

# Professional Ethics

## Chapter - 4

ROYALCLASS

Page No. \_\_\_\_\_

Date: / / 20

Q8-1 Write short note : Kohlberg's Model on Cognitive Moral Development. -7 marks

↳ Lawrence Kohlberg suggested psychological theory of moral development. Based on knowledge of moral development which an individual adopts in response to moral questions. Kohlberg suggested three main levels of moral development. These are as follows :-

1) Preconventional level

2) Conventional level

3) Post conventional level.

1) Preconventional Level :-

↳ The most basic and original is this level in which right conduct is considered as the direct benefits than an individual gets.

↳ The individuals are motivated primarily by the desire to avoid punishment, without considering the power or by desire to meet their own needs.

↳ This level is the level of development of all young children.

↳ Right conduct is viewed in a selfish manner as only what is good for one self.



## 2) Conventional Level :-

- ↳ In this level of moral development the norms of one's family, group or society are accepted as the final standard of morality.
- ↳ These norms represent authority hence adopted uncritically.
- ↳ The individuals are motivated by desire to please others and to meet the expectations of the society.
- ↳ This theory states that most adults never mature much beyond this stage.

## 3) Post Conventional Level :-

- ↳ This level is said to be attained when an individual considers the standard of right or wrong.
- ↳ These individuals are called autonomous since they think for themselves and do not assume that authorities are always right. ~~their~~ ~~are~~
- ↳ Their motivation is to do what is morally reasonable for its own together with a desire to maintain moral integrity and self respect.



## \* Kohlberg's Six Stage Model of Cognitive Development :-

This model explains why people make different decisions in similar ethical situations.

- 1) The stage of punishment and obedience.
- 2) The stage of individual instrumental purpose and exchange.
- 3) The stage of mutual interpersonal expectations, relationships and conformity.
- 4) The stage of social system and conscience maintenance.
- 5) The stage of prior rights, social contract or utility.
- 6) The stage of universal ethical principles.

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## Chapter - 4

Q:-2. Explain the limitation of Kohlberg's Model on Cognitive Moral Development.

- 4 marks

- ↳ One of the major limitations of this theory is its focus on reasoning rather than on actual behaviour.
- ↳ It shows that children's moral reasoning and moral behaviour may be quite weak.
- ↳ Children may have learned to say certain things about moral decisions at various ages but what they do is different.
- ↳ People can place their own moral principles above the laws of the society they live in and the established laws of that country.
- ↳ It emphasizes justice to the exclusion of other values and so may not adequately address the arguments of those who value other moral aspects of actions.
- ↳ The consideration of a set of cultural norms in one society without adequate consideration of how the same norms can effectively be applied to a different culture.



# Professional Ethics

ROYALCLASS

Page No. \_\_\_\_\_

Date: / / 20

## Chapter - 4

Q:-3 How personal value affect ethical decision making? - 3 marks

↳ For an individual to be considered as an ethical decision maker, he needs to build and develop certain values.

↳ The Josephson Institute of Ethics proposed the following six pillars of character:

\* Trustworthiness

\* Fairness

\* Respect

\* Caring

\* Responsibility

\* Citizenship

↳ Personal values are the bedrock of ethics as they guide what a person considers good or bad.

↳ Values create the foundation for personal and societal judgement and action.

↳ Values plays a central role in ethical decision making.

↳ When we make decisions and take actions that honor our values, we are best able to maximize our feelings of satisfaction and fulfillment.

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# Professional Ethics

## Chapter - 4

Q:-4. Explain ethical decision making with cross holder conflicts and competition.

-4 marks

↳ Barry proposed the following decision-making rules regarding cases of conflicts and mixed effects:

- 1) Choose the more important obligation between two or more conflicting obligations.
- 2) Choose an action of higher ideal when two or more ideals conflict or when ideals conflict with obligations.
- 3) Choose the action that produces the greater good, or the lesser harm, when the effects are mixed.

↳ These guidelines when used along with various ethical principles offer an acceptable solution to those decision makers confronted with the ethical dilemmas arising out of cross stakeholder conflicts and competition.

↳ Therefore, ethical decision making has to be made against standards that are set by the use of moral philosophy.

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# Professional Ethics

## chapter-4

ROYALCLASS

Page No. \_\_\_\_\_

Date : / / 20

Q:-5 What are the stages in Modern Decision Making process ? -4 marks

Step-1 Identify the Decision :-

You realize that you need to make a decision. Try to clearly define the nature of the decision you must make.

Step-2 Gather relevant information :-

Collect relevant information before you make your decision. You will find it online, in books, from other people etc.

Step-3 Identify the Alternatives :-

You can use your imagination and additional information to construct new alternatives. In this step, you will list all possible and desirable alternatives.

Step-4 Weigh the evidence :-

Evaluate whether the need identified in step-1 would be met or resolved through the use of each alternatives. Finally, place the alternatives in a priority order, based upon your own value system.



Step-5 Choose among alternatives :-

Now you are ready to select the alternative that seems to be best one for you. You may even choose a combination of alternatives.

Step-6 Take action :-

You are now ready to take some positive action by beginning to implement the alternative you choose in step-5.

Step-7 Review your decision & its consequences :-

In this final step, consider the results of your decision and evaluate whether or not it has resolved the need you identified in step-1.

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# Professional Ethics

## Chapter - 4

ROYALCLASS

Page No. \_\_\_\_\_

Date: / / 20

Q:-6. Describe the advantages associated with ethical decision making. -3 marks.

- ↳ It helps to build customer loyalty.
- ↳ It helps in enhancing a company's reputation.
- ↳ It helps in retaining good employees in business.
- ↳ It helps to create positive work environment in company.
- ↳ It helps to avoid legal problems in company's management.
- ↳ It helps in improving productivity and teamwork.
- ↳ It helps to create strong public image.
- ↳ To promote integrity among their employees and gain trust from investors and consumers.

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# Professional Ethics

## chapter-4

ROYAL COLLEGE
Page No.
Date: / /

Q:-7. Describe the features of Ethical Model for Decision Making Process. - 7 marks.

Various ethical models that guide business decision making process are as follows :-

↳ Right Theories :-

- \* These were advocated by Immanuel Kant and Locke.
- \* It based on the view that ethical decisions should protect the legal and moral rights that an individual is entitled to.

↳ Justice Theories :-

- \* These were originally advocated by Greek philosophers and more recently by Rawls.
- \* It is based on the view that ethical decisions should result in a situation where all human beings are treated equally and in case some are treated unequally.
- \* It must be based on some defensible reasons.



## ↳ Utilitarianism :-

- \* These were advocated by Adam Smith, David Ricardo, Jeremy Bentham and John Mill.
- \* This theory employs a teleological approach to ethics and asserts that behaviour or actions should be evaluated in terms of their consequences.

## ↳ The Virtue Approach :-

- \* It advocates that ethical actions should be consistent with certain morally acceptable virtues that would pave the way for full development of humanity.

## ↳ The Common Good Approach :-

- \* It underlines the societal view that life in a community is good in itself and that it is every person's moral responsibility not only to contribute, but also to enrich it.

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# Professional Ethics

## Chapter - 4

YALG	
P. No.	
D. / /	

Q:-8 How moral philosophies are used in Business Decisions ? — 4 marks

- ↳ Moral philosophies provide guidelines for determining how to settle conflicts and optimize mutual benefit.
- ↳ It direct business people in formulating strategies and resolving ethical issues.
- ↳ Moral philosophies are useful for organizational culture, discipline, employee relations, public perception in business decisions.
- ↳ It present guidelines for determining how conflicts in human interests are to be settled and for optionizing mutual benefit of people living together in groups.
- ↳ The philosophy of a company reflects its leader's values helping the business to feel more personal.
- ↳ Some of the business philosophies of large companies are well known.

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# Professional Ethics

## chapter - 4

ROYALCLASS

Page No.

Date: / / 20

Q:-9. Which ethical model can be considered as best model for ethical decision making? - 3 marks

- ↳ Utilitarianism is one of the most common and best model to make ethical decisions, especially decisions with consequences that concern large groups of people.
- ↳ It weighs the different amounts of good and bad that will be produced by our action.
- ↳ It is ethics of welfare.
- ↳ It is one of the building blocks of democratic system.
- ↳ The end justifies the means and actions are judged on the result not on the intentions or motives.

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