

Name: Simran Dhawan
Student Id: 7700011429

My Selected Company To Analyze The Values is Qualcomm

Introduction:

The aim of this research is to analyze and make comparisons between the values of one of the Silicon Valley companies, Qualcomm and Jesuit values of Santa Clara University. The paper is divided into three sections. First part describes and explains about the values of Santa Clara University which is a famous Jesuit university, the second part describes and explains the values of Qualcomm and the third section compares the differences and similarities between the values of two institutions.

Santa Clara University Values:

- a) **Academic Excellence:** Santa Clara University has set a great example in the field of Academics. It provides education in diverse disciplines and aims to help students understand and develop their knowledge.[1]
- b) **Search for Truth, Goodness and Beauty:** According to Jesuit values of discernment and reflection, it encourages students to participate in various activities and explore what suits them by providing academic freedom, encouraging creativity, supporting and guiding them.[1],[3]
- c) **Engaged Learning:** It promotes students to get out of the classroom and apply the skills and knowledge to the surroundings and encourage them to learn more and more from practical experience as a part of society. As a Jesuit university it stresses and values the importance of Social Justice.[1],[4]
- d) **Commitment to Students:** Jesuit education aims to help students become more responsible citizens of the country and as a part of it students are encouraged to participate in events where they develop physically, mentally, spiritually, intellectually, socially etc. The staff, mentors and teachers are motivated to teach students to help them excel in all fields of life.[1],[2]
- e) **Community and Diversity:** As Jesuit education encourages kinship and encourages students to live in such a way that their actions play some role in making the world a better place. The people from diverse backgrounds are welcomed in a respectful and supporting environment. Open communication is encouraged in the university. [1],[3]
- f) **Service to Others:** One of the most important things that is taught as a part of Jesuit education is finding God in all things. So service to others as a method to give back to society which has offered us so much, is encouraged. [1],[2]
- g) **Jesuit Distinctiveness:** The core values of Jesuit education is reflected in Santa Clara University's operations. It inculcates in students a feeling of belief and faith in God. Students are encouraged to participate in religious and cultural activities. It encourages faith with justice. [1],[2]

Qualcomm Values

- a) **Upholding clear ethical standards:** Qualcomm as a company has very clear standards about how work will be done and they do not compromise on their ethics, have integrity in their operations and all persons working in qualcomm are required to follow the ethics described by law.[5]
- b) **Empowering people:** Qualcomm is built on the idea of empowering people with support of technology. They believe that empowerment of people and society can be done by technology.[7]
- c) **Purposeful Innovation:** Qualcomm aims to do innovation in three dimensions: operating sustainability, acting responsibility and empowering digital transformation. They promote working in an ethical, sustainable way with innovation. As a tech company they want to innovate in the digital world.[7]
- d) **Training and Education:** Qualcomm considers that training and education can help in raising the standards in company and along with technical training programs, there are certain ethical training programs for raising standards.[5]
- e) **Making it easy to raise concerns:** Any employee can raise concerns related to any field and their voice is heard. In this way, qualcomm creates a safe workspace for its employees and responds to issues raised promptly.[5],[6]
- f) **Diversity and Inclusion:** Qualcomm has an environment which promotes diversity. Dedicated board and communities like women board works in supporting and empowering women employees in qualcomm.[6]

Comparison of Jesuit Values of SCU and Qualcomm

Similarities:

There are the list of areas where Qualcomm and Jesuit Values of SCU align:

1. **Diversity and Inclusion:** Santa Clara University encourages and supports students and people from all backgrounds, genders and races. Qualcomm is also committed to diversity and inclusion in terms of hiring the employees and creating a safe and respectful space for all the employees.
2. **Education:** Santa Clara University strives to provide all rounded education to students along with academic excellence. Qualcomm also works in training and education of its employees. Along with technical training it provides workshops in other fields like ethical way of business conduct and maintaining physical and mental health of its employees.
3. **Empowering people:** Santa Clara aims to empower people by providing education in diverse fields and help in growing them physically, mentally, socially, intellectually etc. Qualcomm also values empowerment of all by developing cutting edge technologies.
4. **Purposeful Innovation:** Santa Clara University's Jesuit education aims to provide students with sufficient exposure to surroundings to inculcate innovation among them. Qualcomm also has an innovative culture for developing cutting edge technology as well as innovation for sustainable development.
5. **Moral Standards:** Santa Clara University Jesuit values give importance to ethical practices , moral character development of its students. Qualcomm values the ethical standards in conducting business with employees and stakeholders.

Differences:

These are the list of areas where Qualcomm and Jesuit Values of SCU are different and vary by some amount:

1. **Service to others:** According to Jesuit values of Santa Clara University, students are motivated to participate in services to others in society. Service to others is considered important to make students more compassionate and help in nurturing one another as a part of society. Qualcomm aims to empower everyone by developing cutting edge technologies, but does not explicitly talk about service to others as it is a tech company and driven towards profits for the company and its employees.
2. **Jesuit Distinctiveness:** SCU, being a Jesuit institution, has more inclination towards God and its teachings whereas Qualcomm does not have any mention of faith in its values and they value in conducting profitable and sustainable businesses.
3. **Training and Education:** In Santa Clara University, Jesuit values aims to develop students into responsible citizens by providing them knowledge in all areas like spirituality, academically, socially, technically and physically. However, qualcomm talks about providing training and education but values are based on different intentions. Qualcomm wants its employees to be more productive and they consider training and education in qualcomm can help in increasing the profits.
4. **Innovation v/s Faith :** Qualcomm aims to develop innovative culture in its institution for technology and conducting business. Jesuit values of Santa Clara University is more inclined to faith in God and focuses on search of truth, goodness and beauty.
5. **Raising concerns:** Qualcomm has a culture where it takes quick action whenever any issue is raised. Here, employees are motivated to report the misconducts. However, Santa Clara University tries to raise the moral standards and conscience of its students so that misconduct does not happen in the first place.
6. **Empowering People:** Qualcomm values to empower people by selling cutting edge products to its customers and helping in adding values in their life. Santa Clara University Jesuit values aim to empower people, but not by providing cutting edge gadgets but by developing them spiritually, through education and an engaging environment so that they can learn and grow up as responsible and aware citizens.

Conclusion:

As we can see from above two sections of the paper that some values of Qualcomm are common and related to Jesuit values of SCU, but at the same time there are some differences. For example, both of the institutions aim at innovation and creativity but Qualcomm innovation is focused for tech development and SCU focus for innovation is rooted in enhancing the comprehension of most significant challenges and mysteries. In this regard, SCU has a wider focus than Qualcomm. Similarly, both the institutions value the empowerment of people but Qualcomm aims to empower by selling its products whereas SCU Jesuit values aim to empower by helping students via developing them through education and guidance in a safe and cultured environment. So we can conclude that even if some of the values of two institutions are the same, there are significant differences between the two institutions as we delve deeper. Ultimately, *Qualcomm is a business company which focuses on the ethics and profits for*

business development whereas Santa Clara University is an educational institution built on strong morals to help students grow up as strong, empowered and aware citizens of the country.

References:

- [1.] <https://www.scu.edu/aboutscu/mission-vision-values/>
- [2.] https://en.wikipedia.org/wiki/Santa_Clara_University
- [3.] <https://www.scu.edu/mission-and-ministry/jesuit-catholic-tradition/jesuit-values/>
- [4.] <https://www.xavier.edu/jesuit-education/index>
- [5.] <https://www.qualcomm.com/company/corporate-responsibility/acting-responsibly/ethics-governance#:~:text=At%20Qualcomm%2C%20our%20values%E2%80%94purposeful,live%2C%20work%2C%20and%20connect.>
- [6.] <https://www.qualcomm.com/company>
- [7.] <https://www.qualcomm.com/company/corporate-responsibility>