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# Reinforcement of Ethics in Education

**Dr. A. Kumar** — Dept of Business Administration, M.K. Bhavnagar University, Bhavnagar, Gujarat, India

**Dr. Saroj Vats** — Shree Sahajanand Institute of Mgt., Bhavnagar, Gujarat, India

**ABSTRACT**

*In this paper an attempt has been made to reinforce the ethics in the education. Reinforcement of ethics is trial to re-establish the ethics of values lost due to any reason. Education is already on cross roads so that the teachers too. How tactfully relationships in education system can easily build up ? Because teachers are pioneers for good ethics in society as a whole. As charity begins from home so that the role of a good teacher cannot be ignored while it comes to impose the ethics on students. If the plinth is strong than there is no threat of falling down or crumbling during crisis. So morality is not only made to teach but to be practice profoundly by the teachers. And for this the ethics are needed. If these values and their reinforcement will be used than it may result in good students as well as Chankya's and Drona's, this is talked further.*

**KEYWORDS:**

With the changing socio culture environment ethical issues have become a question mark in education sector. The relationship of parent, teachers, college management and the students needs a redefinition. All these relations are required to be redefined. Expectation at every count has been raised to a different level resulting in to ethical crisis on all working platforms. Beyond every efforts of reinstituting ethical issues it has been found that ethical reinforcement tactics can do the wonders in this field.

Education must be life building, man making and character making. Swami Vivekananda rightly quoted that "if we have to rise again we shall have to do it……. by spreading education among the masses. Education can transform if rightly used. That is why Tulsidas has written the Ramcharitmanas in local language rather than Sanskrit. Even the epic story of Ramayana was known to the people.

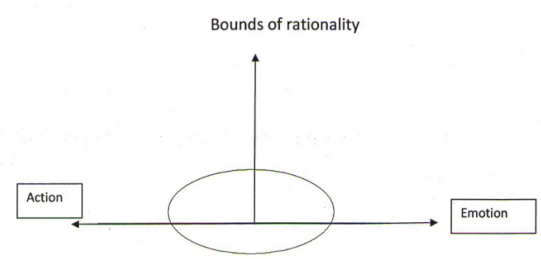
But education has entered a period of profound transition driven by globalization, technology, demographics and pressing social imperatives too. The environment is characterized by opportunity as well as challenges and competition. This is making teaching job challenging not only for teachers but for the educational system and individual organization too. Today there are "n" no of institutes and universities providing education at all the levels from LKG to PHD but only few of them are working efficiently.

So that the social right and ethical norms as set by the national educational leaders long back has to be reviewed again in the light of recurring and non recurring ethical need in the system and educational institutes imparting any kind of education technical or intellectual .

As quality is no more an opinion. It is urgent need for survival and growth of the teachers. There are many challenges in the education system like up gradation of syllabus, course content, maintenance of an efficient and regulatory system, emphasis on research, designing of different executives programs and linking of education and corporate sector to provide jobs.

For this new ethical intensive techniques need to be practiced because only experts and ethically strong institutes can meet new global academic challenges. In an educational institute teaching staff/teachers play a vital and significant role. The quality of education comes from the quality teacher. So the teacher has to brush their 3 H's- Head, Heart and hand. All of these are the crucial element for quality teaching.

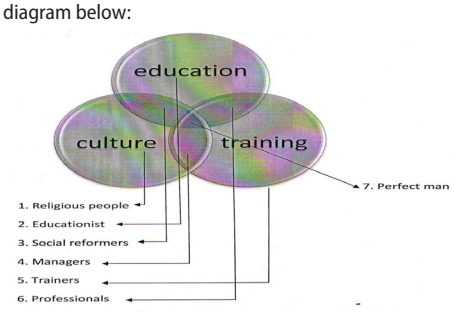
The objective of ethic study is to either justify or modify the current code of mankind. Ethics formulization is benchmarking of human behavior.




The conduct of mankind is influenced either by emotions of life or action people perform in the specific situation. The two extremes of emotion and action lead a man to the rationality. He can decide what is right and wrong for this particular situation. This keeps our mind working and we are expected to yield the desired result. Actions speak better than words but sometimes people are self inspirited and go through the self actualization stage. And it has to cross self start, self dedication to self awareness and self realization. Ethics are nothing but principle values and beliefs that define what is right and wrong behavior. Ethical behavior may vary from organization to organization and situation specific. But ethics are ideals of human conduct. It has nothing to do with religion. The different forms of do's and don'ts actually come from the circumstances and lessons learned in environment. May the dos of one are the don'ts of another. The source of inspiration can be philosophical, environmental or other factors. In philosophical we count religion and culture where as environmental consist of family, society, work environment etc. A judicious mix of Training programs on ethics may prove very effective in organization. Basically they work on appreciation, implication of core ethics and then revisualization. All these factors have their distinct impact on mind, body and soul on an individual and ultimately it deprecates in his personality and ethical ability.

Actually the coordination of action, emotion, religion, education, training and logic generate ethics the man bound to follow.

. We can better understand these behavioral plus ethical knots with the diagram below:



The first category is of people who are influenced by only religion and culture. This will result in to the overall personality development of a person in any system, like priests. These people do not do anything other than spreading a religion. Educationist fall in category two as there is maximum enforcement of education only. A social representative falls in category three where they are having combination of their education and cultural background. These people lead to social reforms like Raja Ram Mohan Roy.

In category four mangers fall who are having influence of education and training. Category five is restricted to trainers. Whereas the technical professionals fall in the category six by having influence of all the three Venn.

These Venn can be more or less in different cases but cannot be diluted completely. Only 10% people fall in the category seven because directly or indirectly all the factors of religion, culture and education keep on influencing the human being and this % of perfection keep on varying among individuals Management gives very less attention over the ethics in education. In this situation the question arises that do we really have ethical crisis in education system or not? If yes, then shall we start bothering about this? Let us try to recognize the concept of ethical crisis. It is Ethical crisis = I – p Here, I stand for educational ideals and P stands for educational practices, so where the educational practices not matching the educational benchmarking the crisis appears.

But apparently there are ethical crisis and loss of ethical values on behavioral and execution part of teachers. This leads to the crashes of overall education system as the individual organizations are devices. The ethical status of any education institute has been shaped by the individual teachers. Individual inspiration can be defined as our own self response towards the message from the God and soul.

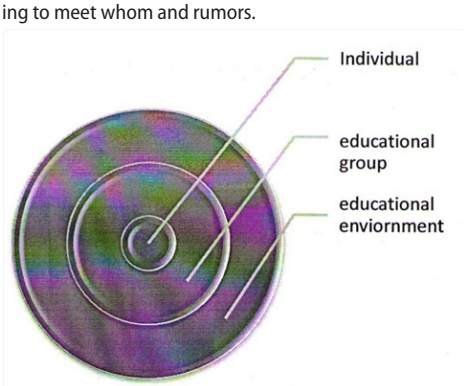
As shown in the above figure that the core is the individual. So if an individual knows his strength then an organization can do wonders. This self recognition is important. In Ramcharitmanas it is rightly quoted by Jamb want to Hanuman to remind him his own powers to accomplish the task

"Kahin ritchpati suni hanumana, ka chup saadhi rahiha balwana.
pawantanay bal pawan samana. Buddhi vivek vigyaan nidhana…
2.Kaun so kaaj kathin jag mahi, jo tumso nahin hot pahin.
Ramkaj lagi tum avtara, suntehu bhayo parbat akara. ".

This is known as reinforcement. Crisis is not a problem but forgetting the self strength is a problem. In this situation reinforcement of ethics becomes necessary.

The objective of reinforcement of ethical norms to bridge the gap occurs due to loss of ethical values. Reinforcement of ethics is a continuous process and to be reviewed timely. Reinforcement of ethics actually works for healing and bridging the communication gap among the teachers. The rifts, grudges among the staff members spread more negative thoughts to all inclusive of students, management, academic and administrative staff. Here are some techniques to reinforce the ethics—

**1 Abolishment of cubicles in educational institutes-**
In maximum no of institutes individual cubicles are provided. This increase the rifts rather than reducing them. The wall of cubical not only separates the two persons sitting place but their thoughts and opinion too. So instead of making cubical a big hall with a sufficient infrastructure can be provided. This will reduce the individual rifts of who is coming to meet whom and rumors.




2. Compulsory Assembly/Prayer- organizations can keep compulsory assemblies for the staff daily or on alternate days. It will prevent the habit of coming late in the staff and everybody can notice others time without asking to the peons. This will help in hitting the common objective of organization.

**4. Time staggering—**
The leaving & coming time of all the staff members irrespective of academic or administrative, in an institute should be same. It will prevent the habit of coming late in the staff and everybody can notice others time without asking it to the peons.

**5. Common dining-**
Dining is a time where people are in light mood. And rather than sharing professional talks they prefer to talk personal or having fun. This time not only cross cultural food habits can be developed but a feeling of belongingness also can be developed because people miss each other the day they are absent.. This will lighten the small rifts in an omnipresent way. But the place and time should be Common for dining.

**6. Residential Faculty development programs-**
Smile walks miles and communication melts grudges. And staying together for a little time builds easy acceptability between two people. So the organization should organize fully residential programs for its staff member compulsorily at least once in a year. After finishing of regular activities of program, members can chat informally and all the complaints against each other will be dissolved. And the staff member will always cherish these memories. A contribution can be collected from the members to reduce its burden on organization.

**7. Wall handouts –**
Here the quote of Kabir is relevant
" karat karat abyaas ke jadmati hot sujan, rasri awat –jaat se sil par parit nishan."

The organizations can put the wall handouts in the faculty room where thoughts of common sharing and loving others are mainly focused. Continuous watching of these hand outs will help in changing the mind sets.

**8. Teaching staff portfolio –**
An organization should think about the teaching staff portfolio management too because individuals are never strong to face all the types of problems. Concentrating on teaching will result into superficial survival which can be crashed any time. So the organization should make a faculty pool consisting of researchers, trouble shoots, effective teachers, good authors, thinkers.

**9. Frequent meeting with students and family—**
A common picnic can solve the purpose of developing the feel of togetherness. These picnics can be a destination where common cooking and playing can be done rather than going for watching movie. Even than the celebration of different festive occasions every year by rotation may also solve the purpose.

Most of Educational organisations reward employees for their efforts through salaries, promotions, public recognition and access to learning and development. It is true that not only does the attainment of specific targets, budgets or economic goals need to be recognised, but also it is laid down that how they are achieved. Employees should be encouraged to behave in consistent with organisational values. Linking ethical management to key performance indicators through employee performance appraisals which reward desired behaviours and discourage unethical practice is one of the most effective means of reinforcing and sustaining the emerging ethical culture.

Recognition of the importance of individual behaviour must be backed up by strong educational support. The individual employee whether a teacher or support staff must believe that the organisation will stand behind individual decisions made in keeping with or out of respect for the organisation's values.

Best practice concepts and principles relating to the reinforcement of ethical behaviour may include the following:

- Ethical practice is identified as a key performance criterion

- Ethical behaviour is acknowledged and rewarded
- Ethical standards are identified in selection criteria for jobs Selection processes address the analysis and review of ethical behaviour part of employee performance management.
- Educational Institutions must ensure that effective, ethical conduct is rewarded through performance appraisals, and that individuals who achieve goals through unethical means, are not rewarded in any case.

Researchers have revealed that a mixed approach by educational organisations to the development, measurement and rewarding of employee behaviour as a cultural reinforcement strategy is working better in this regards. Many organisations when they fail to link ethics standards to performance management face the ethical crises.

Common complications found in Indian Educational institutions are that there are no specific standards or references to ethics in job descriptions there is little or no correlation between financial rewards and ethical performance Community activities and corresponding corporate support for individuals and groups.

The following issues are relevant as a means of reinforcing ethical behaviour:

- How in educational institutions it is encourage having ethical decision-making?
- Are we recognizing ethical practice amongst employees? Is it having of some value for the majority of staff?
- Do we accept ethical performance as a factor in determining appreciation and other forms of remuneration?
- Does a specific behavioural standards is linked to job documentation?
- Are ethical standards having any value for appointments and promotions? How are these standards established and measured?

And many more may be added here.

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