

# A PROFESSOR'S ETHICAL DILEMMA

As a newly hired professor in the HR department in an institute, ethical dilemmas can arise when trying to balance departmental responsibilities and other duties assigned by the management. This case study explores an ethical dilemma that a professor encounters while working in an institute where they have been assigned multiple roles.

## **The Scenario:**

Professor Raj is a newly hired professor in the HR department of a renowned educational institute. He is responsible for conducting classes, handling the administration of the department, and managing the placement cell of the institute. Professor Raj is passionate about his work, and he enjoys engaging with his students and sharing his knowledge with them.

However, Professor Raj found himself in a difficult situation when he was asked to work with the placement cell of the institute while also managing the department. He found it challenging to balance both responsibilities and was unsure whom to report to or seek instructions from. At times, he would receive conflicting instructions from both the department head and the head of the placement cell.

Professor Raj tried to discuss this issue with the management, but it did not yield any positive results. He was still expected to manage both responsibilities without any clarity on how to prioritize them. It was not until later that he found out that there was an ego clash between the department head and the head of the placement cell.

## **The Dilemma:**

Professor Raj's ethical dilemma is whether to prioritize his departmental responsibilities or his duties in the placement cell. He wants to do justice to both roles but is unsure if he can do so while trying to maintain his professional ethics.

On the one hand, Professor Raj could prioritize his departmental responsibilities, as this is his primary role in the institute. This would ensure that he meets his job responsibilities and maintains the academic integrity of the department. However, this could also result in him neglecting his duties in the placement cell, which could harm the institute's reputation and the future of the students.

On the other hand, Professor Raj could prioritize his duties in the placement cell. This would enable him to help students secure jobs and ensure that the institute's reputation remains intact. However, this could also result in him neglecting his departmental responsibilities, which could harm the academic integrity of the department.

**Possible Solutions:**

After careful consideration, Professor Raj could adopt one of the following solutions to resolve the ethical dilemma:

**Seek clarity:** Professor Raj could seek clarity from the management regarding his roles and responsibilities. This would enable him to understand the priorities and expectations of the institute and allow him to prioritize his duties accordingly.

**Communication:** Professor Raj could communicate with both the department head and the head of the placement cell to resolve any conflicts or issues. This would ensure that both parties are aware of his roles and responsibilities and would prevent any confusion or misunderstandings.

**Prioritize responsibilities:** Professor Raj could prioritize his responsibilities based on their urgency and importance. This would enable him to meet his job responsibilities while also ensuring that he meets the needs of the institute and the students.

**Discussion Questions:**

**Q.1. What ethical concerns do you think Professor Raj is facing in this scenario?**

**Ans.** Professor Raj is facing the ethical dilemma of balancing his departmental responsibilities with his duties in the placement cell. He is unsure whom to report to or seek instructions from and is worried about neglecting his duties in either role.

**Q.2. How can Professor Raj ensure that he maintains his professional ethics while managing multiple roles?**

**Ans.** Professor Raj can maintain his professional ethics by seeking clarity on his roles and responsibilities, communicating with both parties involved, and prioritizing his responsibilities based on their urgency and importance. This would enable him to meet his job responsibilities while also ensuring that he meets the needs of the institute and the students.