



# SNS COLLEGE OF ENGINEERING



AN AUTONOMOUS INSTITUTION

Accredited by NAAC – UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

## UNIT – III

### RESPONSIBILITIES AND RIGHTS

#### Collegiality and Loyalty

- Q: What is collegiality in a professional setting?**  
**A: Collegiality is the cooperative relationship among colleagues characterized by mutual respect, collaboration, and support.**
  - Q: Why is loyalty important in the workplace?**  
**A: Loyalty fosters trust, stability, and a commitment to the organization's goals and values.**
  - Q: How can collegiality impact workplace productivity?**  
**A: Collegiality enhances teamwork, communication, and problem-solving, thereby increasing productivity.**
  - Q: In what way does loyalty benefit professional relationships?**  
**A: Loyalty builds stronger professional relationships by promoting trust, reliability, and long-term commitment.**
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#### Respect for Authority

- Q: What does "respect for authority" mean in a professional context?**  
**A: It means recognizing and adhering to the roles, responsibilities, and decisions of those in leadership positions.**
- Q: Why is respect for authority essential in organizational settings?**  
**A: It maintains order, facilitates decision-making, and promotes a respectful workplace culture.**
- Q: How can employees show respect for authority without compromising personal integrity?**  
**A: By following guidelines and respectfully voicing concerns or suggestions when necessary.**
- Q: Name a potential benefit of having respectful authority in the workplace.**  
**A: It fosters trust and a positive organizational culture where employees feel valued and heard.**

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## **Collective Bargaining**

9. **Q: What is collective bargaining?**  
**A: Collective bargaining is the negotiation process between employers and a group of employees (usually represented by a union) to agree on employment terms.**
10. **Q: Name one purpose of collective bargaining.**  
**A: To negotiate fair wages, benefits, and working conditions for employees.**
11. **Q: Who typically represents employees in collective bargaining?**  
**A: A labor union or designated employee representatives.**
12. **Q: What is one result of successful collective bargaining?**  
**A: The establishment of a contract or agreement outlining employment conditions.**
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## **Confidentiality**

13. **Q: Define confidentiality in a professional context.**  
**A: Confidentiality involves protecting sensitive information and not disclosing it without authorization.**
14. **Q: Why is confidentiality important in the workplace?**  
**A: It protects company information, respects privacy, and builds trust among employees and clients.**
15. **Q: What could be a consequence of breaching confidentiality?**  
**A: Loss of trust, legal consequences, or damage to professional reputation.**
16. **Q: Give an example of a situation where confidentiality is crucial.**  
**A: Handling customer financial data in a bank or patient records in healthcare.**
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## **Conflicts of Interest**

17. **Q: What is a conflict of interest?**  
**A: A situation where personal interests could interfere with professional duties or decision-making.**
18. **Q: How can conflicts of interest affect professional integrity?**  
**A: They can lead to biased decisions and compromise the trustworthiness of the individual or organization.**
19. **Q: Name one way to handle a conflict of interest.**  
**A: Disclosing the conflict to relevant parties and recusing oneself from related decisions.**
20. **Q: Why is it essential to avoid conflicts of interest?**  
**A: To maintain transparency, objectivity, and trust in professional relationships.**
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## **Occupational Crime**

21. **Q: What is occupational crime?**  
**A: Occupational crime refers to illegal activities committed by employees or professionals in the course of their work.**
22. **Q: Give an example of an occupational crime.**  
**A: Embezzlement, where an employee illegally takes money from their employer.**
23. **Q: What impact does occupational crime have on organizations?**  
**A: It can lead to financial losses, damaged reputations, and reduced employee morale.**
24. **Q: Name a measure that can prevent occupational crime.**  
**A: Implementing strong internal controls and regular audits.**
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## **Professional and Employee Rights**

25. **Q: What are professional rights?**  
**A: Professional rights are the rights to autonomy, fair treatment, and respect within one's profession.**
26. **Q: Name one example of an employee right.**  
**A: The right to a safe and healthy work environment.**
27. **Q: Why is it important to protect employee rights?**  
**A: Protecting employee rights ensures fair treatment, workplace safety, and job satisfaction.**
28. **Q: What is the "right to fair compensation"?**  
**A: It's the right to receive a fair wage for the work performed, based on industry standards.**
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## **Intellectual Property Rights (IPR)**

29. **Q: What are Intellectual Property Rights (IPR)?**  
**A: Legal rights given to creators over their inventions or works, allowing them to control and profit from their creations.**
30. **Q: Name an example of intellectual property.**  
**A: Patents on new inventions, copyrights on music or literature.**
31. **Q: Why are intellectual property rights important?**  
**A: They incentivize innovation and creativity by protecting creators' work from unauthorized use.**
32. **Q: How can intellectual property rights be enforced?**  
**A: Through legal actions, such as lawsuits, to stop unauthorized use of protected works.**
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## **Discrimination**

33. **Q: What is workplace discrimination?**  
**A: Unfair treatment of employees based on characteristics like race, gender, age, or disability.**
34. **Q: Why is discrimination prohibited in the workplace?**  
**A: To ensure equal opportunities, promote diversity, and comply with legal and ethical standards.**
35. **Q: Name one type of workplace discrimination.**  
**A: Gender discrimination, where employees are treated unfairly based on their gender.**
36. **Q: What can employees do if they experience discrimination?**  
**A: They can report it to their HR department or seek legal assistance if needed.**

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