



# **SNS COLLEGE OF TECHNOLOGY**

Vazhiyampalayam, Coimbatore, Tamil Nadu, 641035

**An Autonomous Institution**

**Approved by AICTE New Delhi & Affiliated to Anna University Chennai**

**Accredited by NBA & Accredited by NAAC with “A+” Grade, Recognized by UGC**

## **DEPARTMENT CIVIL ENGINEERING**

### **PROFESSIONAL ETHICS**

### **III YEAR / V1 SEMESTER**

### **Unit 1 : ENGINEERING ETHICS**

### **Topic 2 : VARIETY OF MORAL ISSUES**





# VARIETY OF MORAL ISSUES



It would be relevant to know why and how do moral issues (problems) arise in a profession or why do people behave unethically ?

The reasons for people including the employer and employees, behaving unethically may be classified into three categories:

1. Resource Crunch
2. Opportunity
3. Attitude



# Resource Crunch



Poor attitude of the employees set in due to

- (a) Low morale of the employees because of dissatisfaction and downsizing,
- (b) Absence of grievance redressal mechanism,
- (c) Lack of promotion or career development policies or denied promotions,
- (d) Lack of transparency,
- (e) Absence of recognition and reward system, and



# Resource Crunch



(f) Poor working environments. Giving ethics training for all, recognizing ethical conduct in work place, including ethics in performance appraisal, and encouraging open discussion on ethical issues, are some of the directions to promote positive attitudes among the employees. To get firm and positive effect, ethical standards must be set and adopted by the senior management, with input from all personnel.



# Opportunity



- (a) Double standards or behavior of the employers onwards the employees and the public. The unethical behaviors of World Com (in USA), Enron (in USA as well as India) executives in 2002 resulted in bankruptcy for those companies,
- (b) Management projecting their own interests more than that of their employees.
- Some organizations over-emphasize short-term gains and results at the expense of themselves and others,



# Opportunity



- (c) Emphasis on results and gains at the expense of the employees, and
- (d) Management by objectives, without focus on empowerment and improvement of the infrastructure. This is best encountered by developing policies that allow ‘conscience keepers’ and whistle blowers and appointing ombudsman, who can work confidentially with people to solve the unethical problems internally.



# Attitude

## 3. Poor attitude of the employees set in due to

- (a) Low morale of the employees because of dissatisfaction and downsizing,
- (b) Absence of grievance redressal mechanism,
- (c) Lack of promotion or career development policies or denied promotions,
- (d) Lack of transparency,
- (e) Absence of recognition and reward system, and
- (f) Poor working environments.



# Attitude

Giving ethics training for all,

- recognizing ethical conduct in work place,
- including ethics in performance appraisal, and
- encouraging open discussion on ethical issues,

are some of the directions to promote positive attitudes among the employees. To get firm and positive effect, ethical standards must be set and adopted by the senior management, with input from all personnel.





**Thank you !!!**