



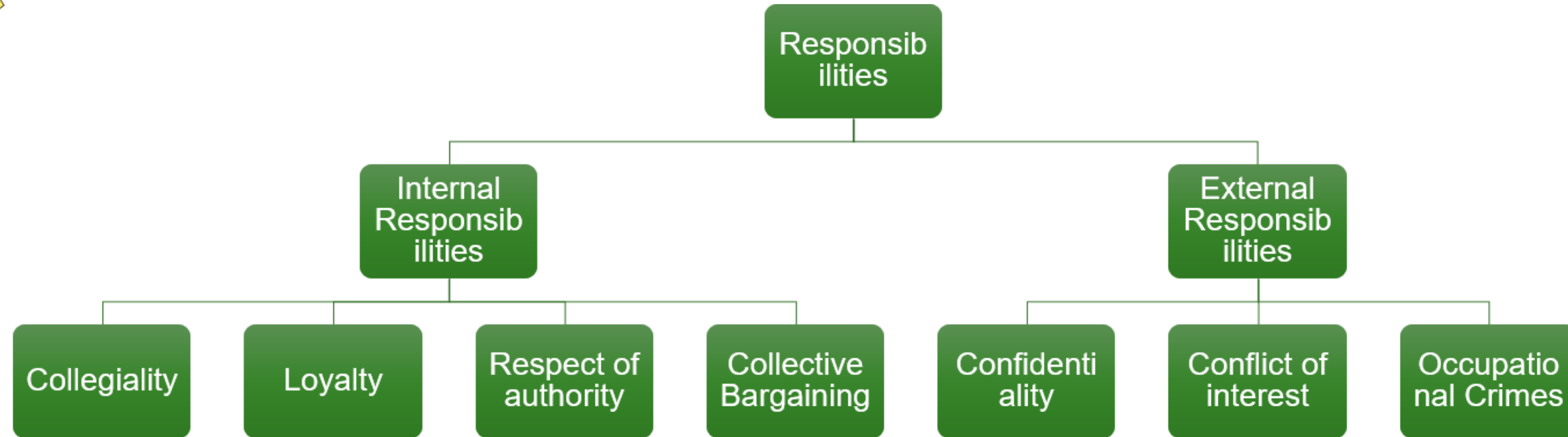
What We'll Discuss

TOPIC OUTLINE

Responsibilities of Engineers
Collegiality
Loyalty



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**



Elements of 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



Elements of Collegiality

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**

Connectedness:

- ❑ **Awareness of being part of a cooperative undertaking created by sharing commitments and skill**
- ❑ **It means the sense of utility among engineers that includes cooperation and mutual support**



Why is 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**



Negative aspects of collegiality

- Collegiality may be **misused and distorted**.
 - Ex: colleagues appeal to be silent about corporate corruption
- It may **degenerate more group of self-interest**, rather than shared devotion to the public
- Because of heavy competitions among engineers, collegiality may focus on the corporate goal of maximizing profit at the expense of public good



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 to **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
- Employee should meet his moral duties to the organization willingly with personal attachment and affirmation.
- 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



Is loyalty obligatory(responsibility)



- Agency loyalty to employers is an obligation within proper limits
- According to John H. Fielder, identification of loyalty is obligatory, only when the two conditions are met.
 - **Employees must be treated fairly**, they should be given their share of benefits and burdens
 - **Employees must see that their goals are achieved by and through a group** in which they participate
 - **Identification loyalty is reciprocal in nature**. That is employees can be expected to be loyal to employers only when employers show strong commitments to them



THANK YOU