



Professionalism and Ethics

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My Understanding of an Actuary

- An Actuary is the IAS of the Insurance Sector.
 - Difficult exam to clear.
 - Advises the Top Management on all important policy matters.
 - Good salary and perks.

Herzberg's Two factor theory of Motivation :

- i) Hygiene (Presence does not lead to productivity but absence leads to decline)
- ii) Motivation (Presence leads to productivity but absence does not lead to decline)

In that context,

Ethics is like Hygiene factor

Professionalism is like motivation factor

Professionalism ✓	Professionalism ✓
Ethics ✓	Ethics ✗
Professionalism ✗	Professionalism ✗
Ethics ✓	Ethics ✗

Example :

Present CBI Imbrogio :

Professionalism is not in question but the ethical values are being questioned. Ultimate result is that CBI reputation is on decline.

(Absence of Hygiene factor leads to decline)

Example :

Election Commission of India

Was a very ethical organization but before T.N. Seshaw the professionalism was always in question. That Organization was not moving forward.

T. N. Seshaw brought about professionalism, and the reputation of ECI moved ahead by leaps & bound.

- **A living example of Professionalism and Ethics combined :**

IMRAN KHAN, The Cricketer.

- Only person in the history of cricket who became a fast bowler after starting his career as a medium fast bowler. (Professionalism).
- Introduced neutral umpires for Cricket matches and Implemented it against all odds.
- He advocated theory of 3 Ts.
 - Talent
 - Technique
 - Temperament

In Criminal Jurisprudence :

- Men's rea is an important component of crime (guilty mind)
- But in case of monetary crimes (Crimes involving money) men's rea is not all that important
- So, for an Actuary,
Bad professionalism may be viewed as bad Ethics and criminal/Legal issues may start.

My own ethical dilemma

- **Ratnagiri MSEB recruitment. (2013)**
 - People outside Ratnagiri and Sindhurga districts were boycotted. Intimidation and coercion was used to discourage candidates from other districts of Maharashtra.
 - Congress party was leading the campaign in the district and the Congress was the party in power.

Professionalism / Ethics dilemma Continues...

- Working for the employer, professionalism is key.
- Working for the citizen, ethical code is the key.

Balancing the two is the hallmark of great ethical professionalism but the dilemma always continues