

BIRLA INSTITUTE OF TECHNOLOGY & SCIENCE, PILANI

First Semester - 2022-2023

Professional Ethics

HSS F343 (Close Book)

Comprehensive Examination

Room No. 6151/6152

Date: 17.12.2022

Max Marks 40

Duration: 3 Hours

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- Attempt All Four Questions.

- All Questions Carry Equal Marks.

1. Define ethics. State and discuss three propositions of morality concerning two formulations of the categorical imperative in Deontological Ethics. You may conclude with a critical assessment of Deontological Ethics.
2. State and discuss the meaning, three circles of corporate responsibilities and the benefits of Corporate Social Responsibility (CSR). You may conclude with a brief note on criticisms of CSR.
3. “The engineer may not claim that engineering assures the public’s health, safety and welfare in the absolute sense. Instead, he may advise the people of the risks associated with his work and seek public acceptance of these risks.” Discuss the quote in light of your understanding of “Engineers and Public Interest.”

4. **‘Unacceptable’: After Wipro & Infosys, this IT firm fired employees for moonlighting**

Oct 24, 2022, 10:30 AM IST Hindustan Times | Written by Aryan Prakash (Some part added from Business Desk, Edited by Swastika Das Sharma, News18.com

Last Updated: September 21, 2022, 18:14 IST, New Delhi, India)

Information technology firm Happiest Minds Technologies said it had fired a few employees who were found moonlighting or involved in dual jobs after work hours. The company said moonlighting is unacceptable as it amounts to a contract violation, PTI reported. The company's executive vice chairman Joseph Anantharaju said the actions had been taken against employees who were later terminated because the company wanted to send a message on moonlighting. He said that the employees could not be moonlighting. He added that if they wish to teach in a school over the weekend, that's different. Anantharaju said the company has started getting employees back to the office as the scope for practices like moonlighting is minimal, which can be identified and eliminated earlier. Moonlighting is taking up secondary jobs after work hours without informing or taking the current employer's consent. The term became prominent in the West, where employees started looking for secondary employment after work hours to earn extra income. As the term suggests, ‘moonlighting’ is the work done in the evening or through the night. The ‘moonlighting’ debate in India has become a raging issue as the IT sector has been divided.

Wipro chairperson Rishad Premji said that the company had found 300 people moonlighting and working for competitors in the last few months and reiterated that there was no place for such people in Wipro. He later said that the company terminated those employees. The chief of the IT giant had earlier come under fire for comparing moonlighting to ‘cheating’ but noted that he would stand by his views on

the matter. Premji, a vocal critic of moonlighting, pointed out that the tweet may have received much flak, but he meant it sincerely. "If you look at the definition of Moonlighting, it is having a second job secretly...I'm all about transparency. As a part of transparency, individuals in organizations can have very candid conversations," he said. Premji said that action was taken against those who were moonlighting. The said employees were terminated for an "act of integrity violation". "The reality is that there are people today working for Wipro and working directly for one of our competitors. We have discovered 300 people in the last few months who are doing exactly that," Premji said, terming it a "complete violation of integrity in its deepest form".

Infosys, which had said it 'let go of employees found working for two companies, recently allowed its staffers to take up temporary or part-time jobs on the side but after prior approval from the managers. The company clarified that such assignments must be taken up after work hours and in the employees' time. HCL Technologies had also said it does not approve of dual employment, although it added that the issue is not a major one in its company. Tata Consultancy Services dubbed moonlighting against its core values.

Do you agree with the idea of moonlighting? Is it unjust for companies to dismiss employees accused of moonlighting?

You may answer the questions regarding the case in light of your understanding of the topic "Unjust Dismissal" in the theme of Management Ethics and any one theoretical framework of ethics. If you want to include any detail from any other topic or theme, you may have one, but that would be treated as optional and additional to the suggested topic and theme.