

Professional Ethics - Test 2

Total points 12.5/15 ?

Maximum Marks: 15; All questions carry equal marks; Approximate word limit for an answer: 200; Duration: 45 Minutes; October 20, 2020

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2018A7PS1119P



1. Does freedom of contract in Employment at Will strengthen or weaken the employer-employee relation? Discuss. 4/5

In cases where there may be an explicit contract between the employer and employee, or even in cases where there isn't, but both parties understand the conditions of employment, then I believe that it strengthens the employer-employee relation. This arises from the fact that in most contracts there would be an explicit mention of the terms of hire. Since the employee knows this and has willfully accepted them, he/she also knows the terms of work and the required duty that must be performed. Thus the employer and employee have an agreement upon what the occupation entails and the conditions for keeping the job. This would strengthen the employer-employee relation, due to the fact that both the employee and employer know the terms of the agreement and the employee can be more assured against any unjust dismissal, without the due process as stated in the contract. This feeling of job safety, so long as the conditions of the contract are met, would lead to a healthy employer-employee relation.

On the other hand, in the absence of any contract or terms which enumerate how the employee remains in favor of the company, the employer-employee relation may be hampered. In this case, there may be a sort of uncertainty in relation to job safety, since the conditions of employment at will state that the employer has every right to terminate an employee if they feel the need to. Without a contract in place, it becomes more difficult to ensure a fair due process. Hence, an employee may constantly feel the threat of an unjust dismissal, which weakens employer-employee relation.

Individual feedback

Inadequate use of study material. 4.0



2. Do you think the second shift problem in "Women and Family Issues" still exists? Give reasons in support of your answer. 4/5

In my opinion, the second shift problem is still a vital issue in today's society. The origins of this issue start from the unfortunate fact that, from the dawn of society itself, it was a woman's role to take care of the house, while men would be responsible for tackling the financial responsibilities by having some sort of occupation. Through time, as society progressed, the balanced shifted, with more women being participative in the workforce. This brought about the 'second shift,' in which a parent's first shift would be that of the workplace, while the second would be that of taking care of the household duties. While this problem affects both men and women, it is an issue predominantly seen for women. I believe that one reason may be from the occupation that women choose or are given greater opportunity in. It can be seen that women are generally highly represented in some select professions(waitresses, nurses, etc.) which tend to not only pay less, but also tend to have lower societal importance and prestige. This in turn, may lead to the feeling that since these jobs are not as exhaustive or relevant as the job the patriarch in household may have, the duties of housekeeping would fall to the mother. which may lead to difficulties in finding work-life balance. Although this issue may be decreasing in recent times, with jobs being growingly fair and equal towards women, it still exists in modern day society.

Individual feedback

4.0



3. State and analyze any one argument for and any one argument against the idea of Corporate Social Responsibility.

The idea and practice of Corporate Social Responsibility has many positive benefits. One such benefit is that of customer loyalty. This argument is in favor of Corporate Social Responsibility, since it allows companies to strengthen the relation between themselves and those who purchase their products. This occurs due to the fact that if the corporate indulges in Corporate Social Responsibility activities it provides the sentiment that the company is socially responsible and genuinely cares about the well being of many societal components. In other words, since Corporate Social Responsibility affects not only economic and legal factors, but also social ethical behavior such as unemployment, poverty, etc. it promotes the feeling that the company goes above and beyond its own monetary responsibility. This, in the eyes of customers, establishes a sense of trust as good faith, since those companies come off as philanthropical.

On the other hand, one argument against Corporate Social Responsibility may be the fact that it has been imposed as a rule and necessity by many governments. This may lead to several ill effects; it may lead to inappropriate standards, since many policies are dictated mainly by popular opinion. These policies may look good for the society at face value, but it may not be the right or best decision. If these standards are not met(even though they are meant to purely voluntary), it may tarnish the image of the company(which is especially harmful for smaller companies), and may also lead to termination of jobs.

Individual feedback

4.5

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