

UNIT I – HUMAN VALUES

VALUES

1. Values are individual in nature.
2. Values are comprised of personal concepts of responsibility, entitlement and respect.
3. Values are shaped by personal experience, may change over the span of a lifetime and may be influenced by lessons learned.
4. Values may vary according to an individual's cultural, ethnic and/or faith-based background.
“Never change your core values.”

In spite of all the change around you, decide upon what you will never change: your core values. Take your time to decide what they are but once you do, do not compromise on them for any reason.

Integrity is one such value.

MORALS

1. Morals are guiding principles that every citizen should hold.
2. Morals are foundational concepts defined on both an individual and societal level.
3. At the most basic level, morals are the knowledge of the difference between right and wrong.

PERSONAL ETHICS

1. Simply put, all individuals are morally autonomous beings with the power and right to choose their values, but it does not follow that all choices and all value systems have an equal claim to be called ethical.
2. Actions and beliefs inconsistent with the Six Pillars of Character - trustworthiness, respect, responsibility, fairness, caring and citizenship - are simply not ethical.

PERSONAL ETHICS - everyday examples

- Software piracy
- Expense account padding
- Copying of homework or tests
- Income taxes
- “Borrowing” nuts and bolts, office supplies from employer
- Copying of Videos or CD's
- Plagiarism
- Using the copy machine at work

RELIGION AND ETHICS

- The “Golden Rule” is a basic tenet in almost all religions: Christian, Hindu, Jewish, Confucian, Buddhist, Muslim.

- “Do unto others as you would have others do unto you.”
- “Treat others as you would like them to treat you” (Christian).
- “Hurt not others with that which pains you” (Buddhist)
- “What is hateful to yourself do not do to your fellow men” (Judaism)
- “No man is a true believer unless he desires for his brother that which he desires for himself” (Islam)

MORALITY AND ETHICS

- Concerns the goodness of voluntary human conduct that affects the self or other living things
- Morality (Latin mores) usually refers to any aspect of human action
- Ethics (Greek ethos) commonly refers only to professional behavior
- Ethics consist of the application of fundamental moral principles and reflect our dedication to fair treatment of each other, and of society as a whole.
- An individual’s own values can result in acceptance or rejection of society’s ethical standards because even thoughtfully developed ethical rules can conflict with individual values.

ASPECTS OF ETHICS

There are two aspects to ethics:

1. The first involves the ability to discern right from wrong, good from evil and propriety from impropriety.
2. The second involves the commitment to do what is right, good and proper. Ethics entails action.

INTEGRITY

- Integrity is defined as the unity of thought, word and deed (honesty) and open mindedness.
- It includes the capacity to communicate the factual information so that others can make well-informed decisions.
- It yields the person’s peace of mind, and hence adds strength and consistency in character, decisions, and actions.
- This paves way to one’s success. It is one of the self-direction virtues. It enthuse people not only to execute a job well but to achieve excellence in performance. It helps them to own the responsibility and earn self-respect and recognition by doing the job.
- Moral integrity is defined as a virtue, which reflects a consistency of one’s attitudes, emotions, and conduct in relation to justified moral values.
- Integrity involves in two fundamental intuitions:
 - It is primarily a formal relation one has to oneself
 - It is connected in an important way to acting morally.

- Integrity is a bridge between responsibility in private and professional life.
- Integrity makes possible the virtues of self-respect and pride in one's work. It precludes the attitude that one is not personally accountable for one's work.
- It implies a concern for achieving excellence in the technical aspects of one's work, a strong desire to see the work done well. In turn, this desire constituted a potent stimulus for professional conduct.

Integrity is accounted in the following aspects

- Integrity as self-integration
- Integrity as maintenance of identity
- Integrity as standing for something
- Integrity as moral purpose
- Integrity as a virtue

WORK ETHICS

Work ethic is a set of values based on hard work and diligence. It is also a belief in the moral benefit of work and its ability to enhance character. A work ethic may include being reliable, having initiative, or pursuing new skills. Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotion. Workers who fail to exhibit a good work ethic may be regarded as failing to provide fair value for the wage the employer is paying them and should not be promoted or placed in positions of greater responsibility. Work ethic is not just hard work but also a set of accompanying virtues, whose crucial role in the development and sustaining of free markets.

Benjamin Franklin wrote: 'Remember, that time is money. He that can earn ten shillings a day by his labor, and goes abroad, or sits idle, one half of that day, though he spends but sixpence during his diversion or idleness, ought not to reckon that the only expense; he has really spent, or rather thrown away, five shillings besides. ... Remember, that money is the prolific, generating nature. Money can beget money, and its offspring can beget more, and so on. Five shillings turned is six, turned again is seven and three pence, and so on, till it becomes a hundred pounds. The more there is of it, the more it produces every turning, so that the profits rise quicker and quicker. He that kills a breeding sow, destroys all her offspring to the thousandth generation. He that murders a crown, destroys all that it might have produced, even scores of pounds.'

SERVICE LEARNING

- 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.

- It helps the individuals to interact ethically with colleagues, to effectively coordinate with other departments, to interact cordially with suppliers as well as the customers, and to maintain all these friendly interactions.
- Alternatively, the service learning may be defined as the non-paid activity, in which 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. This includes training or study on real life problems and their possible solutions, during the formal learning, i.e., courses of study.
- In the industrial scenario, adoption, study, and development of public health or welfare or safety system of a village or school is an example of service learning by the employees. The engineering student analyzing and executing a socially-relevant project is another example of service learning.
 - 1. Connection to curriculum: Integrating the learning into a service project is a key to successful service learning. Academic ties should be clear and built upon existing disciplinary skills.
 - 2. Learner's voice: Beyond being actively engaged in the project, trainees have the opportunity to select, design, implement, and evaluate their service activity.
 - 3. Reflection: Structured opportunities are created to think, talk, and write about the service experience. The balance of reflection and action allows the trainee to be constantly aware of the impact of their work.
 - 4. Partners in the community: Partnership with community agencies are used to identify genuine needs, provide mentorship, and contribute input such as labor and expertise towards completing the project.

Civic virtue :

Civic virtue is the moral underpinning of how a citizen behaves and is involved in society. It is a standard of righteous behavior in relation to a citizens' involvement in society. A individual may exhibit civic virtue by voting, volunteering and organizing other community activities. Without an understanding of civic virtue, citizens are less likely to look beyond their families, friends and economic interests. They are less likely to help others in the community, to volunteer their time, to give to nonprofit organizations or to participate in group activity that benefits society. Related ideas for civic virtue are citizenship, philanthropy, public good, voluntarism and social capital.

Valuing Time:

A first step in good time management is to understand the value of your time. If you are employed by someone else, you need to understand how much your employer is paying for your time, and how much profit he or she expects to make from you. If you are working for yourself, you should have an idea of how much income you want to bring in after tax. By working these figures back to an hourly rate, this gives you an idea of the value of your time. By knowing the value of your time, you should be able to tell what tasks are worthwhile to perform,

and which tasks give a poor return. This helps you cut away the low value jobs, or argue for help with them.

Respect for others :

Respect for others is based on self-respect. It really is following the Golden Rule: Do unto others as you would have others do unto you. Being a polite and courteous person makes one a rare individual in today's world. Politeness, and a genuine concern for the rights and feelings of others in our society seems to have slammed the door in our faces. A culture of rudeness has become a feature of modern society. Whether it's loud cellphone conversations, line cutting, or terrible customer service by staff people, finding politeness in the world is on the decline. You can very easily find people who view politeness and good manners as weakness and as character flaws to be overcome. They argue that rudeness succeeds and common courtesy is a mark of failure. They view rudeness to others as a sign of their superiority as people, and a badge of their status. They couldn't be more wrong. Politeness and common courtesy are more likely to achieve success, in business and in life, than a selfish, bullying attitude.

Commitment and cooperation:

Commitment means acceptance of the responsibilities and duties and cooperation means help and assistance. By developing team commitment and cooperation in a work team you are assisting the team to meet its goals and objectives. Work teams that are committed and cooperative are more likely to achieve the goals the business has set. There are a number of signals that indicate the work team is committed and cooperating.

These include:

- maintaining or increasing quality
- reaching or exceeding production targets
- decreasing complaints from team members
- limited conflict between team members
- fewer workplace injuries.

There are degrees of team involvement in decision making. Your knowledge of the skills and abilities of the team members will guide your decision about the extent supported employees can contribute to making a decision. There are no rules for when and how team members should be involved. It is a matter for your judgement.

Empathy

Empathy is the ability to mutually experience the thoughts, emotions, and direct experience of others. The ability to understand another person's circumstances, point of view, thoughts, and feelings is empathy. When experiencing empathy, you are able to understand someone else's internal experiences.

Self-confidence

Self-confidence relates to self-assuredness in one's personal judgment, ability, power, etc., sometimes manifested excessively. Being confident in yourself is infectious if you present

yourself well, others will want to follow in your foot steps towards success. Promise yourself, no matter how difficult the problem life throws at you, that you will try as hard as you can to help yourself. You acknowledge that sometimes your efforts to help yourself may not result in success, as often being properly rewarded is not in your control

Spirituality:

Spirituality is the concept of an ultimate or an alleged immaterial reality, an inner path enabling a person to discover the essence of his/her being; or the "deepest values and meanings by which people live. Spiritual practices, including meditation, prayer and contemplation, are intended to develop an individual's inner life. Spiritual experiences can include being connected to a larger reality, yielding a more comprehensive self; joining with other individuals or the human community; with nature or the cosmos; or with the divine realm. Spirituality is often experienced as a source of inspiration or orientation in life. It can encompass belief in immaterial realities or experiences of the immanent or transcendent nature of the world.

YOGA

- Yoga is a science of life to develop the sixth sense to its fullness and to enable and equip man to enjoy peaceful and blissful life. It is essentially an art of understanding all about the soul, which is one of the life force and realizing its relationship with the body, the society, the world and the universe, maintaining its harmony and finally getting it merged with the universal soul.
- In nature, man is a unique living being in that he alone is gifted with sixth sense. The sixth sense is a higher level of mind which is able to understand its own existence and functions. It is a divine meter measuring all the functions of the universe and understanding oneness among multiplicity and unit in diversity.

Purpose of Yoga

- For the liberation of the soul,
- (i) The attachment with material enjoyments should be neutralized and full satisfaction should be achieved, and
- (ii) The impressions of sins should be obliterated.
- In order to attain these two, Soul Consciousness is imperative.
- Yoga provides all the facilities and opportunities for improving the esoteric awareness to get satisfaction with worldly enjoyment and also to obtain detachment and obliterate the impressions of sins by streamlining the activities of the mind.
- Yoga will help man in the performance of all his duties in harmony with the Law of Nature and the sentiments and conventions of the society, enable him to lead a successful life and to achieve satisfaction and peace of sharpening his intellect, cultivating constant awareness and strengthening the will, streamlining the mind and moralizing the behavior. Yoga is a well-balanced and perfect process for success and peace in life.