



PANNA DHAI MAA SUBHARTI NURSING COLLEGE
SWAMI VIVEKANAND SUBHARTI UNIVERSITY, MEERUT



common features

Value Added Course

On

**From
October
2018**

Universal Values and Professional Ethics

Beneficiaries: B.Sc (N) I Year (2018 Batch)

Course Coordinator:

HoD:- Medical Surgical Nursing

Venue:

Multipurpose Hall, Panna Dhai Maa Subharti Nursing College

Date: 10-20 October 2018 (2-4 PM daily)

Course Content

INTRODUCTION: Values form the basis for all our thoughts, behaviors and actions. Once we know what is valuable to us, these values becomes the basis, the anchor for our actions. We also need to understand the universality of various human values, because only then we can have a definite and common program for value education. Then only we can be assured of a happy and harmonious human society.

UNIVERSAL VALUES AND PROFESSIONAL ETHICS

1. Variety of Moral Issues: - Understanding the Harmony in the Society (society being an extension of family), Integrity, Work Ethic, Courage, Empathy, Self Confidence, Moral Autonomy, Concensus and Controversy, Professional and Professionalism, Professional Ideas and Virtues.
2. Principals of Ethics and Morality: - Ethics as a Subset of Morality, Ethics and Organizations, Employee Duties and Rights, Discriminatory and Pre-judicial Employee Practices, Understanding Harmony in Nature, Natural Acceptance of Human Values.
3. Risk Benefit Analysis: - Reducing Risk, The Government Regulators Approach to Risk, Handling Ethical Dilemmas at Work, Market Strategy and Ethics, Ethical Practice in Market Place, Ethics in Finance, Ethics in Business and Environment.
4. Collegiality an Loyalty: - Respect of Authority, Collective Bargaining, Confidentiality, Professional Rights, Intellectual Property Rights, Multinational Corporations, Honesty, Moral Leadership, Sample Code of Conduct, Corporate Responsibility. Social Audit and Ethical Investing, Computer and Ethics, Management Patterns,
5. Competence and Professional Ethics- i) Ability to Utilize the Professional Competence for Augmenting Universal Human Order, ii) Ability to identify the scope and Characteristics of people-friendly and eco-friendly production, iii) Ability to identify and develop appropriate technologies, and Management and pattern for above production system. Strategy for Transition from the Present State to Universal Human Order-i) At the Level of Individual- as Socially and Ecologically Responsible Technologists and Managers, ii) At the Level of Society- as Mutually Enriching Institutions and Organizations. Case studies of typical holistic technologies and management patterns.

VALUES:

A value is defined as a principle that promotes well-being or prevents harm.” Another definition is: Values are our guidelines for our success—our paradigm about what is acceptable.”

Evolution of Human Values: The human values evolve because of the following factors: 1. The impact of norms of the society on the fulfilment of the individual’s needs or desires. 2. Developed or modified by one’s own awareness, choice, and judgment in fulfilling the needs. 3. by the teachings and practice of Preceptors (Gurus) or Saviors or religious leaders. 4. Fostered or modified by social leaders, rulers of kingdom, and by law (government).

Professional ethics:

Profession is a commitment to a designated and organized occupation by virtue of being an authority over a body of knowledge with requisite skills acquired through specialized training. An occupation becomes a profession when a group of people sharing the same occupation work together in a morally acceptable way with members setting and following a certain ethics code. A professional is a practitioner belonging to a specific profession. Professional ethics, as opposed to personal values and morality, is a set of ethical standards and values a practicing engineer is required to follow. It sets the standards for professional practice, and is only learned in a professional school or while practicing one’s own profession. Today, it is an essential part of professional education because it helps students deal with issues they will face.

OBJECTIVES (WHY PROFESSIONAL ETHICS?)

The objectives of this course on ‘Professional Ethics and Human Values’ are: (a) To understand the moral values that ought to guide the profession, (b) Resolve the moral issues in the profession, and (c) Justify the moral judgment concerning the profession. It is intended to develop a set of beliefs, attitudes, and habits that engineers should display concerning morality. The prime objective is to increase one’s ability to deal effectively with moral complexity in managerial practice.

Alternatively, the objectives of the study on Professional Ethics may be listed as: (A) Improvement of the cognitive skills (skills of the intellect in thinking clearly) 1. Moral awareness (proficiency in recognizing moral problems) 2. Cogent moral reasoning (comprehending, assessing different views) 3. Moral coherence (forming consistent viewpoints based on facts) 4. Moral imagination (searching beyond obvious the alternative responses to issues and being receptive to creative solutions) 5. Moral communication, to express and support one’s views to others. (B) To act in morally desirable ways, towards moral commitment and responsible conduct 6. Moral reasonableness i.e., willing and able to be morally responsible. Respect for persons, which means showing concern for the well-being of others,

besides oneself. 8. Tolerance of diversity i.e., respect for ethnic and religious differences, and acceptance of reasonable differences in moral perspectives. 9. Moral hope i.e., believes in using rational dialogue for resolving moral conflicts. 10. Integrity, which means moral integrity, and integrating one's professional life and personal convictions.

VARIETY OF MORAL ISSUES

It would be relevant to know why and how do moral issues (problems) arise in a profession or why do people behave unethically? The reasons for people including the employer and employees, behaving unethically may be classified into three categories: 1. Resource Crunch: Due to pressure, through time limits, availability of money or budgetary constraints, and technology decay or obsolescence. Pressure from the government to complete the project in time (e.g., before the elections), reduction in the budget because of sudden war or natural calamity (e.g., Tsunami) and obsolescence due technology innovation by the competitor lead to manipulation and unsafe and unethical execution of projects. Involving individuals in the development of goals and values and developing policies that allow for individual diversity, dissent, and input to decision-making will prevent unethical results. 2. Opportunity: (a) Double standards or behavior of the employers towards the employees and the public. The unethical behaviors of World Com (in USA), Enron (in USA as well as India) executives in 2002 resulted in bankruptcy for those companies, (b) Management projecting their own interests more than that of their employees. Some organizations over-emphasize short-term gains and results at the expense of themselves and others, (c) Emphasis on results and gains at the expense of the employees, and (d) Management by objectives, without focus on empowerment and improvement of the infrastructure.

Attitude:

Poor attitude of the employees set in due to (a) Low morale of the employees because of dissatisfaction and downsizing, (b) Absence of grievance redressal mechanism, (c) Lack of promotion or career development policies or denied promotions, (d) Lack of transparency, (e) Absence of recognition and reward system, and (f) Poor working environments. Giving ethics training for all, recognizing ethical conduct in work place, including ethics in performance appraisal, and encouraging open discussion on ethical issues, are some of the directions to promote positive attitudes among the employees. To get firm and positive effect, ethical standards must be set and adopted by the senior management, with input from all personnel. Professional Codes of Ethics A code of ethics prescribes how professionals are to pursue their common ideal so that each may do the best at a minimal cost to oneself and those they care about. The code is to protect each professional from certain pressures (for example, the pressure to cut corners to save money) by making it reasonably likely (and more likely than otherwise) that most other members of the profession will not take advantage. A code is a solution to a coordination

problem. A professional has obligations to the employer, to customers, to other professionals-colleagues with specific expectations of reciprocity.

PROFESSION AND PROFESSIONALISM:

PROFESSION is defined as any occupation/job/vocation that requires advanced expertise (skills and knowledge), self-regulation and concentrated service to the public good. It brings a high status, socially and economically. The characteristics of profession are: 1. Advanced expertise: Many professions require sophisticated skills (do-how) and theoretical knowledge (know-how and why). Formal education, training, continuing education, updating are needed. 2. Self-regulation: Professional societies play important role in setting standards for admission to profession, drafting codes of ethics, enforcing standards of conduct and representing the profession before the public and the Government. 3. Public good: The occupation provides some important public good, by concerted efforts to maintain ethical standards. For example, a physician promotes health, a lawyer protects the legal rights, an engineer provides a product or a project for use by the public towards their health, welfare and safety. Teaching is also claimed as a profession as it helps shaping and training the minds of the students, young as well as old.

PROFESSIONAL relates to a person or any work that a person does on a profession and which requires expertise (skills and knowledge), self-regulation and results in public good. The term professional means a 'person' as well as a 'status'.

PROFESSIONALISM: It is the status of a professional which implies certain attitudes or typical qualities that are expected of a professional. It is defined as the services related to achieving the public good, in addition to the practices of the knowledge of moral ideals. The criteria for achieving and sustaining professional status or professionalism are: 1. Advanced expertise: The expertise includes sophisticated skills and theoretical knowledge in exercising judgment. This means a professional should analyze the problem in specific known area, in an objective manner.

Self-regulation: One should analyze the problem independent of self-interest and direct to a decision towards the best interest of the clients/customers. An autonomous judgment (unbiased and on merits only) is expected. In such situations, the codes of conduct of professional societies are followed as guidance. 3. Public good: One should not be a mere paid employee of an individual or a teaching college or manufacturing organization, to execute whatever the employer wants one to do. The job should be recognized by the public. The concerted efforts in the job should be towards promotion of the welfare, safety, and health of the public. Characteristics The characteristics of the 'profession' as distinct from 'non-professional occupation' are listed as Follows: 1. Extensive Training: Entry into the profession requires an extensive period of training of intellectual (competence) and moral (integrity) character.

The theoretical base is obtained through formal education, usually in an academic institution. It may be a Bachelor degree from a college or university or an advanced degree conferred by professional schools.

2. Knowledge and Skills: Knowledge and skills (competence) are necessary for the well-being of the society. Knowledge of physicians protects us from disease and restores health. The lawyer's knowledge is useful when we are sued of a crime, or if our business is to be merged or closed or when we buy a property. The Chartered Accountant's knowledge is important for the success of recording financial transactions or when we file the income return. The knowledge, study, and research of the engineers are required for the safety of the air plane, for the technological advances and for national defense.

3. Monopoly: The monopoly control is achieved in two ways: (a) The profession convinces the community that only those who have graduated from the professional school should be allowed to hold the professional title. The profession also gains control over professional schools by establishing accreditation standards (b) By persuading the community to have a licensing system for those who want to enter the profession. If practicing without license, they are liable to pay penalties.

4. Autonomy in Workplace: Professionals engaged in private practice have considerable freedom in choosing their clients or patients.

COLLECTIVE BARGAINING:

It is the bargain by the trade union for improving the economic interests of the worker members. The process includes negotiation, threatening verbally, and declaration of 'strike'. It is impossible to endorse fully the collective bargaining of unions or to condemn. There exist always conflicting views between the professionalism and unionism. Collective bargaining is inconsistent with loyalty to employers because it

- is against the desires of the employer uses force or coercion against the employer and
- Involves collective and organized opposition. But every instance of such conduct need not be unethical.

An example: Three engineers sincerely feel that they are underpaid. After their representations to their bosses are in vain, they threaten their employer, politely, that they would seek employment elsewhere. Here, even though, they act against the desires of their employer and have acted collectively, they have not acted unethically or violated their duty.

- Public Service Argument"- Collective bargaining.
- Public Service Argument" is an argument against collective bargaining.
- The paramount duty of engineers is to serve the public.
- Unions, by definition, promote the interests of their members and whenever there is a clash of interests, the interest of the general public is ignored by them. Though the argument is a valid one, it looks at the worst possible scenarios with unions and decides that engineering unions act only irresponsibly.
- A body of engineers can promote engineers" interest within limits set by professional concern for the public good.

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 do not promote quality performance by making job promotion and retention based on seniority. d) They encourage unrest and strained relations between employees and employers.

COMPETENCE AND PROFESSIONAL ETHICS:

Any profession is a channel for participation by human beings in the larger order in pursuance of comprehensive human goal. In the process, one is able to contribute towards the livelihood of one's family and also participate in the larger order constituting the society and the nature around. All these activities do require a certain degree of skill and are expected to be performed in consonance with the comprehensive human goal. Then only, these will be conducive to the sustained welfare of the individual as well as the society. The excellence or the success of any professional activity is to be judged from this comprehensive point of view only and not in terms of just wealth generation. Accordingly, the profession is not only a means of earning one's livelihood but a means of one's evolution by appropriate participation in the larger order. It is an important activity to authenticate one's understanding, whereby interact with other human beings and with rest of nature in a mutually fulfilling manner. Thus, profession is a 'service'.

Professional ethics:

Professional ethics means to develop professional competence with ethical human conduct. Ethical human conduct means definitiveness of human conduct. Ethical human conduct is the foundation of professional ethics. The only effective way to ensure professional ethics is through correct appraisal and systematic development of ethical competence in the professional (the human being). Profession is a significant domain of human activity targeted towards participating in the larger order which includes the society and nature around. Thus, it is a meaningful participation for each one in one or more of the five domains of human endeavor needed for a harmonious society. Professional ethics may be defined as a form of applied ethics that examines ethical principles and moral or ethical problems that arise in a business environment. Professional ethics concerns the moral issues that arise because of the specialist knowledge that professionals attain, and how the use of this knowledge should be governed when providing a service to the public

VALUE ADDED COURSE ON UNIVERSAL VALUES AND PROFESSIONAL ETHICS

Introduction:

Nurses are advocates for patients and must find a balance while delivering patient care. There are four main principles of ethics autonomy, beneficence, justice, and non-maleficence. Each patient has the right to make their own decisions based on their own beliefs and values. ... This is known as autonomy. The Code of Ethics for Nurses developed by the American Nurses Association (ANA) makes explicit the primary goals, values, and obligations of the profession. It is a succinct statement of the ethical obligations and duties of every individual who enters the nursing profession.

Value added course Report on Universal values and professional ethics:

This course was conducted at Panna Dhai Maa Subharti Nursing College in Multipurpose Hall. The students were from Bsc Nursing 1st year 2018 batch. The course was conducted From October 10th 2018. The total number of students were registered are 59 all registered students are participated and completed the course with the certificate. The course code is VAC/SNC 08. Through this course students gained knowledge on professional ethics, what is patient rights and how we to respect & treat the patient.



Students attending Value Added Class

Panna
Panna Dhai Maa
Subharti Nursing College,
MEERUT

Panna Dhal Ma Subharti Nursing College


2018-2019

Universal Values & Human Ethics

List of Students Enrolled	List of Students Completed
Aadil Ayoub Khan	Aadil Ayoub Khan
Aakib	Aakib
Abhinav Kumar	Abhinav Kumar
Abhishek	Abhishek
Aditya Pal	Aditya Pal
Akshita Malik	Akshita Malik
Anukriti Sharma	Anukriti Sharma
Arjun Bhardwaj	Arjun Bhardwaj
Arpan Sharma	Arpan Sharma
Ashish Kumar	Ashish Kumar
Bharti	Bharti
Chand Mohammad	Chand Mohammad
Grishika	Grishika
Himani Singh	Himani Singh
Jyoti	Jyoti
Kirti Bhardwaj	Kirti Bhardwaj
Bhanu Priya	Bhanu Priya
Bharti	Bharti
Himanshi	Himanshi

Komal	Komal
Laxi	Laxi
Neha Chaudhary	Neha Chaudhary
Nida	Nida
Prachi Panwar	Prachi Panwar
Prathavi	Prathavi
Preeti Nagar	Preeti Nagar
Shivani	Shivani
Shweta	Shweta
Tanvi	Tanvi
Varsha	Varsha
Krishan Chandra	Krishan Chandra
Prajapati	Prajapati
Kritika Kumari	Kritika Kumari
Loveleen	Loveleen
Mohd Sakib	Mohd Sakib
Mohd. Shagil	Mohd. Shagil
Monika	Monika
Parteek Kanojia	Parteek Kanojia
Payal	Payal
Payal Chauhan	Payal Chauhan
Peeyush Kumar Pal	Peeyush Kumar Pal

Prachi Choudhary	Prachi Choudhary
Prince Chaudhary	Prince Chaudhary
Sachin	Sachin
Sakib	Sakib
Sakshi Dhariwal	Sakshi Dhariwal
Savan	Savan
Shaily	Shaily
Shubham	Shubham
Swati Phaugat	Swati Phaugat
Tanishka Ruhela	Tanishka Ruhela
Tanishka Saini	Tanishka Saini
Tanu Tomar	Tanu Tomar
Tanya	Tanya
Tanya Smith	Tanya Smith
Umar Ramzan	Umar Ramzan
Vinay Upadhyay	Vinay Upadhyay
Yawer Amin Paddy	Yawer Amin Paddy
Yuvraj	Yuvraj


Principal
Panna Dhai Maa
Subharti Nursing College,
MEERUT



**SWAMI VIVEKANAND SUBHARTI
UNIVERSITY, MEERUT**
**PANNA DHAI MAA SUBHARTI NURSING
COLLEGE**



Certificate of Participation

This is to certify that Ms. /Mr. / Mrs Paval of B.Sc Nursing has attended the value added course (SNC-VAC-08) Universal Values & Professional Ethics organized by Faculty of Nursing, Swami Vivekanand Subharti University during academic session 2018-19.

Pananda

HEAD OF THE INSTITUTION

Faculty of Nursing
Swami Vivekanand Subharti University, Meerut

उत्तिष्ठत जाग्रत पाण्डुराग्निर्वायत



**SWAMI VIVEKANAND SUBHARTI
UNIVERSITY, MEERUT**
**PANNA DHAI MAA SUBHARTI NURSING
COLLEGE**



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