



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

AN AUTONOMOUS INSTITUTION



Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai

COLLEGIALITY AND LOYALTY:

Collegiality is a kind of connectedness grounded in respect for professional expertise and in a commitment to the goals and values of the profession and as such, collegiality includes a disposition to support and co-operate with one's colleagues".- Craig Ihara. The central elements of collegiality are respect, commitment, connectedness and cooperation.

Respect: Acknowledge the worth of other engineers engaged in producing socially useful and safe products.

Commitment: Share a devotion to the moral ideals inherent in the practice of engineering.
Connectedness: Aware of being part of a co-operative undertaking created by shared commitments and expertise. Collegiality, like most virtues, can be misused and distorted. It should not be reduced to „group interest“ but should be a shared devotion for public good. It is not defaming colleagues, but it does not close the eyes to unethical practices of the co-professionals, either.

Classifications of Loyalty

- Agency-Loyalty
- Fulfill one's contractual duties to an employer.
- Duties are particular tasks for which one is paid
- Co-operating with colleagues
- Following legitimate authority within the organization.
- Identification-Loyalty:
- It has to do with attitudes, emotions and a sense of personal identity.
- Seeks to meet one's moral duties with personal attachment and affirmation.
- It is against detesting their employers and companies, and do work reluctantly and horribly (this is construed as disloyalty)

This means

- Avoid conflicts of interest,
- Inform employers of any possible conflicts of interest,
- Protect confidential information,
- Be honest in making estimates,
- Admit one's errors, etc.

Loyalty - Obligation of Engineers

- Agency-Loyalty
- Engineers are hired to do their duties.

- Hence obligated to employers within proper limits
- Identification-Loyalty
- Obligatory on two conditions

1. When some important goals are met by and through a group in which the engineers participate
2. When employees are treated fairly, receiving the share of benefits and burdens.

But clearly, identification-loyalty is a virtue and not strictly an obligation.

Attitude Loyalty (or Identification loyalty):

It is concerned with the attitudes, emotions, and a sense of personal identity. It includes willingness to meet moral duties, with attachment, conviction, and trust with employer. The attitude loyalty is more a virtue than an obligation. This type of loyalty is all right when the organizations work for productivity or development of community. Working together in falsification of records or serious harm to the public, does not merit loyalty. Further, with frequent takeovers or merger resulting in large-scale lay-off, employees find it difficult to maintain attitude-loyalty.

Authority:

Decisions can be taken by a few people, but putting into action requires larger participation from different groups of people, such as operation, purchase, sales, accounts, maintenance, finance etc. In effectively-and efficiently-transferring decisions to actions, the authority comes into play a great role. Otherwise the individual discretions may ruin the activities. Further the authority fixes the personal responsibility and accountability uniquely on each person. This is necessary to ensure progress in action.

Institutional Authority:

It is the authority exercised within the organization. It is the right given to the employees to exercise power, to complete the task and force them to achieve their goals. Duties such as resource allocation, policy dissemination, recommendation, supervision, issue orders (empower) or directions on sub-ordinates are vested to institutional authority, e.g., Line Managers and Project Managers have the institutional duty to make sure that the products/projects are completed successfully. The characteristics features of institutional authority are that they allocate money and other resources and have liberty in execution.

Expert Authority:

On the other hand, the Expert Authority is (a) the possession of special knowledge, skills and competence to perform a job thoroughly (expertise), (b) the advice on jobs, and (c) is a staff function. It is also known as 'authority of leadership'. These experts direct others in effective manner, e.g., advisers, experts, and consultants are engaged in an organization for a specific term.