



SNS COLLEGE OF TECHNOLOGY

Coimbatore-35
An Autonomous Institution



Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A+' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MECHANICAL ENGINEERING

19GET201 – PROFESSIONAL ETHICS AND HUMAN VALUES

IV YEAR / VII SEM

UNIT III - RESPONSIBILITIES AND RIGHTS



UNIT III - CONTENTS

Responsibilities of Engineers

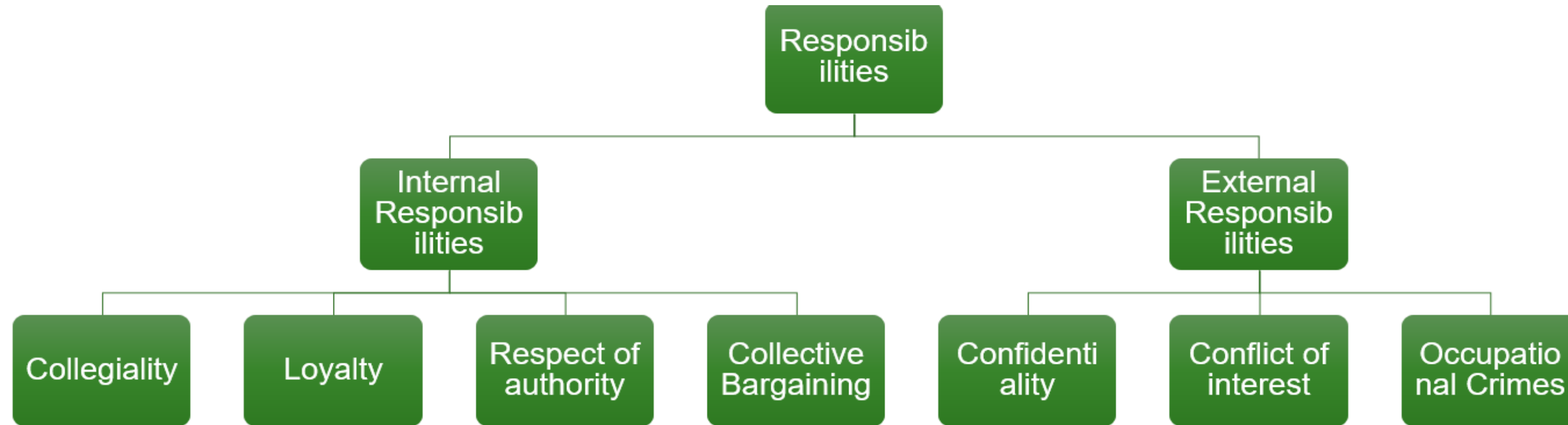
- ❖ Collegiality and Loyalty
- ❖ Respect for Authority
- ❖ Collective Bargaining
- ❖ Confidentiality
- ❖ Conflicts of Interest
- ❖ Occupational Crime

Rights of Engineers

- ❖ Professional Rights
- ❖ Employee Rights
- ❖ Intellectual Property Rights (IPR)
- ❖ Discrimination



RESPONSIBILITIES OF ENGINEERS



Internal Responsibilities:

Responsibilities of an engineer towards an employer, that the Responsibilities within an organization

External Responsibilities :

Responsibilities of an engineer towards outside world, that the Responsibilities outside organization



COLLEGIALITY



It is the tendency to support and cooperate with the colleagues

According to NSPE , the collegiality should include following characteristics

1. Engineers should not attempt to injure, unkindly or falsely directly or indirectly, the professional reputation, prospects, practice or employment of other engineers
2. Engineers should not untruthfully criticize other engineer's work.
3. Engineers should bring unethical or illegal practice of other engineers to the proper authority for action

Collegiality

According to Craig Ihara – “A kind of **connectedness** grounded in **respect** for professional expertise and in **commitment** to the goals and values of the profession

Elements of Collegiality

Respect

Commitment

Connectedness



COLLEGIALITY



Respect:

In general Means valuing one's colleague for their professional skill and their devotion to the social goods promoted by the profession

For engineering : It means affirming the worth of other engineers engaged in producing socially useful and safe products

Collegial respect Vs Friendship:

Collegial respect is Reciprocal like friendship

But not necessarily develops personal affection like friendship

Commitment:

Sharing devotion to the moral ideals essential in the practice of engineering

Even when there is cut-throat competition b/w engineers, there should be a feeling that all engineers share a concern for overall good to the society

Collegiality a virtue

Collegiality should be encouraged among engineers and other professionals because

From the point of view of society, collegiality is the influential value to promote the aims of professions.

It supports personal efforts act responsibly in concert with colleagues

It strengthen ones motivation to live up to professional standards

From the point of professionals, collegiality is more valuable as many individuals jointly working for the goodness of the public and society



LOYALTY



The quality of **being true and faithful** in one's support
It is more a function of attitudes, emotions and a sense of identity

- Senses of loyalty
- Agency Loyalty
- Identification Loyalty

Agency Loyalty

It is **fulfill one's prescribed duties to an employer**

The contractual duties may include particular task for which one is paid, general activities of cooperating with colleagues, and following lawful authority with the organization. It concerns with the matter of actions, whatever it motives. It is motivated by identification with the group to which one is loyal.

Example:

People may not like the job they do hate their employer, but still they would perform their duty as long as they are employees. This sense of loyalty is agency loyalty

Identification loyalty

It is much concerned with attitudes, emotions, and a sense of personal identity as it does with action

Some of the duties of loyal employees are,

To avoid conflicts of interest

To protect confidential information

To be honest in making estimates

To admit one's error



PROFESSIONALISM AND LOYALTY



Acting on professional *commitments to the public is more effective to serve a company than just following* company orders.

Loyalty to employers may not mean obeying one's immediate supervisor.

Professional obligations to *both an employer and to the public might strengthen rather than contradict* each other.

Respect for Authority

It is right to make decisions, the right to direct the work, and the right to give orders.

It is crucial factor in organization, since engineers and employees must be authorized to carryout the jobs assigned to them.

Authority can be defined as the legal right to command action by others to enforce compliance

Clear lines of authority *identifies areas of personal responsibility and accountability.*

Sources of authority

Authority derives from the several sources. They are the persons position or rank, and personal attitudes such as charisma, knowledge and expertise



INSTITUTIONAL AUTHORITY



It can be defined as the institutional right given to a person to exercise power based on the resource of institution

It is an **authority given by institution to the qualified individuals to meet their industries objectives**

This authority is exercised by making policy, allocating resources, issuing orders, carrying out actions, giving recommendations etc.

Limitations:

It is given by **owners**. In practice sometime, it is given to ineffective persons. They are unable to exercise their authorities effectively in order to meet company's objectives.

Experts Authority

It is the possession of special knowledge skill, competencies to perform some task or to give sound advice.

It proved that leaders with expertise can be more effectively guide and motivate others than the conventional leaders. This concept is referred as "**authority of leadership**"

In today's organization, the staff engineers, advisors, and consultants are given expert authority, while the institutional authority is assigned to the line managers



AUTHORITY VS POWER



Sl.no	Authority	Power
1	It is the legal rights to superior, which compel his subordinates to perform certain acts	It is the ability of the person to influence others to perform an act. It may not have legal sanction
2	It is delegated to an individual by his supervisor	It is earned by an individual through his own efforts
3	It is mostly well defined and finite	It is undefined and infinite
4	It lies in the position held and the authority change in position	It resets in the individual. Even when the position has changed, his power remains with him



Thank You

