Module 1 Human Values

VALUES

- The term 'VALUE' comes from the Latin word 'VALERE' which means 'to be of worth'.
- Values are defined as something which are desirable and worthy of esteem for their own sake.
- Human values are defined as those values which help man to live in harmony with the world.

Sources of Values

- Family Factor
- Social Factors
- Personal Factors
- Cultural Factors
- Religious Factors
- Life Experiences
- Role Demands
- Halo Effect

Types of Values

- 1. Ultimate Values
- 2. Democratic Values
- 3. Educational Values
- 4. Subjective (Or Internal) Values
- 5. Objective (Or External) Values

MORALS

- Morals are the prevailing standards of behavior that enable people to live cooperatively in groups.
- Moral refers to what societies sanction as right and acceptable.
- Morality often requires that people sacrifice their own short-term interests for the benefit of society.

ETHICS

- Oxford Dictionary defines ethics as "system of moral principles, rules and conduct."
- Ethics is a "science of morals."
- The words ethics has emerged from Latin 'Ethicus' or in Greek 'Ethicos'.

Importance of Ethics

- Part of Society
- Expectations of Public
- Trust of Employees
- Image
- Overall Benefit

INTEGRITY

Integrity is a term used to describe a person's level of honesty, moral commitments, and willingness to do what's right.

ACADEMIC INTEGRITY

- Academic integrity is the commitment to and demonstration of honest and moral behavior in an academic setting.
- The International Center for Academic Integrity (ICAI) has identified five pillars of academic integrity Five Pillars of Academic Integrity:
- A. Pillar 1 : Honesty
- **B.** Pillar 2: Trust
- C. Pillar 3: Fairness
- D. Pillar 4 : Respect
- **E.** Pillar 5 : Responsibility

WORK ETHICS

 Work ethics has been understood as a value based on hard work and diligence.

Importance of Work Ethic:

- Productive Work
- Cooperation

Basic Work Ethic for an Organization

- Uniform rules and regulations
- Communication of the rules and regulation to all employees
- Allow a degree of freedom to employees
- Clear and uniform holiday schedule

How to develop strong work ethic

Step 1: Be professional about your work

- Reliability and honesty
- Deliver best outputs
- Be consistent in delivering good quality work and earn good reputation

Step 2: Manage your time

- Know your strength and weaknesses
- Set yourself deadlines for delivering even small tasks
- Prioritize tasks
- Avoid procrastination
- Avoid negative talk and gossip

Step 3: Keep a balance and deliver consistent high performance work

Step 4: Develop good work habits

- Create and learn habits
- "Do it now" habit

Elements of a strong work ethic

- Honesty & Integrity
- Alertness
- Openness
- Respect for others
- Reliability and Dependability
- Determination & Dedication
- Accountability & Responsibility
- Confidentiality
- Initiative

Service Learning

 Service-learning refers to learning that actively involves students in a wide range of experiences, which often benefit others and the community, while also advancing the goals of a given curriculum

Qualities of service-learning

- Integrative
- Reflective
- Contextualized
- Strength-Based
- Reciprocal
- Lifelong

Benefits of Social Learning

- Learning Outcomes
- Personal Outcomes
- Social Outcomes
- Career Development
- Relationship with the Institution

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 are like habits, once acquired, they become characteristics of a person.
- Honesty, courage, compassion, generosity, fidelity, integrity are all examples of virtues.

Civic Virtue

- Civic virtue is morality or a standard of righteous behavior in relationship to a citizen's involvement in society
- Civic virtue is the harvesting of habits_ important for the success of the community.
- Eg. Voting

- The duties are:
- 1. To pay taxes to the local government and state, in time.
- 2. To keep the surroundings clean and green.
- 3. 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.

4. To follow the road safety rules.

- On the other hand, the rights are:
- 1. To vote the local or state government.
- 2. To contest in the elections to the local or state government.
- 3. To seek a public welfare facility such as a school, hospital or a community hall or transport or communication facility, for the residents.
- 4. 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.

RESPECT FOR OTHERS

- Respect, also called esteem, is a positive feeling or action shown towards someone or something considered important, or held in high esteem or regard
- It is also the process of honoring someone by exhibiting care, concern, or consideration for their needs or feelings.
- "Thank you" / "Namaste"

How to Respect Others

- Listening to the other person.
- Being empathetic, understanding each other and putting ourselves in their shoes.
- Apologizing to each other when we make mistakes.
- Keeping other people's secrets.
- Complying with and respecting laws and regulations
- Respecting the privacy and intimacy of others.
- Being grateful.

LIVING PEACEFULLY

- To live peacefully, one should start install peace within (self).
- Self > Family > Workspace > Society
- Charity begins at home.
- Then one can spread peace to family, organisation where one works, and then to the world, including the environment.
- Only who are at peace can spread peace

One should adopt the following means to live peacefully, in the world:

Nurture

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

Get

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

Act

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

Factors that promote Peaceful living

- Conducive environment
- Absence of unnecessary interference or disturbance, except as guidelines.
- Healthy labor relations and family situations.
- Secured job and motivated with 'recognition and reward' etc.,

CARING AND SHARING

- Caring includes feelings, relationship, protecting others and causing least damage to others.
- Caring is feeling for others
- It includes showing respect to the feelings of others, and also respecting and preserving the interests of all others concerned.

- **Sharing** means 'sharing' of feelings, ideas thoughts, resources and profits. Sharing is always mutually beneficial.
- Sharing is voluntary and it cannot be driven by force, but motivated successfully through ethical principles
- Sharing should be genuine, legal, positive, voluntary, and without any expectation in return.
- In short, sharing is 'charity'.
- For the humanity, 'sharing' is a *culture*.

HONESTLY

- Honesty is speaking the truth.
- Being honest means you act in a way that you know is the right thing to do

Examples of what speaking the honest truth means:

- Honesty means you don't say things about people that aren't true
- Being honest means you admit to your actions, even if you'll get in trouble.
- Honesty means you explain how a situation really happened

Honesty is a virtue, and it is exhibited in two aspects namely,

1.) <u>Truthfulness</u>

Truthfulness is to face the responsibilities upon telling truth

2.) <u>Trustworthiness</u>

Trustworthiness is maintaining integrity and taking responsibility for personal performance

COURAGE

• **Courage** is the tendency to accept and face risks and difficult tasks in rational ways. Selfconfidence is the basic requirement to nurture courage.

Courage is classified into three types, based on the types of risks, namely

- 1.) Physical courage (Physical strength, including the muscle power)
- 2.) Social courage (Leadership abilities)
- **3.) Intellectual courage** (Empathy and Sacrifice)

- The courageous people own and have shown the following characteristics, in their professions:
- (a) Perseverance (sustained hard work),
- (b) Experimentation (preparedness to face the challenges, that is, unexpected or unintended
- results),
- ullet (c) Involvement (attitude, clear and firm resolve to act), and
- (d) Commitment (willing to get into action and to reach the desired goals by any alternative but
- ethical means).

COOPERATION

- It is a team-spirit present with every individual
- **Cooperation** is activity between two persons or sectors that aims at integration of operations (synergy), while not sacrificing the autonomy of either party
- Cooperation promotes collinearity, coherence (blend), co-ordination and the synergy.

- 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 undue 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 acceptance of the responsibilities and duties
- Commitment means alignment to goals and adherence to ethical principles during the activities.
- This is a basic requirement for any profession.

<u>Commitment helps:</u>

- 1.) Maintain quality
- 2.) Attain production targets
- 3.) Decreasing complaints from team members
- 4.) Limited conflict between team members

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
- Empathy assists one in developing courage leading to success.

- To practice 'Empathy', a leader must have or develop in him, the following characteristics:
- Understanding others
- Developing others
- *Political awareness*: It is the ability to read political and social currents in an organization.

The benefits of empathy includes:

- 1.) Good customer relations
- 2.) Harmonious labor relations
- 3.) Good vendor-producer relationship

SELF-CONFIDENCE

- **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
- The self-confidence in a person develops a sense of partnership, respect, and accountability

The people with self-confidence have the following characteristics:

- A self-assured standing,
- Willing to listen, to learn from others and adopt
- Frank to speak the truth, and
- Respect others' efforts and give due credit.

Sources of self-confidence

- Heredity
- Friendship
- Influence of superiors/role models
- Training in the organization
- Self-talk & SWOT analysis (One should perform Strengths, Weakness, Opportunities, and Threat)

SOCIAL EXPECTATIONS

• **Social expectations** are ideas that how someone in our social surroundings will behave in the future or in a specific situation.

Thank you....