

WORK ETHICS AND PRACTICES

UNIT CODE: 041 441 04A

TVET CDACC UNIT CODE: AGR/CU/EXT/BC/03/5/MA

Duration of Unit: 40 hours

Relationship to Occupational Standards

This unit addresses the Unit of Competency: Apply work ethics and practices.

Unit Description

This unit covers competencies required to demonstrate employability skills. It involves the ability to: conduct self-management, promote ethical work practices and values, promote teamwork, manage workplace conflicts, maintain professional and personal development, apply problem-solving, and promote customer care.

Summary of Learning Outcomes

By the end of this unit, the learner should be able to:

S/No	Learning Outcomes	Duration (Hours)
1.	Apply Self-Management Skills	10
2.	Promote Ethical Practices and Values	10
3.	Promote Teamwork	10
4.	Maintain Professional and Personal Development	20
5.	Apply Problem-Solving Skills	10
6.	Promote Customer Care.	
Total		40

Learning Outcomes, Content, and Suggested Assessment Methods

Learning Outcome	Content	Suggested Assessment Methods
1. Apply Self-Management Skills	1.1 Self-awareness 1.2 Formulating personal vision,	● Practical ● Portfolio of

Learning Outcome	Content	Suggested Assessment Methods
	mission, and goals 1.3 Healthy lifestyle practices 1.4 Strategies for overcoming work challenges 1.5 Emotional intelligence ● Coping with Work Stress. ● Assertiveness versus aggressiveness and passiveness ● Developing and maintaining high self-esteem ● Developing and maintaining positive self-image 1.6 Time management 1.7 Setting performance targets 1.8 Monitoring and evaluating performance targets	evidence ● Third party report ● Written tests ● Oral tests
2. Promote Ethical Work Practices and Values	2.1 Integrity 2.2 Core Values, ethics and beliefs 2.3 Patriotism 2.4 Professionalism 2.5 Organizational codes of conduct 2.6 Industry policies and procedures	● Practical ● Portfolio of evidence ● Third party report ● Written tests ● Oral tests
3. Promote Teamwork	3.1 Types of teams 3.2 Team building 3.3 Individual responsibilities in a team 3.4 Determination of team roles and objectives	● Practical ● Portfolio of evidence ● Third party report ● Written tests ● Oral tests

Learning Outcome	Content	Suggested Assessment Methods
	3.5 Team parameters and relationships 3.6 Benefits of teamwork 3.7 Qualities of a team player 3.8 Leading a team 3.9 Team performance and evaluation 3.10 Conflicts and conflict resolution 3.11 Gender and diversity mainstreaming 3.12 Developing Healthy workplace relationships 3.13 Adaptability and flexibility 3.14 Coaching and mentoring skills	
4. Maintain Professional and Personal Development	4.1 Personal vs professional development and growth 4.2 Avenues for professional growth 4.3 Recognizing career advancement 4.4 Training and career opportunities 4.5 Assessing training needs 4.6 Mobilizing training resources 4.7 Licenses and certifications for professional growth and development 4.8 Pursuing personal and organizational goals	● Practical ● Portfolio of evidence ● Third party report ● Written tests ● Oral tests

Learning Outcome	Content	Suggested Assessment Methods
	4.9 Managing work priorities and commitments 4.10 Dynamism and on-the-job learning	
5. Apply Problem-Solving Skills	5.1 Causes of problems 5.2 Methods of solving problems 5.3 Problem-solving process 5.4 Decision making 1.1 Creative thinking and critical thinking process in development of innovative and practical solutions	● Practical ● Portfolio of evidence ● Third party report ● Written tests ● Oral tests
6. Promote Customer Care	6.1 Identifying customer needs 6.2 Qualities of good customer service 6.3 Customer feedback methods 6.4 Resolving customer concerns 6.5 Customer outreach programs 6.6 Customer retention	● Practical ● Portfolio of evidence ● Third party report ● Written tests ● Oral tests

Suggested Methods of Instruction

- Instructor lead facilitation of theory using active learning strategies.
- Demonstrations
- Simulation/Role play
- Group Discussion
- Presentations
- Projects
- Case studies
- Assignments

Recommended Resources for 25 Trainees

s/no	Category/item	Description/specifications	Quantity	Recommendation ratio (item; Trainee)
1.	Reference books		5	1:5
2.	Case studies		5	1:5
3.	Desktop computers/laptops		5	1:5
4.	Operating system		1	1:25
5.	Internet connection		1	1:25
6.	1 Projector		1	1:25
7.	Business plan templates		5	1:5
8.	1 Whiteboard		1	1:25
9.	Assorted color of whiteboard markers		Assorted	1:25
10.	Stationery		Assorted	1:5
11.	Online pattern libraries		Assorted	1:5
12.	Video clips		5	1:25
13.	Newspapers and Handouts		5	1:5
14.	5 Business Journals		5	1:5
15.	25 sets of Writing materials		25	1:1