

Test - 04

Name of candidate - SESHAN.M.S

Roll Number - MT24 FLTON018

Date of examination - 3.9.24

Medium - English.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

①

Ethical decisions has to be taken by humans in daytoday life since humans are ethical animals

① Ethical decisions should be taken only out of rationality and principles rather than emotions seems to be odd Idea.

② Even Max weber bureaucracy advocated for the emotional less decisions to uphold neutrality made civil services dehumanized

③ Due to emergence of emotional intelligence concepts by daniel golman. human emotions find their way in modern ethical decision making.

Feelings Impact our decision making

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① Human emotions attach empathy

and enable to take decision from their shoes.

|EX| Keerthi Talli IAS enquired flood relief on spot in flood prone area by Foot.

② Human emotions attach compassion

in decision making and helps to relieve others Pain.

|EX| Prasanth IAS and his operation Sulaimani

③ It produces sense of equity rather than equality in decision making.

|EX| Reservation For EWS category

The emotional intelligence in decision making makes decision not only ethical but also efficient and actionable

उम्मीदवारों को
इस हार्जिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

①
B)

Due to the changing nature of the society based on self-interest and competition, ethical management becomes inevitable.

Ethical management

① Following management policies not based on profit only, but based on universal values of ethics

|EX| Following corporate governance

② Following laws and regulations not only in letter but also in spirit

|EX| CSR responsibility

③ Inclusive decision making.

|EX| In Mahendra Committee recommendation to include women in governance.

Public office and ethical management

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① Being in public office comes with managing officers ethically based on code of conduct of public officers.

② There are internal checks and external controls like CVC, Lokpal, CBI, CAG to check & balance to ethical management is possible.

Adaptation of code of ethics

① Already established code of conduct serves as code of ethics in India.

② So now it requires internal control of high moral conscience, strong laws of control & emotional intelligence to refrain from corrupt practices & ethical management.

Mission Karma Yogi comes as a handy solution to change behaviour & establish ethical management --

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

②
a) Traditional ethics as established by Socrates & more ethics established by Carol Gilligan both are equally needed to ethical decisions.

Traditional ethics in decision making

① Justice helps to prevent injustice to marginalized by following

objectivity in decision making

② Fairness helps to show neutrality and do not favour anyone which ensure equal allocation of resources

③ Impartiality focus on doing what is right at given situation without personal will.

Ex Dr. Abdul Kalam is recognized as impartial president.

Core ethics in decision making

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① It shows values of compassion
in ethical decision making.

② enables to understand that not
all are equal owing to different situation
they have come from.

③ To reduce pain rather than
maximizing pleasure in decision making.

Aristotle's doctrine of Mean

① Rationality is following the
ethic based on situational needs.

② These should be followed in a
balance to effectively serve people in a
middle ground

Public servants should apply his
own conscience while using these principles &
choosing between them.

2)
b)Recent Citizen Centric Governance

practices has moved more service
as quality service delivery in good
governance practices.

Term quality

① It refers to following decisions
and choices to produce output with
minimal input & maintain optimization

② Focus moved from mere output
and outcome to impact of the output
& usefulness to the people.

Components of service quality

① Input - resources of government.

(ie) requires financial ethics to manage

properly.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

② Process - requires ethical decision making adherence to code of ethics to prevent corruption in implementation.

③ Quality output - serve maximum people (ie) minimum government maximum governance.

Ways & Means

① ensure accountability and responsibility in service delivery.

② prevent overlap and adherence to target audience of delivery.

③ enhancing anticorruption institutions

Government should never compromise quality over quantity to ensure democratic governance.

उम्मीदवारों को
इस हार्जिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

3) a) Attitude refers to learned predisposition of behaviour expressed. Public servants should carry positive attitude while serving.

Public service attitude,

① Maintaining the attitude of Spirit of service while serving the Public.

Ex) Major Umprishman sacrificed his own life to save hostages.

② To follow responsibility in public duty and go beyond what is required.

Ex) Amitha Sahuwal IAS Fund your city program.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

Attitude biases

① Having prejudice & stereotypes against particular objects affects ethical decisions.

Ex: Kiran Bedi's post on denotified tribes as professional criminals on twitter.

② Negative attitude to public service creates complacent culture in public service & decision making.

③ It would lead to Favour public opinion rather than rationality.

Ex: Encounter as instant justice

Overcome attitudinal bias

① Unlearn the existing knowledge with new rational mindset.

② Sensitivity training to civil servants

Mission Karma Yogi develops positive attitude in public services.

उम्मीदवारों को
इस हार्गिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

3)
b).

Secularism is a new modern
democratic principle which governs the
country based on equality not on
religious views which every individual
has to follow.

"I am a Moslem; I am a Hindu; I am a
Christian; I am a Jew"

① Mr. Gandhi propagates that
every human following any religion
is same as he follows same devotion to god.

② every religion teaches same
ethical values that make people from
every religion to follow same behaviour
(ie) ethical behaviour.

③ This statement refers universal

C-AVZ-O-FTT2 Value of brotherhood

Relationship between religion and morality

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① religious values helps an individual to form his own

moral values.

⇒ Act of kindness by buddhism & sticism.

② No religion has recommended any unethical behaviour it is the humans who interpreted in different perspective.

My position

① go back to the essence of religious texts & original behaviours.

⇒ Dayanand Saraswati's go back to vedas

② Follow ethical absolutism and religious relativism in a balanced manner to reflect only ethical behavior in all situations.

C-AVZ-O-FTTZ

Thus religious values in a properly interpreted way lead to ethical behaviour

④
a)

The notion of profit driven business have changed in the era of planet, people & profit approach.

Profit motive of business

① It has lead to Monopoly Capitalism

② Unsustainable development reduces

Environment richness

③ served only selfinterest not societal interest.

Social responsibilities of corporates

No, I don't think corporates compromising their core values instead it has increased their productivity.

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

Positives of
social
responsibility

① Build human resource
by investing in education
which supplies workers in
future.

② Investment on health
helps in healthy workforce
and increases productivity.

③ Focus on environment
ensure stewardship
and longterm sustainability of business
because of non resource exhaustion.

④ Business being a part
of the society produces trust among
people and act as advertisement.

Thus social responsibility should be
the core of corporate governance.

4)

b)

The traditional Vedic cultures teaches the values of "tyaga", "seva", "dharma", "dharma" to Indian wisdom which still has its application in public services.

Yes I think Values are still relevant in Public services

Values

Relevance

① "Taga" - which means renunciation that is selflessly serving the people for their interest.

=>

It helps public servant to act beyond duty and ensures anonymity in public service delivery.

Values

② "sewa" - which means making public service motive $\Rightarrow$ whole serving people.

③ daanam (charity) - public service should not $\Rightarrow$ focus on profit mindset.

④ Damaal refers to self control $\Rightarrow$

Relevance

Helps to serve with impartiality &

focus on quality of services

(EX) PM Awas Yojana constructed 2.5 crore houses.

Corporates should have

social responsibility

(EX) CSR facility of Tata & establishment of TIS

This develops

emotional intelligence

and prevents

urge to corruption

Though the values are changed in name but it has the same essence in public service.

उम्मीदवारों को इस हाथिए में नहीं लिखना चाहिए

Candidates must not write on this margin

5)

a)

Next IAS ID: MT24FLTON018, FLT004, 03-09-2024 02:52 PM

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिएCandidates
must not write
on this margin

Conflict occurs which dealing
with dual subjects which is always
an essential job for civil servants -

source of.

Conflict of interest

Conflict of authority

① When there
are two interest (ie)
Public and private
interest have take off
is called as conflict of
interest -

EX) UPSC member
interviewing his son for
interview

① Conflict of
authority happens
when there is
two source of
power, Code of
conduct, overlapping
jurisdiction and
dilemma to follow
the desired one.

EX) All India Service
Officers to follow
state government or
Center government
order

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

② It should
be guided by
the persons conscience
or moral values to
prevent this
situation.

③ In case of
violation it causes
moral consequences
such as crisis of
confidence

There should
be established
Code of ethics
to deal with this
situations.

④ Following all
India service conduct
rules to avoid this.

It causes
legal sanctions
such as judicial
bail, departmental
actions, suspensions
etc.

Thus civil servants should act
in a manner not to have conflict in
both internal & source of authority for

C-AVZ-O-FTTZ

Effective public service delivery

5) b)

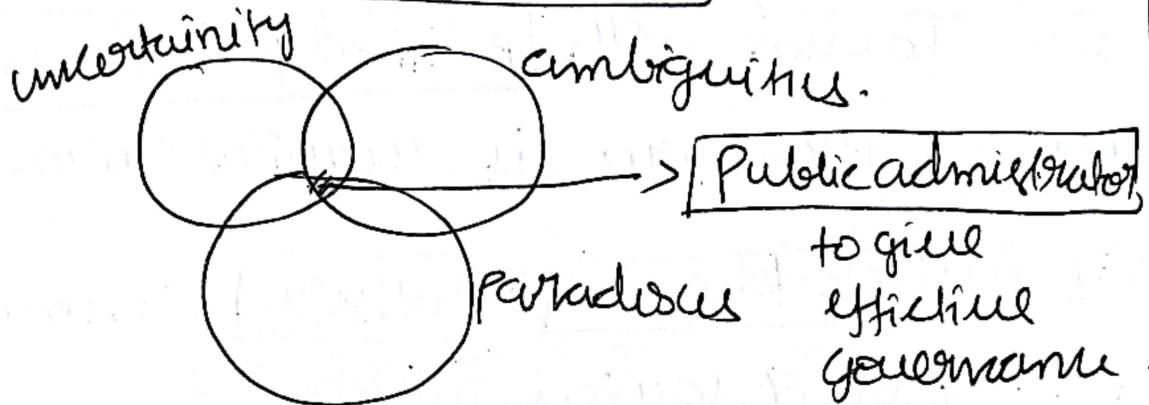
Next IAS ID: MT24FLTON018, FLT004, 03-09-2024 02:52 PM

The public administrator takes difficult situations at challenging times that requires strong inner courage.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

Domain of governance



Relevance of inner courage

① While working in matters related to description, which is not mentioned in rules it requires strong courage of conviction to do the task.

Ex: Ashok Roy while exposing Vyapam scam would have courage of conviction.

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

② There is no safe guard
to prevent actions against bonafide error
so civil servants requires inner courage
to do innovations

③ To deal with political punishments
such as transfers it requires courage.
Ex: Ashok Khemka transferred 55 times
in 20 years of service

④ To take revolutionary decisions,
unpopular decisions, for the benefit of
overall society requires courage

⑤ when there is conflict between
public life vs private values, it requires
courage to sacrifice private interest

The courage is one of the core values
of civil / public servant to fulfill public
duty.

⑥

a)

The above quote of Adam Smith signifies selfinterest should not overshadow public interest.

Feeling others & little for ourselves.

1. This part signifies the value of Compassion and empathy for others.

2. This also signifies that while exercising compassion it should be in larger public interest rather than ourselves (little for ourselves).

⇒ Youth refrain from eating & offering food to old in disaster.

Refrain our selfish & exercise benevolence.

① Don't eat in a selfish way that

is policy of teleology / utilitarianism should be limited in application since it serves self-interest.

उम्मीदवारों को इस हागिए में नहीं लिखना चाहिए

Candidates must not write on this margin

Ex) Corporates following Greedy Capitalism for profit.

Benevolent Affection

① our actions should relieve the sufferings of others

② selflessness should be the duty in public responsibility.

Ex) Following Compassionate Capitalism and corporate social responsibility.

" This should be one of the traits of public servants to act & follow Citizen centric governance "

6) b)

Power comes with absolute responsibility, without which power leads to autocracy and detrimental to society.

Power to act v & power not to act

① The virtue lies in exercise of power (ie) those who are exercise power should be morally sound & ethical

"City is better when it is governed by good man than good laws"

② Power gives you responsibility that requires responsiveness to act immediately to serve public welfare.

Ex) Immediately reacting to control law & order by police.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
जरूरिए

Candidates
must not write
on this margin

③ power to act | gives you empowerment
to relieve people of their suffering by
giving distributions | and authority

| Ex | disaster relief sanctions

Power not to act

"power corrupts, absolute power
corrupts absolutely"

① This quote gives that power
should not be misused to | prevent
corruption | | Ex | ethical fund utilization

② should not interfere in justice delivery
by | influence and partiality

③ Not using power to serve | private |
personal interest | but to serve only public

Thus it is the moral responsibility
of the person in power to not to misuse
to provide | ethical administration - |

6)

②

This quote of Socrates emphasizes that a person's self-awareness to be open for further learning.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

-> Knowing closes the possibility of learning, the moment we believe we know, the moment our brain stops learning.

-> Knowing that we know little, opens up the possibility of learning from different perspective.

-> To know what we know, it requires self-analysis of one self as it was rightly said by Socrates that

"an unexamined life is not worth living"

-> self awareness makes individual to know his limits, strength, weakness

-> It is the rationality to understand that we know only very little in this world.

"We knew as a little sand, to learn the entire ocean"

-> It also builds emotional intelligence to accept the reality of one's ignorance

-> The attitudinal change is required to make learning as a life long process.

-> lifelong learning makes individual wise & produce wisdom as one of the traits given by aristotle.

Thus this continuous selflearning process what makes humans to dominate the world & makes us an ethical animal on this planet.

उम्मीदवारों को इस हाशिए में नहीं लिखना चाहिए

Candidates must not write on this margin

Case Study

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

①

This case study gives example that How companies violates environmental concerns for their self-interest.

Ethical issues

- ① Greenwashing → promote the goods as environmental friendly, but it actually affects environment.
- ② Violates right to health - of the communities in a long run.
- ③ Violates environmental health - due to pollution comes from unethical manufacturing.
- ④ Violates morals - Following law only in letter not in spirit.

Ethical dilemma.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

- ① law vs ethics - Though it is not legally correct but it violates moral of saving environmental friendliness.
- ② Societal good vs profit - Violates societal health to generate profit for the company.
- ③ Means vs ends - practicing wrong means of production to get desired ends of profit.
- ④ Logic of convenience - It violates my own morals & at the same time I should follow company directions.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

②

Options available to me

(i) Internal audit report to be submitted as ethical & legally correct - & give clean chit to the company.

Merits	Demerits .
① Increases company profit by enhancing sales.	① Affects the health of communities in long run.
② My personal relation with company will be in good shape.	② Causes crisis of conscience in me, which is against my moral

(ii) Internal audit report to contain wisdom audit of ethical issues of Production & propose for production change.

Merits

→ uphold both law in letter & spirit

→ environmental stewardship

Demerits

→ Increase cost of production & affects profit

→ personal relation with company workers

3) **Options to choose**

It would choose the second option.

Reason

① It is not only the duty to company to earn profit but only follow the

Planet, people & profit approach.

② It is moral responsibility & by

duty as per deontology to produce correct audit report.

③ what should not be done directly,

should not also be done indirectly per moral

Thus companies should follow **compassionate Capitalism** rather than **crony capitalism**.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

- ② It is an long lasting conflicts between traditional values & rights of people which is the base for below case study.

Administrative Issues-

- ① Violation of traditional practices
by district administration in case of action.
- ② Violation of constitutional rights in case of inaction - no code of conduct to follow in these situations
- ③ Situation of raising law & order problems & communal issues & violence.
- ④ Delay in action of petition due to this ethical dilemma.

Ethical issues involved

उम्मीदवारों को
इस हार्गिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① gender discrimination - treating women as a separate entity.

② exclusion from religious services - but every one has freedom of religion.

③ Male chauvinism in the traditional cultural values which prevents women from liberation.

④ Constitutional moral Vs social moral -

In this case social moral is against constitutional morality of equality.

⑤ Communal elements - absence of peace in the society.

2) Options available to me

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

1st option

(i) neglecting woman rights & upholding traditional values & prevent the woman entry.

2nd option

(i) Inaction against petition & delay in decision to temporarily halt the problem.

3rd option

(i) Allowing woman entry into the temple & protecting woman rights along with law & order.

3) Merits & demerits of each option

1st option

Merits

religious/traditional values protected.

prevention of communal violence & law & order.

Demerits

→ Violation of women's rights & Constitutional morality
 → breaks moral issues & Crisis of conscience in me (I am a progressive person)

उम्मीदवारों को इस हाथिए में नहीं लिखना चाहिए

Candidates must not write on this margin

2nd option

Merit	Demerit
① Temporarily solves the problems & law & order situations	① It is not a permanent solution. ② Shows inability of me in taking decisions

3rd option

Merits

→ protects women's rights
 → align with moral values
 → creates progressive society

Demerits

→ Communal violence / Violation of traditional values

Course of action

① persuasion of society - citing religious texts about women - producing religious leaders to convince - Intense of not allowing - strengthening police force to prevent law & order & allow women to go inside temple . .

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

③ elections are large democratic exercise which should be ethically conducted to protect democracy.

① Issues involved in this

① Violation of moral code of conduct
in campaigning

② use of money power & buying of
votes of people.

③ Violation of human rights - beating
of videographers using muscle power.

④ Life threatening to me hinders
the process of administration & legally
wrong.

② Ethical justification of devoted to duty

→ The duty of the civil servant should not be compromised as the self interest always backs ^{up} the social interest-

→ But it is also the duty of the senior officials, government to protect the personal safety of the staffs involved.

→ This proves that if everyone follows their duty without compromise then the personal safety is also ensured & duty can also be done without any compromise.

→ And as a public staffs we should require all courage to face these situations

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

and safe guard our personal safety
at all means -

③ Course of Actions

① It requires strict enforcement
of discipline to prevent such
incidents.

② Actions should be initiated
against the members who committed
crime to boost the moral of staff and
also act as a deterrent for further

Violence

③ Taking this step as an example
request to election commission for more
CRPF personnel to establish safety.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

④ Moral persuasion of political leaders and about their role to maintain safety and security of personnel.

⑤ Centralized staff location during elections to enhance safety & security.

⑥ Ensuring & demanding lists of political parties members who deal with elections work with staffs to ensure security & be vigilant & validating their credentials.

It is duty of the electoral officers & commission to conduct free & fair elections at all cost without demotivating staffs.

④

The office bearers often face conflict of interest in day to day official duty and they should act according to ethical values.

①

Conflict of interest.

Though this case study seems like involving conflict of interest, but actually there is no conflict of interest in true sense.

Reason

① I am not a business partner to Mr. Sharma.

② Though we know him I don't have any personal close relationship with him.

③ I have followed all the principles & rules while awarding the tender.

Other Issues -

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① Competition between Sharma & Patel is not in ethical manner.

② False accusation against me.

③ Compulsory leave as a punishment without knowing the actual truth.

④ prejudice that- previous relationship should cause favoritism-

② Impartiality & Non Partisan.

① These values helps to resolve conflict of interest- and to make

ethical decisions only based on

Objectivity -) "In this case Mr.

Sharma is the most competitive bidder"

② It helps to change one attitude of prejudice in the service delivery.

Ex In this case, prejudice against me for having previous relationship with Sharma.

③ It does not produce injustice to anybody and upholds theory of justice.

Ex It does not produce injustice to Mr. Patel because Sharma is actually the competitive winner.

③ To avoid unpleasant situation

① should have maintained transparency from very beginning.

उम्मीदवारों को
इस हार्गिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

② should have refrained
from the judgement & action by openly
quoting situations of conflict of interest.

③ previously publishing the
methods for criteria of evaluation of
the projects.

④ should have included other
officials in decision making (ie) to
exercise mutual equilibrium of their
views to make decisions out of
consensus.

These situations could have been
avoided by following code of conduct
& ethics & be self vigilant of possible
allusion.

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

5.

1) Administrative issues

- 1) Not intimating the seniors - acting independently.
- 2) Transfer as a punishment for not respecting seniors.
- 3) Balance between loss of employment (ie) welfare vs efficiency for outsourcing.
- 4) lack of coordination & ^{consensus} ~~cohesiveness~~
between minister, senior and me about the issues.
- 5) Non compliance of higher officials order.

उम्मीदवारों को
इस हागिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

Ethical issues

- ① loss of livelihood - through loss of employment.
- ② organizational welfare vs employee welfare - livelihood vs efficiency of organization.
- ③ Duty to follow orders vs duty to protect subordinates welfare.
- ④ personal ego of the head to transfer me.
- ⑤ violation of code of conduct - to violate seniors order.

2) Morality of Action.

① outsourcing is not the only solution to increase the efficiency.

② It is my moral responsibility of me to ensure livelihood of subordinates who worked for the organization.

Yes, I think I am morally right

③ Government's duty is not to earn profit but to serve

the people with minimum pain & maximum pleasure (loss of job is maximum pain)

There is no code of conduct.

④ prevents officers from writing letter to the minister.

3) | My response

Next IAS ID: MT24FLT0N018, FLT004, 03-09-2024 02:52 PM

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

① go to appeal against the transfer order.

② persuading higher official about my intention of not disobeying him to but to save livelihood.

③ Again writing letter to the minister but the transfer is appeal fails & senior also not persuaded.

④ If everything fails accept transfer order, and follow judicial remedy to ensure livelihood for the subordinates.

⑤ Justification of action.

① persuasion changes mind of superior.

② appeal as a legal remedy would uphold justice.

③ A writing to minister ensure accountability of action of transfer.

④ accept transfer in accordance with code of conduct.

⑥

Ethical Issues involved in case

- ① Politician-Bureaucratic nexus
- ② Corruption and wastage of public money.
- ③ Violation of rights of people -
their entitlement to job is violated.
- ④ Affects livelihood of rural poor.
- ⑤ ethical dilemma - whether to
expose or to hide for personal gain of
myself.

**Candidates
must not write
on this margin**

options available to me

(i) Not exposing corruption and being silent.

→ good relationship between
me, officials & seniors

→ helps in promotion & corruption gives me share.

unethical behaviour

↳ breaks moral crisis in me.

2) Violent people rights

c) Corruption through misadministration.

ii) Isopoly corruption.

2) uphold ethics

- administrative efficiency

→ prevent misuse of public money

उम्मीदवारों को
इस हाथिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

Motiv. → ensures livelihood.
→ uphold duty to prevent corruption.

Demerits → only affects my personal relations.
→ May lead to threat to me or my transfer.

③ Ways of action.

① Raise the issue to the immediate seniors & try to persuade them not to involve in corruption.

② Actions to ensure rights & awareness of people, guiding them to apply for right to information to track accountability or expose corruption.

उम्मीदवारों को
इस हाशिए में
नहीं लिखना
चाहिए

Candidates
must not write
on this margin

③ If nothing works, let us a
whistle blower to expose corruption
as it ruins corruption from
happening & rights of people should
be enforced.