

To the Question of the Difference of Professional and Corporate Ethics

Toshpolatova Shirin Muhiddinovna

Abstract--- *The article discusses various aspects of professional and corporate ethics. Analysis of corporate misconduct important issues addressed in the literature. Discussion of the relationship of authors to corporate ethics.*

Keywords--- *Professional Ethics, Morality, Business Ethics, Business Ethics, Corporate Ethics, Corporate Interest, Self-regulation.*

I. INTRODUCTION

Professional ethics, like other sections of morality, is evolving. Whereas earlier issues of moral choice were mainly regulated by deontology, nowadays professional ethics is more and more concretized. The framework of deontology, which was developed in the mainstream of medical, military, and judicial matters, is narrow in order to accommodate the whole variety of aspects that are regulated by modern professional ethics. This explains the emergence of new varieties of applied ethics. Business ethics, business ethics, corporate ethics - are these terms synonymous? No, although they have a number of similar points. Business ethics are the rules of interpersonal relations in the process of solving administrative, managerial, professional, production issues, both within the organization, as well as between various institutions and individuals. Business ethics - a set of moral requirements for entrepreneurial or any other production activity, in the production of services, information, works of art, including. Corporate ethics is a set of established rules of relationships in a particular organization. If the two previous sets of norms are abstract in nature, prescribed for compliance by all those involved in the process, then corporate ethics is the functioning of their own rules that have developed in this institution or in the union of related institutions. These concepts are actively used in our vocabulary, but if you want to find theoretical research on corporate ethics, it is unlikely to succeed. Is corporate ethics not worthy of attention, or is it such a delicate, or rather, slippery question for reasoning, that it is better to keep silent about it? A lot of literature is published on business ethics, but it rather describes specific forms of corporate ethics without affecting the complex aspects of the topic. Foreexample, "BusinessEthics" by R. T. DeGeorge¹. It has everything: how to negotiate, presentations, correspondence, etc., but there is not a single line about professional and corporate ethics. In "Ethics: Encyclopedic Dictionary"² also there is no interpretation of these two concepts.

II. THEORITICAL BACKGROUND

In the traditions of medieval East Muslim education, codes of conduct were developed, including in everyday life. Take, for example, Kobus-name. These codes, written as adab literature, often in the form of conversation or dialogue were addressed either individually to the individual, or to the whole community (artisans). Apparently, in

Toshpolatova Shirin Muhiddinovna, Teacher of the Department of Ethics and Aesthetics, Faculty of Social Sciences, National University of Uzbekistan named after Mirzo Ulugbek, Uzbekistan, Tashkent.

that era it was impossible to assume that each organization would develop its own moral code. Previously, mastering a profession meant mastering professional ethics at the level of automatic skills. There is no research in modern Uzbek philosophical literature on the issue of why corporate ethics differs from professional ethics and how it happened that it separated from professional ethics. Today, the most active, K. B. Safonov refers to this definition, and S. N. Korobkova's definition is used in the literature on corporate ethics: "Corporate ethics is a culture of company employees, their beliefs and values, traditions, level of relationships middle managers (managers) and workers, between the company and its customers and partners" ³. Dictionaries of foreign words used in Russian explain: corporate related to the corporation; corporation [lat. corporatio - association, community] - society, union, group of persons, united by a community of professional or estate interests⁴. Two main characteristics of corporate ethics follow from this definition: group and interest.

Business ethics, moral requirements for entrepreneurs, it does not matter whether they are respected in practice or not (this is another matter) are presented to everyone. The corporate party is isolated from society, estranged from common interests, locked in, develops its own, special norms of behavior and sometimes allows you to go against common interests. And since universal interests - the interests of society - are insured against encroachment by laws, the extreme forms of corporate rejection in pursuit of their own goals are combined with criminal behavior. Therefore, on the concepts of "corporate", "corporate interest" a raid of negativity. We hasten to reassure, not all corporations, for brevity, we will call them "firms", they are balancing on the verge of the law and we pay tribute to the decent of them. However, in one of the business textbooks, one can read the following: eight out of ten top managers believe that businessmen in one way or another violate moral standards in their practice, and about one in four believes that compliance with these standards hinders a successful career⁵.

III. MAINPART

So, the ground for grouping and isolation from other participants in society is a community of interests. A common interest makes people join in groups. Each group has its own interest. Professionals are also a group, however, the interests of members of the professional community do not have a pronounced economic interest - unlike corporate interests - therefore, its requirements are more detached, not tied strictly to time and space. "Do no harm" - the civilizational norm of medical business; "Customer desire is the law" for some aesthetic medicine company. Group, read - corporate, interests often contradict each other, a conflict arises: you have ripened apples and you wanted to sell them on the market faster, which means cheaper, apple sellers near you will not let you sell goods at a lower price.

Once you have joined a group, you must obey its interests, its internal code, otherwise you are out of the system. Nowadays, corporations proclaim their mission, values in the form of a beautiful slogan ("Mercedes is the best or nothing), develop a standard of behavior for their employees and their dress code. For the "bond" of the corporate spirit, parties are held. Although some are corporate parties, which, based on their mission, shy away from unnecessary, unproductive expenses. So, the mayor of Irkutsk Avkseteva canceled a New Year's party for city hall officials for charity. She arranged a sale of official cars of the City Hall, at the expense of reducing the passage of nV public transport.

IV. DISCUSSIONS

The main thing that unites us (general interest) is that everyone wants to live. Second: not just live, but live well. At the expense of whom? They are trying to regulate the market and laws so that the conflict of interests does not develop into direct or armed, into revolution, into expropriation. As expressed by the Russian historian and philosopher of the late nineteenth century. V. Soloviev: the goal of the state is not to create paradise on Earth, the goal of the state is to prevent hell. States may not act in the general interest as they should, but lobby the interests of a particular group. It is also dangerous, since a critical mass of discontent can lead to a change of power. From all sides it follows that pursuing their own interests, one should not enter into an acute conflict with universal interest, otherwise they will be swept away. The same goes for ethics. Yes, we recognize the existence of corporate ethics, the norms of which are somewhat different from general moral standards, but of certain limits and up to a certain period. So, corporate ethics cannot be immoral indefinitely. How can morality make corporate bodies listen to themselves? An immoral person, or rather, immoral behavior, will be easier to handle. It is enough to isolate him, deprive him of support, and the person will begin to listen to her requirements, except for pathological cases, of course. Man, as Aristotle put it and Farabi agreed, is a "public animal", he always needs an environment. In the case of corporate parties, the only support is the law. The law protects the minimum level of morality: do not kill, do not steal, etc. We emphasize the right to guard the minimum requirements. Moreover, the law protects corporate parties from excessive interference by the state and citizens in its affairs. The law protects the peace of corporate parties, but to a certain extent, it alone is not able to create a climate of trust between the corporate and consumers of its products. This is the result of the firm's work on the image, unwritten rules, norms, traditions - what makes up the internal code. Different restaurants are diametrically opposed to the remnants of dishes. One restaurant believes that food should be thrown away, and not handed out to the poor, so as not to parasitize on a free feeder. The second restaurant takes food to charities. We repeat, each organization proclaims its own values.

Often, corporate traditions are "harmless", innocent. One analytical organization requires employees to wear business clothes, but on Fridays they are allowed to come to work in jeans; another company visits picnics once a quarter (though not all employees like to do this, but leave), the third one recruits people under 30 years of age, etc. These specific (external) aspects do not characterize the essence of corporate ideology. The main thing in it is harmony, which in translation means "equilibrium" of social and group interests. A corporate party striving for longevity in the market will not ignore public interest. What it is? It is "desirable in itself and for everyone"⁶. The public interest has two features: it is universal, that is, in the interests of everyone, and it is what is necessary for the survival of the nation⁷. The public interest is very close in content to civic duty.

V. CONCLUSION

And yet, the corporate party strictly guards its own group interests. Therefore, the main principle of the internal code of the corporation becomes loyalty to the company or personally to the leader. The business or professional qualities of an employee, not to mention his moral principles, are of secondary value. When the personal qualities and principles of an employee conflict with the interests of the company or manager, he becomes an outcast. I would like to give an example of a conflict of corporate and public morality. In the United States, heated debates broke out

over how to name the woman accountant of one of the largest companies, who discovered that her boss skillfully withheld part of the income and did not pay taxes to the treasury. Who is she: a hero or a traitor? US public opinion has split in two. Another distinguishing feature of professional and corporate ethics is the difference in their functions. If the purpose of professional ethics is self-regulation of ethical behavior and the moral choice of members of a certain professional community, to facilitate this choice using fixed norms of professional ethics, then the function of corporate ethics is to manage the organization using an internal code of conduct and a chosen mission. It should be noted that the true objectives of the corporation are sometimes served in a veiled form or are present in a latent form. Evidence of this is the numerous financial pyramids that pursued only selfish interests. Their goals are contrary to moral standards, which are universal and should predetermine the norms of professional, corporate, and any other applied ethics.

Based on the foregoing, the following conclusions can be made:

- The interests of the organization dominate in corporate ethics, while standards of professional ethics are aimed at self-regulation of the professional community;
- Professional and corporate ethics differ in the nature of the proclaimed norms (abstracted rules of professional ethics and specific corporate requirements);
- corporate ethics develops internal rules of conduct;
- Professional ethics fosters proper behavior through a system of historically verified moral standards;

In general, it can be summarized that corporate ethics is the professional ethics of an organization adapted to its own goals and needs, which can differ significantly from public morality.

REFERENCES

- [1] R. T. De George. Business ethics. In 2 T. - M., 2001
- [2] Bachanin V.A. Ethics: Encyclopedic Dictionary. - M., 2005.
- [3] Korobkova S.N. Ethics of business communication. - man., 2001, p. 11.
- [4] Dictionary of Foreign Words.- M., 1987. - S. 255.
- [5] Modern business in 2t. M, 1995.S. 318. Timothy D. Schellhardt. What Bosses think about Corporate Ethics. The Wall Street Journal. 1988.6 April. B.25; A Twenty-Year perspective. *Journal of Business Ethics*. 1992. January. 61-70.
- [6] Soloviev V. Op. in 2 vol. T. 1. - M., 1988.S. 204.
- [7] Umarov E.U., Zagyrtdinova F. B. Applied Ethics. - T., 2011.