



# **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**

#### **IV YEAR / VII SEMESTER**

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

#### **Topic 4 : MORAL AUTONOMY**





# MORAL AUTONOMY



Moral autonomy is defined as, decisions and actions exercised on the basis of moral concern for other people and recognition of good moral reasons.

- Alternatively, moral autonomy means ‘self determinant or independent’. The autonomous people hold moral beliefs and attitudes based on their critical reflection rather than on passive adoption of the conventions of the society or profession.
- Moral autonomy may also be defined as a skill and habit of thinking rationally about the ethical issues, on the basis of moral concern.
- Viewing engineering as social experimentation will promote autonomous participation and retain one’s professional identity.



# MORAL AUTONOMY

- Periodical performance appraisals, tight-time schedules and fear of foreign competition threatens this autonomy.
- The attitude of the management should allow latitude in the judgments of their engineers on moral issues.
- If management views profitability is more important than consistent quality and retention of the customers that discourage the moral autonomy, engineers are compelled to seek the support from their professional societies and outside organizations for moral support.



# Resource Crunch



- It appears that the blue-collar workers with the support of the union can adopt better autonomy than the employed professionals.
- Only recently the legal support has been obtained by the professional societies in exhibiting moral autonomy by professionals in this country as well as in the West.



# 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 !!!**