonomy & do not represent a particular theoretical perspective but derived from people's description of themselves and others in their natural language.

* Cattell's Work:

Did his research based of 35 variables
 Used correlational methods, matrix

* Fiske

Used 22 variables to determine the Big 5 dimensions.

→ Surgency, extroversion

E

→ Agreeableness

A

→ Emotional stability / Neuroticism

N

→ Conscientiousness / conscientiousness C \Rightarrow OCEAN

→ Cultural openness to experience O

→ Extroversion attributes

kindness, affectionate, & pro-social behaviour

→ Agreeable

→ Conscientiousness \Rightarrow person who is well organised good impulse, goal targeted behaviour.

→ Neurotic: anxiety, mood swings

→ Conscientiousness: - insightful, imaginative

Big = 5 dimensions were derived from statistical analysis in which traits tend to co-occur

Include citations in assignments' (Name yr.)

Ak Chitale → organisational behavior DATE 18 09 23

objective → Yes/No · definite subjective degree of variation
(Not a definite Yes/No)

The "Big 5" is collective word that defines a taxonomy of a trait.

- Represents a coordinate system that maps which traits go together in people's description or rating of one another.
- "Big-5" model was formed by statistical method called factorial analysis.

- NOTE**
- The term Big - 5 was coined by Lew Goldberg.
 - A subtle amount of disagreement exists between researchers on the 5th dimension.
 - It provides an integrated descriptive model where tests it has successfully captured commonalities amongst most of the existing system of personality.

Big-5 "It is model of what people want to know about one another" (Srivastav, 2010)

~~Personal~~ ~~10/13~~ Big-5 Inventory : Oliver John's Lab (website)

~~Personal~~ ~~10/13~~ charitable B-A-5, International international personality item code, Big-5 aspect scales.

⇒ Big-5 aspect scales. (Colin De Young)

NEO PI-R Test

Important characteristics

- ① Factors are dimensions and not types so people vary continuously on them.
- ② Factors are stable over a period 45 years beginning in
- ③ Factors are stable over young adulthood.
- ④ Factors and they; their specific facets and are hereditary or genetic at least in some part.
- ⑤ But Factors also have adaptive value.

⑤ Factors are universal across different languages.
These factors are useful for one's own insight
or some improvement of character.

Assignment Marking Scheme

3 M → Research paper

2 M → Conference papers / proceedings

1 M → Government reports

4 M → Read up: Real life e.g. case

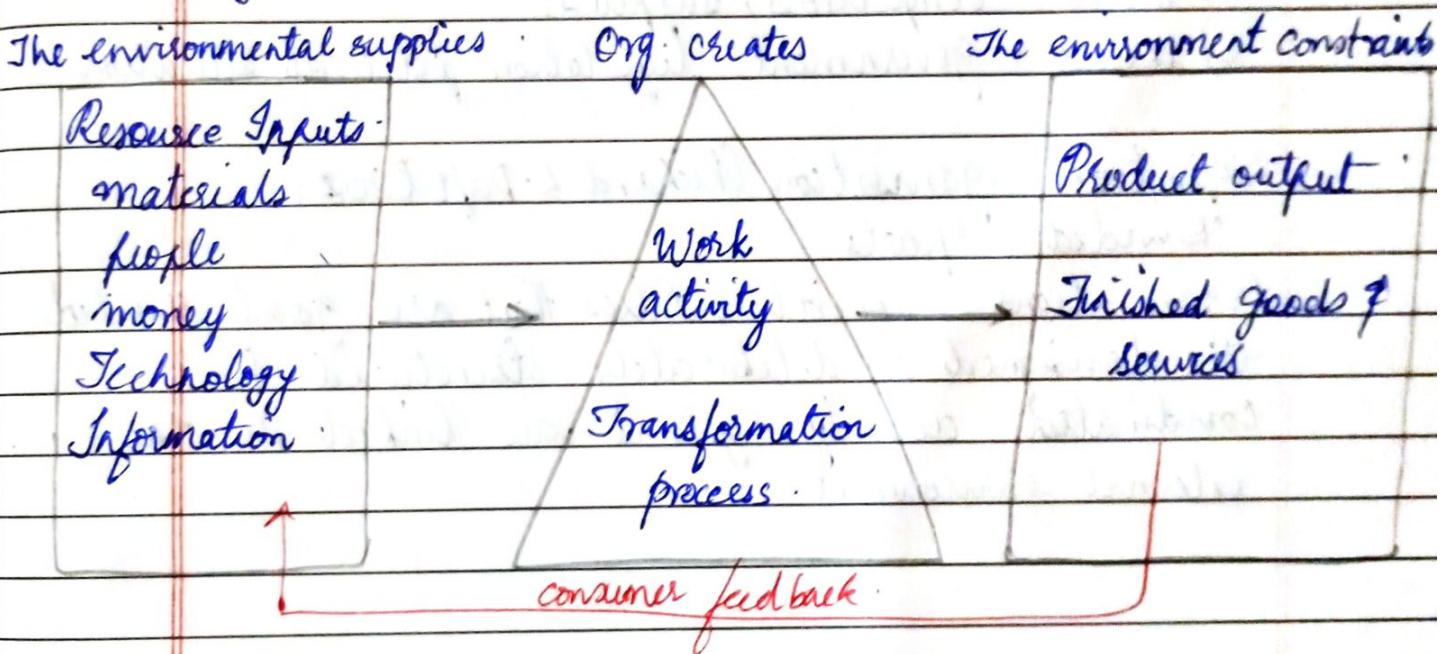
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which journal

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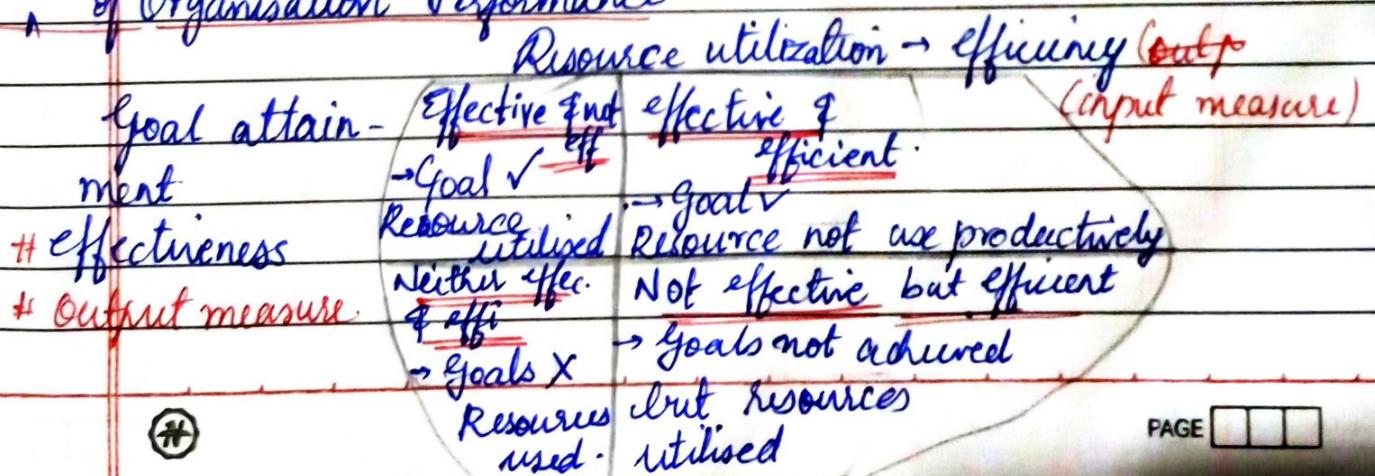


- Organisation & OB (Organisational behaviour) Concepts & significance
- Organisation structures
- Individual & Group Behaviour How people must act in an org.
- Organisation is a group people working together for a common goal independently towards other — achieving a common goal
- It is a unique social phenomenon that enables its members far beyond the reach of individual accomplishment.
- To provide good & services of value to customers

Organisation as a system



^{Dimensions} of Organisation Performance



organisation
enables

→ Specialisation & division of labour.

→ Harnessing of Technology

→ Management of external environment

→ Transactional cost control

3 judicious use of

management (to operate efficiently in the organisation so as to maximise the output).

(Value creation
& enhancement)

No firm can succeed by just making 1 product

2 type of external environment a) micro

b) macro

a) micro :- competitors, suppliers, . . .

b) macro → government, legislation political situation

Definition organisation (Richard L. Daft & 2012)

Divided → 3 parts

Organisations :- social entities that are goal oriented are designed as deliberately structured & coordinated activity systems are linked to the external environment.

26/9/23

Organisational Behaviour is the study and application of knowledge about how people behave and act within an organisation.

Fred Luthans : OB is directly concerned with understanding, prediction and control of human behaviour in an organisation.

OB → subset of management activities

Globalisation x Closed Economy

DATE

Features of OB

- It is an integral part of management discipline
- Not merely an academic activity, because the goal is to achieve improvements in productivity
- OB is multidisciplinary in nature
- It works at 3 distinct levels
 - a) Individual
 - b) group
 - c) organisation as a whole

Significance

Division of Labour implementation

productivity is a result of division of labour.

Supports work force diversity

Implies that the work force is comprised of employees belong to different gender, religion, caste. So OB ensures ~~over~~ management of work-force diversity.

OB ensures and is better equipped to deal with the diversity related challenges.

Globalisation

OB theories are better equipped to address the challenges as well as tap the opportunities out of globalisation in a better way (International HR Management).

Customer Orientation :- "Customer is King". MGandhi Only a satisfied customer will lead to productivity of an organisation.

Nair (2010) proclaims that employees comes first and customers second. Tangible resources at the disposal of organisations are limited and that therefore are inadequate to meet all the demands of its employees. To make perfect balance in business management.



use of new idea, knowledge to start a new invention

DATE

⑤ OB Innovation and Disruption

- New idea, process or knowledge that creates value for customers and profit for organisation.
- Disruption → destruction & creation at the same time.

OB acts a driving force to push employees to become the driving force behind innovation and disrupt disruption.

OB's role is also to ensure that employees do not resist to change.

- Work

⑥ Work Environment

OB → ensures perfect work-life balance.

It is based on theoretical frameworks of OB.

- ① Behavioural framework
- ② Cognitive framework
- ③ Social - cognitive framework.

→ Based on stimulus

response pair

a) Behavioural framework:

Conditions responses.

- ③ Classical conditioning
- ④ Operant conditioning

① Dog training

School rules if not followed punished

b) Cognitive framework

- ② Concept by B.F. Skinner

Classical conditioning is limited in its applicability → Involuntary responses.

Operant conditioning → voluntary responses based on reinforcement.

positive reinforcement & negative reinforcement.
Based on stimulus response pair.

② Cognitive framework.

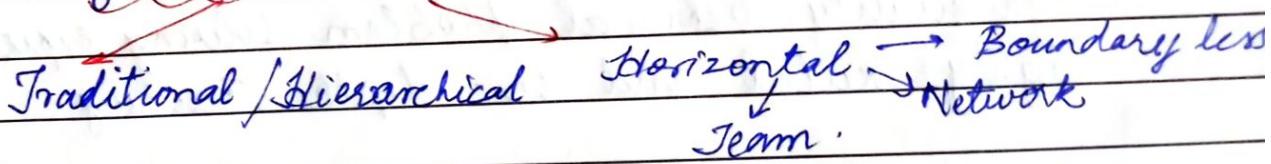
It seeks behaviour, a person is conscious about his actions "motivation" is the concept of OB on which the cognitive framework is based.

③ Social cognitive framework.

Cognitive & Behavioural
Environment is imp.

Responses are outcomes of observation & imitation.

Organisational Structures (OS)



OS is a system of task reporting relationship & communication.

Formal structure: represents the organisational chart.
↳ work position, designation

- Division of work
- Supervise the relationship
- Communication channel
- major sub-units for reporting
- Level of management

Informal structure :- shadow of organisation set of unofficial relationships. No organisation can be fully understood or can run successfully without gaining insight into the informal structure or formal.

Traditional Organisational Structures

Functional Divisional Matrix

Decisions are made based on departmentalisation.

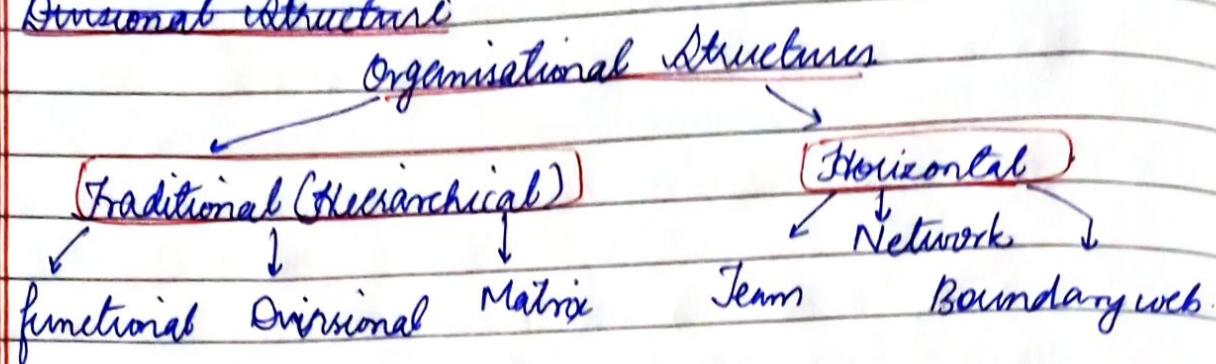
Functional: people with similar skills and similar tasks are grouped together into formal units. Members of functional structure work within their areas of expertise.

Advantages

- successful / valid in small organisations
- stable work environment & demand for change is limited.
- economies of scale with efficient use of resources.
- high quality technical problem solving expertise.
- highly skilled and in-depth training.

Disadvantages

- Functional chimney problem (lack of commⁿ & coordin)
- difficulty in pin-pointing responsibilities for things (products, services & innovation).
- slow decision making affecting organisational performance.

Divisional Structure# Divisional Structure

groups together people working on the same product, same area, similar customers and same process

4 divisions

- ① Product based → customer based
- ② Location based → process.

① Groups together jobs & activities focused on single product.

② Geographical structure:- e.g.: all focus on Asian market.

③

* Advantages:

- flexibility in structure
- flexibility in response to env changes.
- improves coordination across functional department.
- greater ease in changing the size by adding or deleting the divisions

* Disadvantages

- Reduce economies of scale and increased cost due to duplication of resources and efforts across division.

Economies of scale = if resources are over-utilised
its economies of scale is reduced & it affects

Production

- Unhealthy rivalries among divisions.

* Matrix Structure (MS)

- combines F'n'l & D'n'l approaches (Workers in MS belong to 2 formal groups at the same time)
- MS offers flexibility due to regional to deal with regional differences as well as multiple programmes product needs.

* Advantages

- Better cooperation among functions, improved decision making, increased flexibility, better customer services, better accountability.

* Disadvantages

- Two boss systems
due to 2 boss system you are susceptible / to exposed to power struggles (as functional supervisors fight) compete with one another to establish power.
- Conflicting work priorities and task confusion.
- Higher cost involved.

HORIZONTAL STRUCTURE

Cross function It is a step towards cross-functional integration.

Merits

- Improved communication & flexibility by decreasing hierarchy and better mobilizing of human talents due to

Team Structures

Uses permanent and temporary ~~and~~ cross-functional teams.

Cross-functional → brings together teams from diff. departments.

Project teams are convened for a particular task & project and disband once it is completed.

★ Advantages:

- It breaks down barriers ~~and~~ between departments as people from different parts of organisation work together as team. This implies greater sense of involvement & identification.

★ Disadvantages:

- Complexities of team and teamwork.

Network Structure

It uses IT to link ~~to~~ with networks of outside suppliers and service contractors.

It uses strategic alliances and outsourcing.

It is structured as a network of outsourcing and partner relationships that are maintained by latest information technology.

★ Advantages:

Cost effective due to reduced ~~and~~ overhead cost and increased operating efficiency.

★ Disadvantages:

The more complex the business structure, the more complicated it is to control.

If one part of the network fails or breaks down, the entire system will suffer.

~~#~~ Boundary less structure :- eliminates internal boundaries among sub-systems & external boundaries with external environment.

Team + Network = Boundary less structure.

e.g. Virtual classrooms system.

→ organisation needs are met by shifting a mix of outsourcing contracts, operating alliances and disband changing circumstances.