


NATURE OF ETHICS




Personal ethics

- Individual's belief of right and wrong
 - Instilled from the beginning
 - Contributed by parents, family, friends and surroundings
 - Includes traits like honesty, openness, commitment, sense of responsibility, unbiased behaviour etc.
 - Learnt from childhood
 - Reflected through views and behaviour of an individual
 - Affects all areas of life
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Professional ethics

- Values and principles introduced in a professional organisation
- To be compulsorily followed by employees
- Remain same for all members of the profession
- Examples: confidentiality, transparency, fairness, proficiency
- Code of ethics

Importance of Professional ethics

- Provides a reference to people within a profession and outside
 - Quality in treatment of members
 - Affirms values of service, respect for others, and need to improve society
 - Provides framework to working of an organisation or profession
 - Guide for dealing with ethical situations
 - Communicates ethical viewpoint of profession to others
 - Informing general public regarding the ethical principles that guide the profession
 - Promotes professional values over personal/ societal values
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Managerial ethics

- Set of principles and rules dictated by top level management for managerial positions
 - Helps in conflicting situations
 - Helps in ethical decision making
 - Principles based
 - Policy based
 - Helps solving ethical dilemmas
 - Training provided
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Principles of managerial ethics

1. HONESTY
 2. INTEGRITY
 3. PROMISE-KEEPING & TRUSTWORTHINESS
 4. LOYALTY
 5. FAIRNESS
 6. CONCERN FOR OTHERS
 7. RESPECT FOR OTHERS
 8. LAW ABIDING.
 9. COMMITMENT TO EXCELLENCE
 10. LEADERSHIP
 11. REPUTATION AND MORALE
 12. ACCOUNTABILITY.
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Personal vs professional ethics

Personal	Professional
Depends on individual	Depends on profession
Endowed with values	Introduced in organisation
Day to day dealing in personal life	Dealing in professional life
Differs from person to person	Same to everyone
Social consequences : Lose respect, relationship	Professional reputation is affected : Loss of job, professional reputation
Developed by family, friends, society	Developed by organisation
Followed by individual	Followed by all people of a profession
Based on beliefs of individuals	Based on etiquettes to be followed in organisations


Personal v/s professional ethics

Personal ethics	Professional ethics
Person's personal morals and code of conduct	Values and principles that are introduced to an individual in a professional organization
Instilled by family, friends, surroundings	Instilled by profession/organisation through training
Not following personal ethics may cause harm to self and others	Not following professional ethics may cause harm to professional reputation
Satisfy personal needs	Satisfy professional needs
Flexible	Rigid
Following depends on individual	To be strictly followed
Example : Openness, Honesty, Friendliness, Respect for Others, Loyalty, Honesty, Integrity.	Example : Abiding by the law, Industry Standards, Worker Treatment, Confidentiality, Worker Safety.


TYPES OF ETHICS




Transactional ethics

- Practicing ethics in day to day transactions is called transactional ethics
 - Equality
 - Honesty
 - Reciprocity
 - All parties involved should follow ethical practices
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Participatory Ethics

- Mediate between business goals and moral demands
 - Serve society in an ethical way and gain corporate excellence
 - Principle of decency
 - Principle of emancipation
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Recognition ethics

- Ability to understand problems of others
 - Conflicting situations can be solved by correct recognition
 - Principle of recognition
 - Principle of beneficence or non – maleficence
 - Rights of individuals and our duties to them over-ride personal ego-centric interests.
 - Moral agents are bound to the whole society by a tacit social contract
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SCOPE OF ETHICS

Meta ethics

- Meta means beyond
- Involves understanding of right and wrong
- Involves questioning




Normative ethics


- Study of ethical action
- Examines standards of rightness or wrongness of actions
- Called Prescriptive ethics



Descriptive ethics

- Investigation of people's moral beliefs
 - Understanding how many people believe something is right or wrong
 - To what extent do they hold this belief
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Applied ethics

- Moral issues in various fields
 - Identify morally correct course of action in a field
 - Philosophical examination of moral issues
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Theories of ethics

- Utilitarianism
 - Deontology
 - Situational ethics
 - Consequential/Teleological ethics
 - Virtue ethics
 - Ethics of care
 - Egoism
 - Altruism
 - Ethical realism
 - Ethical hierarchy
 - Moral development
 - Religion or divine command theory
 - Natural Law
 - Social contract theory
 - Moral relativism
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