

ETHICAL PRACTICES IN A PROFESSIONAL ORGANISATION
(A STUDY IN VISAKHAPATNAM STEEL PLANT)

CONTENTS

Page No.

Chapter 1 – Introduction

- 1.1 Introduction to Ethics
- 1.2 Organizational Ethics
- 1.3 Ethical Leadership
- 1.4 Need for the Study
- 1.5 Objectives of the Study
- 1.6 Scope of the Study
- 1.7 Methodology
- 1.8 Limitations of the Study
- 1.9 Scheme of Presentation

Chapter 2 – Review of Literature

- 2.1 Understanding Ethics
- 2.2 Ethical Values
- 2.3 Management of Ethics

Chapter 3 – Theory and Practice of Ethics

- 3.1 Ethics – Meaning & Relevance
- 3.2 Theory and Applications
- 3.3 Ethics in Different Functions of Management
- 3.4 Ethics in Different Departments of Management
- 3.5 Growing Unethical Instances

| | | |
|--|---|-----|
| 3.6 | Ethical Codes | |
| 3.7 | Code of Ethics Followed by Professional Bodies | |
| 3.8 | Code of Ethics Followed by Business Organisations | |
| 3.9 | Ethical Management System in Organisations | |
| Chapter 4 – A Profile of Visakhapatnam Steel Plant | | 153 |
| 4.1 | Steel Sector Scenario | |
| 4.2 | VSP Historical Perspective – The Turnaround | |
| 4.3 | VMOC (Vision, Mission, Objectives and Core values) | |
| 4.4 | Internal Structure of VSP | |
| 4.5 | Description of Departments | |
| 4.6 | Outlook for the Company | |
| Chapter 5 – Status and Practice of Ethics in VSP | | 196 |
| 5.1 | Policies, Guidelines and Norms | |
| 5.2 | Service Rules | |
| 5.3 | Integrity and Social Responsibility | |
| 5.4 | Complaints and Whistle Blowing | |
| 5.5 | Usage of Information Technology | |
| 5.6 | VSP’s Compliance to Code of Ethics | |
| 5.7 | Sample Cases about Unethical Behavior | |
| Chapter 6 – An Analysis of Practice of Ethics in VSP | | 250 |
| 6.1 | Analysis of Data | |
| 6.2 | Analysis of Ethics from the Response to the Questionnaire | |
| 6.3 | Analysis of Ethics for Functional Divisions | |
| 6.4 | Analysis of Ethics for the Level of Management | |
| 6.5 | Analysis of Ethics for the ‘Age’ | |

- 6.6 Analysis of Ethics for the Service
- 6.7 Analysis of Ethics for the Gender
- 6.8 Analysis of Ethics for the Mode of Entry
- 6.9 Analysis of Ethics for Technical Background
- 6.10 Total Ethics in Different Profiles of Respondents
- 6.11 Ethics in the Entire Visakhapatnam Steel Plant

Chapter 7 – Summary and Suggestions 310

- 7.1 Management of Ethics
- 7.2 Management of Ethics in Visakhapatnam Steel Plant
- 7.3 Findings of the Opinion Survey
- 7.4 Suggestions
- 7.5 Code of Ethics for Visakhapatnam Steel Plant

Annexure

Survey questionnaire

Bibliography