



SNS COLLEGE OF ENGINEERING
Kurumbapalayam (Po), Coimbatore – 641 107
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 COMPUTER SCIENCE AND
ENGINEERING**

19GE107- PROFESSIONAL ETHICS AND HUMAN VALUES

HUMAN VALUES

Benefits of Collective Bargaining.

- a) Unions have created *healthy salaries* and *high standard of living* of employees.
- b) They give a *sense of participation* in company *decision making*.
- c) They are a good *balance to the power* of employers to fire employees at will.
- d) They provide an *effective grievance redressal* procedure for employee complaints.

Harms Caused by Collective Bargaining.

- a) Unions are *devastating the economy* of a country, being a main *source of inflation*
- b) With unions, there is *no congenial (friendly)*, *cooperative decision making*.
- c) Unions *does not promote* quality performance by making *job promotion and retention based on seniority*.
- d) They *encourage unrest and strained relations* between employees and employers.

‘Confidentiality or confidential information’

- o Information considered desirable to be kept secret.

- Any information that the employer or client would like to have kept secret in order to compete effectively against business rivals.
- This information includes *how business is run, its products, and suppliers*, which directly affects the ability of the company to compete in the market place
- *Helps the competitor to gain advantage or catch up*

Privileged information, Proprietary information and Patents.

- *Privileged information:*
 - ⇒ 'Information available only on the *basis of special privilege*' such as granted to an employee working on a special assignment.
- *Proprietary information:*
 - ⇒ Information that a company *owns or is the proprietor of*.
 - ⇒ This is primarily used in *legal sense*.
 - ⇒ Also called *Trade Secret*. A trade secret can be virtually any type of information that has *not become public* and which an employer has *taken steps to keep secret*.
- *Patents:*
 - ⇒ *Differ* from trade secrets.
 - ⇒ *Legally protect specific products* from being manufactured and sold by competitors *without the express permission of the patent holder*.
 - ⇒ They have the *drawback of being public* and competitors may *easily work around them* by creating alternate designs.

Obligation of Confidentiality

1. Based on ordinary moral considerations:

- I. *Respect for autonomy:*
 - *Recognizing the legitimate control* over private information (individuals or corporations).
 - This control is required *to maintain their privacy* and protect their self-interest.
 - II. *Respect for Promise:*
 - Respecting promises in terms of *employment contracts* not to divulge certain information considered sensitive by the employer
 - III. *Regard for public well being:*
 - Only when there is a *confidence* that the physician *will not reveal* information, the patient will have the *trust to confide* in him.
 - Similarly *only when companies maintain* some degree of *confidentiality* concerning their products, the benefits of *competitiveness* within a free market are *promoted*.
2. Based on Major Ethical Theories:
- All theories profess that employers have *moral and institutional rights* to decide what information about their organization should be released publicly.
 - They acquire these rights as *part of their responsibility to protect the interest of the organization*.
 - All the *theories*, rights ethics, duty ethics and utilitarianism *justify this confidentiality* but in different ways.

Effect of Change of Job on Confidentiality

- Employees are *obliged* to protect confidential information regarding former employment, *after a change of job*.
- The *confidentiality trust* between employer and employee *continues beyond* the period of employment.
- But, the employee *cannot be forced not to seek* a change of job.
- The *employer's right* to keep the trade secrets confidential by a former employee

should be accepted at the same time, the *employee's right* to seek career advancement *cannot also be denied*.

Conflict of Interest arises when two conditions are met:

1. The professional is in a relationship or a role that requires exercising good judgment on behalf of the interests of an employer or client and
2. The professional has some additional or side interest that could threaten good judgment in serving the interests of the employee or client. E.g. *When an engineer is paid based on a percentage of the cost of the design and there is no incentive for him to cut costs-* The distrust caused by this situation compromises the engineers' ability to cut costs and calls into question his judgement.

'An act of gift' and 'An act of bribe'

'A gift is a bribe if you can't eat, drink

