



# **SNS COLLEGE OF ENGINEERING**

**Coimbatore-107.**

**An Autonomous Institution**

**Accredited by NAAC – UGC with ‘A’ Grade Approved by AICTE, New Delhi &  
Affiliated to Anna University, Chennai**



**COURSE NAME : 19GE701- PROFESSIONAL ETHICS & HUMAN VALUES**

**IV YEAR/ VII SEMESTER**

**UNIT – III Responsibilities and Rights**

**Topic: Collegiality and Loyalty**



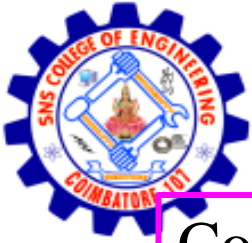
# Loyalty

Loyalty is the faithful adherence to an organization and the employer

**Two types :**

**Agency-loyalty** – Agency-loyalty is acting to fulfil one's contractual duties to an employer. This is entirely a matter of actions, such as doing one's job and not stealing from one's employer, irrespective of the motive behind it.

**Attitude-loyalty** – Attitude-loyalty has a lot to do with attitudes, emotions and a sense of personal identity as it does with actions. It can be understood that people who work grudgingly and spitefully are not loyal; in spite of the fact they may adequately perform all their work responsibilities and hence manifest agency loyalty.



# Collegiality

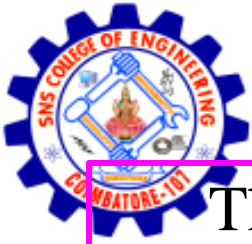


Collegiality is the term that describes a work environment where **responsibility and authority are shared** among the colleague



## **National Society of Professional Engineers (NSPE)**

“Engineers shall not attempt to injure, maliciously or falsely, directly or indirectly, the professional reputation, prospects, practice or employment of other engineers. Engineers who believe others are guilty of unethical or illegal practice shall present such information to the proper authority for action”.



The main factors that help in maintain harmony among members at a workplace are –

- Respect**
- Commitment**
- Connectedness**

The colleagues are to be respected for their **work and contribution** towards the organizational goals and should be **valued for their professional expertise** and their dedication.

Commitment observed in the sense of **sharing a devotion to the moral ideals** inherent in one's profession.

The **coordination among all the members** at a workplace or the awareness of participating in cooperative projects based on shared commitments and mutual support, also encourages the quality of the work.



# Respect for Authority



To meet the organizational goals, the professionals should possess respect for authority. Provides a means for identifying areas of personal responsibility and accountability.

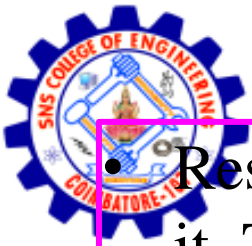
Major types of authority –

**Executive Authority** – The corporate or institutional right given to a person to exercise power based on the resources of an organization.

**Expert Authority** – This is the possession of special knowledge, skill or competence to perform a particular task or to give sound advice.

Hierarchical authority is distributed.

A service oriented or engineer-oriented company concentrates on the quality of the products which are decided by the engineers as they are the subject matter experts. Whereas a company when it is customer-oriented company, focuses primarily on the satisfaction of the customers. Hence the goal of the company decides the power between a General Manager and a Technical Manager or an Engineer.



# Collective Bargaining



- Responsibility of an organization □ welfare of the section of people working in it. Their issues need to be discussed.
- To deal with such complex situations, an Employee Union is formed
- At the time of conflicts or arguments, there will arise the need for negotiation between the parties. Conflicting situations which call for negotiation might occur on areas related to pay scales, working hours, training, health and safety, overtime, grievance mechanisms, rights in work places or company affairs, etc.
- The process of voluntary negotiations between the employers and a group of employees to resolve the conflicts is called **Collective Bargaining**.
- The parties often refer to the result of the negotiation as a **Collective Bargaining Agreement (CBA)** or as a **Collective Employment Agreement (CEA)**.



**Distributive Bargaining** – In this, one party's gain is another party's loss. **Example**– Wages



- **Integrative bargaining** – In this, both the parties may gain or none of the parties may face a loss. **Example** – Better training programs
- **Attitudinal Structuring** – When there is a backlog of bitterness between both the parties, then attitudinal structuring is required to make smooth industrial relations.
- **Intra-organizational Bargaining** – There can be conflicting groups in both management and unions also. So, there is a need to achieve consensus in these groups.



**Thank You**