Inculcating Professionalism in Management through Education and Research

transcribed plenary speech of
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Professionalism for management, lot of professionals, a big number considers as professionals for education. We take educated brainy people for professionalism. There can be two ways of professionalism. Once is ruled based professionalism that profession govern a certain behaviour, And the other one is something exact not a rule but certain behaviour, try to change a behaviour of a person. Doctors have certain professionalism and if they violate them then the medical council take actions. Engineers have certain professionalism. There are rule based professionalism in organizations, meeting starting time and all should be punctual to the meeting. And also there are non-rule based professionalism in organizations too. Let’s take Japan as an example, whole life from school age to higher education and the rest is governed by professionalism. Professionalism grounded by general management. A person should be competent in professional ethics, give a care and tough in the job that he performs. A person may be professional and follows organizational rules when he is at office, but when he is on the road, he may not obey the road rules. Professionalism in many professions are lacking now. As an example, how many bridges collapse after building, then where is the professionalism in engineering. In our country same person continues to be in the same place, therefore despitess are common.

However you may obey the rules which will affect to your performances and promotions in your organization. But outer society might ignore them and that is where we standing. This is the problem in larger societies. We don’t have that much of professionalism like other countries. But we still obey rules and regulations. We also fine for good governance. Therefore politicians who rule the country, not only those officials like officer in charge also need to be professional in order to accomplish the good governance. Today numbers of graduates, number of professionals are increasing though few of them have that quality. As a result of that we are behind the many countries. Let’s take Singapore, here is a high ruled based professionalism, therefore all politicians, officers and other all are have to obey. In Japan, public prosecutors are ruled based, get right information, right observation and sometimes they decide on behalf of the minister. Public prosecutors are more powerful than politicians. That is why professionals should take the upper hand.

According to the given topic, Professionalism in Management through Education and Research, there are larger issues to be addressed. Comparative research which talks about micro level professionalism on professional qualities, professional ethics can be discussed under management. But the problem is with the macro level large societies. Therefore we have to address that with comparative research to understand where we stand at. Case study base, advocative research based on behaviour can also use in this matter. In Japan this is inculcated everywhere. They always talk about our culture, language etc. We also can approach to this level.

In Sri Lanka we need a ruled based professionalism. Therefore we need a ruler who is friendly but autocratic. Research and studies may let people to understand how it should be and what can be done for it. Now organizations and business community go for more introversion form. They should demand professionalism. Countries like Japan and other developed countries have at least systematic processes. They are systematic democratic countries where we can learn lot of things in professionalism.