232978_614202_1910129962_(2023-09-05 19:51:40)

TEST CODE	6	1	4	2	0	2

FIAS – MGP 2023 – Cohort 13 Alt – Sectional Test #6

Time Allowed : Three Hours
समय : तीन घंटे

ForumIAS

Maximum Marks : 250
अधिकतम अंक : 250

GENERAL STUDIES / सामान्य अध्ययन

Name Of Candidate परीक्षार्थी का नाम	Vinay Sunil Patil		
Roll No./अनुक्रमांक	1910129962	**Medium/माध्यम**	English ☑ हिंदी ☐
Center Code/परीक्षा केंद्र	online	**Date/दिनांक**	29-8-2023

*Center Code : For Online – 1900 / Delhi : Karol bagh – 1901, ORN - 1902, Mukharji Nagar - 1903 / Patna : Boring Rd. – 2001 / Hyderabad : Jawahar Nagar - 2101

INDEX TABLE / अनुक्रमणिका

Q. No. प्र.सं.	Max. Marks अधिकतम अंक	Marks Obtained प्राप्तांक
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
Total/कुल अंक	250	

Examiner's Discretion/मूल्यांकन कर्त्ता का विवेक :

Total Marks/कुल अंक :

*Examiner's Discretion is the marks awarded at the discretion of the examiner based on your overall impression, on the basis of (but not limited to) your handwriting, presentation, use of diagrams, flowcharts, facts and figures or absolutely anything that he/she liked in your copy.

मूल्यांकन कर्त्ता का विवेक अंक, आपकी लिखावट, प्रस्तुति, आरेखों के उपयोग, फ्लोचार्ट, तथ्यों और आंकड़ों या समग्र रूप किसी अन्य विषय वस्तु, जो मूल्यांकन कर्ता को आपकी कॉपी में पसंद आयी के आधार पर (लेकिन इन्हीं तक सीमित नहीं) पर दिए गए अंक हैं।

INSTRUCTION / अनुदेश

1. Please do furnish Name, Email, Roll No and Mobile in the answer sheet.
कृपया उत्तर–पुस्तिका में नाम, ईमेल, रोल नंबर और मोबाइल नंबर भरें।

2. There are **TWELVE** questions printed in ENGLISH & HINDI, all questions are compulsory.
उत्तर पुस्तिका में अंग्रेजी/हिंदी में बारह प्रश्न दिए गए हैं, सभी प्रश्न अनिवार्य हैं।

3. The number of marks carried by a question/part is indicated against it.
प्रत्येक प्रश्न/भाग के लिए निर्धारित अंक उसके सामने अंकित किए गए हैं।

4. Answers must be written in the medium authorized in the admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided.
उत्तर प्रवेश पत्र में अधिकृत माध्यम में लिखे जाने चाहिए, जो कि दिए गए स्थान में इस प्रश्न–सह–उत्तर (क्यूसीए) पुस्तिका के कवर पर स्पष्ट रूप से लिखा जाना चाहिए।

5. Word limit in questions, if specified, should be adhered to. Any page or portion of the page left blank in the Question-Cum Answer Booklet must be clearly Struck off.
प्रश्नों में शब्द सीमा, यदि निर्दिष्ट हो, का पालन किया जाए। प्रश्न- सह–उत्तर पुस्तिका में खाली छोड़े गये किसी भी पृष्ठ या पृष्ठ के भाग को स्पष्ट रूप से काट दें।

For Student Only / केवल परीक्षार्थी प्रयोग हेतु

Start Time/प्रारंभ करने का समय : 9 AM	**End Time/समाप्त करने का समय :** 12 PM
Mode Of Examination/ परीक्षा की विधि :	Online/ऑनलाइन ☑ Offline/ऑफलाइन ☐

For Office Use Only / केवल कार्यालय प्रयोग हेतु

ECN CODE/ ईसीएन कोड :	**EG/ईजी :** ① ② ③ ④ ⑤	**Evaluation Date/ मूल्यांकन तिथि :**

Note: You can discuss your evaluated copy with the Mentor. Raise a ticket from your portal to schedule a ment call or visit the office nearest to meet mentor (all 7 days, Timings – 11 AM to 6 PM). Further if you are unsatisfied with the evaluation, you can seek re-evaluation of the copy.

EXAMINER'S REMARKS

CRITERIA FOR THE FEEDBACK SECTION AT THE END OF EACH QUESTION

1. **AWIS = Answered What is Asked.** This means whether you have addressed the core demand of the question or not. Addressing the core demand of the question gets you an objectively fair score. It is examiner's perception if you have understood the question and if you know the answer in the first place. Creative answer writing, sometimes missing the core demand, may fetch very high or very low scores, and exposes your answer to the subjectivity of the examiner.
2. **CD & VA = Content Density & Value Addition.** Examiner will evaluate the quality and quantity of your content in the answer. In the same word limit and space limit have you (a) written what is asked (b) gone beyond what is asked (c) enriched answers through combination of (but not all!) suggestions, ideas, quotes, flowcharts, diagrams, facts and figures, data etc. This affects objective components of assessment.
3. **S & F = Structure & Flow =** Whether you have structured your answer properly or not. Whether the answer has been broken into parts and sub-parts and each part has been addressed appropriately or not. Whether the flow of the answer is maintained. Affects both subjective and objective components of assessment.
4. **P & R =** How your answer performs on the criteria of **presentation, ease of read, clarity and apparent effort** in writing the answer. This affects the subjective components of assessment.

Section - A

Q.1) a) Where the roots of private virtue are diseased, the fruit of public probity cannot but be corrupt. What do you understand by probity? Discuss ways of inculcating probity in public life.

(10 marks, 150 words)

जहाँ निजी हित की जड़ें रोगग्रस्त हैं, वहाँ लोक निष्ठा (ईमानदारी) का फल विकृत नहीं हो सकता। लोक निष्ठा (ईमानदारी) से आप क्या समझते हैं? सार्वजनिक जीवन में लोक निष्ठा (ईमानदारी) उत्पन्न करने के तरीकों पर चर्चा कीजिए।

(10 अंक, 150 शब्द)

Probity refers to a general master concept that includes ~~intu~~ integrity, emotional intelligence and other aspects of ethical behaviour.

1) It applies to both public as well as private life but generally refers to professional aspect in institutional case.

2) It is amalgamation of all morals, values & principles together.

central vigilance commission (CVC) in order to promote probity in governance, given following ways:

1) Use of technological tools such as e-governance, e-Audit etc.

2) tools for promoting transparency & accountability such as social Audit, Right to information, citizen charter.

3) Grievance Redressal mechanisms & public awareness about it.

4) Training & capacity building of of public servants at all levels.

5) Transformational leadership. ex-IAS officer T.N. Seshan and Sukumar sen in conducting crucial elections.

6) Transparent performance appraisal & evaluation of performance.

7) Instrumental conditioning - Reward & punishment mechanism.

Thus, if roots of virtue are diseased, fruits will be corrupt.

b) Evaluate the role of citizen's charter in making governance citizen centric. Also, recommend some measures to make citizen's charters more effective. (10 marks, 150 words)

शासन को नागरिक केन्द्रित बनाने में नागरिक चार्टर की भूमिका का मूल्यांकन कीजिए। इसके अलावा, नागरिक चार्टर को अधिक प्रभावी बनाने के लिए कुछ उपायों की सिफारिश कीजिए। (10 अंक, 150 शब्द)

citizen charter refers to set of commitments by an organization to citizens related to services performed by it.

1) Introduced in UK in 1991 and India adopted in 1997.

Role of citizen charter

1) commitment of organization gets mentioned explicitly, making citizen aware and administration more responsible.

2) provides ways for grievance redressal if services promised are not delivered

3) creates pressure on the system to perform services in a time bound manner.

4) makes governance citizen friendly

enhances people's participation in it.

making it effective

1) Framing of citizen charter
   - involve local level functionaries
   - ensure the functionaries are capable to do it & provide adequate resources to do so.

2) citizen awareness about services and grierance redressal measures.

3) make it reader friendly, easy to access and address language issues.

4) integration of top-down & bottom-up approach in all stages.

5) Allow local level minor modifications without altering the basic structure.

Thus, it can become more effective through proactive measures involving all stakeholders.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.2) a) Differentiate between the following: (10 marks, 150 words)
(i) code of conduct and code of ethics
(ii) Accountability and responsibility

निम्नलिखित के बीच अंतर स्पष्ट कीजिए : (10 अंक, 150 शब्द)
(i) आचार संहिता और नैतिक संहिता
(ii) उत्तरदायित्व और जवाबदेही

Code of conduct	code of ethics
1) refers to set of specific behaviour expected by the person involved.	1) refers to set of values, principles that are involved in the process.
2) specific & narrow in nature.	2) Broad & general in nature
3) Minimalist view - external locus of control.	3) Maximalist view - Internal locus of control
4) gives immediate solution in times of emergency	4) doesn't give immediate solution in emergency
5) descriptive nature	5) prescriptive nature
6) less scope for interpretation	6) Interpretation possible
7) guides Action of individual	7) Guides decision making
8) objective in nature.	8) more subjective in nature

Accountability	Responsibility
1) Refers to render your account for scruting by others	1) Refers to sense of job or duty that you are expected to carry out.
2) It is responsibility but imposed upon the person by external player.	2) It is internal feeling that a particular job belongs to you
3) The audit takes place externally	3) takes place internally
4) External locus of control	4) Internal locus of control.
5) Tools to ensure indwide technology	5) Moral responsibility is used.
ex- social Accountability of Leaders.	ex - moral responsibility by leaders like Lalbahadur shastri after rail accident

Feedback
(For OFFICE use only)

#	Ⓖ	Ⓐ	Ⓟ
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

b) While successful managers make profit for their organizations, it is leaders who build successful organizations. In light of this statement, differentiate between a manager and a leader. Examine why leadership is considered a foundational value for a civil servant. (10 marks, 150 words)

सफल प्रबंधक अपने संगठनों के लाभ के लिए कार्य करते हैं, जबकि एक नेता सफल संगठनों का निर्माण करते हैं। इस कथन के आलोक में एक प्रबंधक और एक नेता के बीच अंतर स्पष्ट कीजिए। परीक्षण कीजिए कि नेतृत्व को एक सिविल सेवक के लिए एक मूलभूत मूल्य माना जाता है। (10 अंक, 150 शब्द)

Manager and leaders are an important part of any organization performing task at different levels.

1) Manager is mainly responsible for conduct operations.
Leader is responsible with decision making related to vision, mission, principles and policies.

2) Manager takes care at micro level about management of resources, efficiency & profit.
Leaders work at macro level about policy making and way ahead.

3) managers take best out of human & material resources available.
- Leaders formulate principles that make an organization efficient.

4) Managers - implement policy
ex- public servants - executive

Leaders - make policy
- ex. Legislators

Leadership & civil servant

1) civil servant are responsible for managing public resources, carry great authority and expectations.

2) leadership helps obtain best results in the form of output & outcome.

3) It is also important to address inequalities, do justice and make best use of scarce resources available

4) ex- during election times, civil servants perform with most efficiency

5) ex- Management during disasters.
ex - odisha cyclone.

Thus, leadership is a foundational value for civil servants.

Feedback
(For OFFICE use only)

#	Ⓖ	Ⓐ	Ⓟ
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.3) a) Right to Information Act, 2005, aims to make the governance process transparent and accountable, however, the sunshine legislation is beset with several challenges. Analyse.

(10 marks, 150 words)

सूचना का अधिकार अधिनियम, 2005 का उद्देश्य शासन प्रक्रिया को पारदर्शी और जवाबदेह बनाना है, हालांकि, यह व्यापक (Sunshine) कानून कई चुनौतियों से घिरा हुआ है। विश्लेषण कीजिए।

(10 अंक, 150 शब्द)

Right to Information Act brought in 2005 aims to change the governance towards accountable & transparent mode.

1) It makes citizens empower by giving right to access public information and hold govt. accountable

2) It is also in respect of fundamental right to freedom of speech & expression in Art 19 (1).

3) Information (Data) considered as new oil and access to it is important to ensure transparency.

challenges with RTI

1) Pending Application - slow rate of disposal of application has led to pending.

2) lack of Infrastructure capacity with Administration to gather information, process it and disclose.

3) Frivulous applications - for unnecessary purpose and asking information without serious purpose.

4) Attitude and sensitivity to disclose information - colonial mindset of secrecy.

5) classifying information as secret and not allowing exposure.

6) personal gains - such as use of info. for phd thesis.

Thus, it can be made even better through technological shift, attitudinal training, public awareness and culture of transparency.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

b) Uniform Civil Code (UCC) aims to create a common set of laws governing personal matters, such as marriage, divorce, inheritance, and adoption, irrespective of individuals' religious affiliations. In the context of the ongoing discourse on UCC in India, examine the challenges that arise when attempting to reconcile legal principles with diverse moral considerations. To what extent should the law be influenced by moral/religious principles? (10 marks, 150 words)

समान नागरिक संहिता (यूसीसी) का उद्देश्य व्यक्तियों की धार्मिक संबद्धताओं के बावजूद, विवाह, तलाक, विरासत और गोद लेने जैसे व्यक्तिगत मामलों को नियंत्रित करने वाले कानूनों का एक सामान्य सेट बनाना है। भारत में यूसीसी पर चल रही चर्चा के संदर्भ में, विभिन्न नैतिक विचारों के साथ कानूनी सिद्धांतों के बीच सामंजस्य स्थापित करने का प्रयास करते समय उत्पन्न होने वाली चुनौतियों का परीक्षण कीजिए। कानून किस हद तक नैतिक/धार्मिक सिद्धांतों से प्रभावित होना चाहिए? (10 अंक, 150 शब्द)

Uniform civil code comes under Article 44 of Directive principles of State policy in part IV of constitution

1) It aims to create common law for personal law relations of all citizens.

2) It is thought out to address various inequalities & injustices present in orthodox personal laws. ex- Triple talaq.

challenges

1) opposition from orthodox sections of society opposing interference through law by government.

2) Freedom of religion granted in Art - 25 - 30 in constitution.

3) challenge to secularism principle in preamble and in basic structure.

4) Attempting to reconcile the diversity of communities & that of personal laws.

Law influence by moral principles

1) UCC must take interest of all majority & minority stakeholders before formulation & implementation.

2) There are some good practices present in personal laws, so, totally ignoring religious principles won't be good.

3) It should not be totally reflecting majority community's interests.

4) It should be flexible enough to allow communities to adjust.

Thus, greater deliberation is the need of hour related to UCC.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.4) a) "Why should a man be moral? Because it strengthens his will." – Swami Vivekanand. In this perspective, discuss the significance of morality for bringing efficiency and effectiveness in public administration. Do you think moral rigidity can be a hindrance in good governance?

(10 marks, 150 words)

"मनुष्य को नैतिक क्यों होना चाहिए? क्योंकि यह उसकी इच्छाशक्ति को मजबूत करता है।" – स्वामी विवेकानन्द। इस परिप्रेक्ष्य में, लोक प्रशासन में दक्षता और प्रभावशीलता लाने के लिए नैतिकता के महत्व पर चर्चा कीजिए। क्या आपको लगता है कि नैतिक कठोरता सुशासन में बाधा बन सकती है?

(10 अंक, 150 शब्द)

The above quote by swamiji reflects the need of morality for strong willpower which is the basis to deal with all great challenges.

significance of Morality

1) Morality brings the element of Empathy in administration which drives it towards justice and effective delivery of services.

2) Morality helps the civil servants to be more creative, innovative and find solutions to pressing problems

ex - Kiran bedi - reformative justice work in Tihar Jail.

3) Morality helps reduce corrupt practices, thus helping administration in efficiency & effectiveness.

4) Transparency & accountability through Right to info., citizen charter and social Audit.

Moral rigidity

1) society is dynamic & evolving.
2) It is also highly inequal in terms of resources access.
3) Thus moral rigidity makes the administration confined to set standards.
4) It hinders its evolution, its innovativeness.

ex- Moral Rigidity hinders adoption of ICT technologies which has been game changer in service delivery.

Thus, a balance between rigidity & flexibility is crucial to make administration effective & responsive.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

b) Various practices and policies are implemented to uphold transparency, fairness, and accountability within administrative systems, encompassing both advantageous and disadvantageous aspects for the stakeholders involved and the overall administrative framework. Explore the ethical considerations that arise from the design and implementation of these administrative practices aiming to foster effective governance.

(10 marks, 150 words)

प्रशासनिक प्रणालियों के भीतर पारदर्शिता, निष्पक्षता और उत्तरदायित्व को बनाए रखने के लिए विभिन्न प्रथाओं और नीतियों को लागू किया जाता है, जिसमें शामिल हितधारकों और समग्र प्रशासनिक ढांचे के लिए लाभप्रद और नुकसानदेह दोनों पहलुओं को शामिल किया जाता है। प्रभावी शासन को बढ़ावा देने के उद्देश्य से इन प्रशासनिक प्रथाओं के निर्माण और कार्यान्वयन से उत्पन्न होने वाले नैतिक विचारों का अन्वेषण कीजिए।

(10 अंक, 150 शब्द)

Good governance requires regular evolution of practices & policies to make efficient service delivery.

These include e-governance, citizen charter, social Audit, Direct benefit transfer, RTI etc.

Ethical considerations

1) Inclusivity - not taking account of all the minority stakeholders while designing a policy leads to exclusion.

ex - differently abled people (blind) excluded from digital services

2) Digital Divide - Access to internet & mobile connectivity creates divide when ICT led governance measures such as DBT are adopted.

3) cyber crimes
- when governance shifts digital, illiterate and unaware population gets exploited by cyber criminals.

4) lack of grievance redressal
- leads to inaccess to justice.

5) e-KYC - issues in fingerprint & iris scanning leads to exclusion of governance benefits.

6) citizen charter - implementation not proper where sensitivity is lacking.

7) online tools for social Audit but lack of access to effective information makes it redundant.

Thus, there are ethical issues like Justice, divide, inclusion, exclusion when such measures are adopted.

Addressing them to make it more & more ethical is the way forward.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.5) a) Civil servants who embody emotional intelligence exhibit a profound understanding of the human aspect of governance, enabling them to cultivate meaningful relationships, foster cooperation, and drive positive change. Examine ways in which Emotional Intelligence can be inculcated in civil servants.

(10 marks, 150 words)

सिविल सेवक जो भावनात्मक बुद्धिमत्ता का प्रतीक हैं, शासन के मानवीय पहलू की गहन समझ प्रदर्शित करते हैं, जिससे वे सार्थक रिश्ते विकसित करने, सहयोग को बढ़ावा देने और सकारात्मक बदलाव लाने में सक्षम होते हैं। उन तरीकों की परीक्षण कीजिए जिनसे सिविल सेवकों में भावनात्मक बुद्धिमत्ता विकसित की जा सकती है।

(10 अंक, 150 शब्द)

Emotional Intelligence refers to ability of an individual to understand emotions of others and utilise & handle them for overall gains.

1) It makes civil servants empathetic, driving compassion and handling crucial situations.

ex- during covid times - humane nature of civil servants.

2) It implements the public policy in both letter as well as spirit

ex - Swaccha Bharat Mission implementation - drive positive change.

ways to Inculcate

1) Daniel Goleman has given components of EI, they can be cultivated accordingly working on each part.

2) Understanding of concept of working of emotions, intelligence & components of it.

3) Proper Training, Mid career training & learning modules.
ex- Mission Karmyogi

4) Instrumental conditioning through Reward & punishment.

5) Including it as criteria in Annual performance Appraisal and while considering merit for selection to a post.

6) Transformational leadership to drive motivation towards it.

7) sensitization aspect.

Thus, working on multiple fronts will help civil servants be made more emotionally intelligent.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

b) The challenges posed by the corporate sector's impact on climate, environmental sustainability, and living conditions has highlighted the need for responsible and inclusive business practices. In this direction, the contemporary discourse on corporate governance is emphasizing the interconnectedness of environmental, social, and governance (ESG) factors. Evaluate the ESG framework in equipping the corporate world with the capabilities to fulfill its social roles and responsibilities.

(10 marks, 150 words)

जलवायु, पर्यावरणीय स्थिरता और रहने की स्थिति पर कॉर्पोरेट क्षेत्र के प्रभाव से उत्पन्न चुनौतियों ने जिम्मेदार और समावेशी व्यावसायिक प्रथाओं की आवश्यकता पर प्रकाश डाला है। इस दिशा में, कॉर्पोरेट प्रशासन पर समकालीन चर्चा पर्यावरण, सामाजिक और शासन (ईएसजी) कारकों के अंतर्संबंध पर जोर दे रही है। कॉर्पोरेट जगत को अपनी सामाजिक भूमिकाओं और जिम्मेदारियों को पूरा करने की क्षमताओं से लैस करने में ईएसजी ढांचे का मूल्यांकन कीजिए।

(10 अंक, 150 शब्द)

As India adopted LPG reforms post 1990, role of corporate has increased in public sphere since then.

- power comes with responsibility and hence corporate today has biggest responsibility than in the past

Environmental

1) Addressing pollution & climate change through adoption of technological innovations that are eco-friendly.

2) Ex - release of untreated waste by industries in water bodies has social impact on poor people's drinking water needs & Agriculture water needs.

Social Role

- corporate social responsibility needs to be implemented in letter as well as series with follow-up of output as well as outcome framework.

Ex - depositing CSR spending in PM/CM relief fund is not best use.

Governance Role

- As capital Market is expanding, common public is investing in corporate bonds & shares ex- Mutual funds.
- Thus, corporate governance is more crucial as savings are channelized towards it.

ex - Bank scams & wilful defaulters by companies leading to loss of public money.

Thus, Environmental, social & governance impact the overall responsibilities.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.6) What does each of the following quotation mean to you?

निम्नलिखित में से प्रत्येक उद्धरण का आपके लिए क्या अर्थ है?

a) "Honesty is the first chapter in the book of wisdom"-Thomas Jefferson (10 marks, 150 words)

'ईमानदारी ज्ञान की पुस्तक में पहला अध्याय है' – थॉमस जेफरसन (10 अंक, 150 शब्द)

Thomas Jefferson refers to link of honesty with wisdom with beginning and the end value link.

1) Honesty refers to adherance to rules & regulations without incorporation of any corrupt element.

2) Wisdom is the application of knowledge to solve the real life problems around us.

3) Wisdom finds truth and honesty is the basic requirement to be true.

4) Without honesty, wisdom becomes a potent tool for misuse for unethical gains.

5) With honesty, wisdom helps to achieve rightful gains within ethics framework.

6) In addition to honesty, wisdom requires knowledge, its analysis, its application & overall understanding

7) To be honesty, one needs to be guided by motivation towards just & ethical values of truth & transparency.

8) To be wise, one needs a maturity of thought & mindset to utilise the available resources.

9) so, wisdom starts with honesty giving a solid framework on which structures can be built.

10) Ex The example of Gandhiji, who focuses on truth is his honesty aspect, but the non-violence is his wisdom against the mighty & powerful.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

b) "When I do good, I feel good, when I do bad, I feel bad, and that is my religion" – Abraham Lincoln. (10 marks, 150 words)

"जब मैं अच्छा करता हूं, तो मुझे अच्छा लगता है; जब मैं बुरा करता हूं, तो मुझे बुरा लगता है। यही मेरा धर्म है" – अब्राहम लिंकन (10 अंक, 150 शब्द)

The quote above refers to influence of elements of goodness & badness as link to religion.

1) Do good, feel good

- element reflected in many religions such as element of service in sikhism, truth & non-violence in buddhism and Right faith, Right conduct & Right knowledge in Jainism.

2) Do Bad, feel bad

- This element is reflected in - Adharma in Hinduism, Haram in Islam and Hatred in Christianity.
- violence in Buddhism, Jainism

3) That is my religion

- Here Abraham lincoln links the universal elements found across all the religions as components of a universal religion.

4) All religions teaches a single common message to differentiate between good & bad elements.

5) Interpretations of religious teachings is what has caused tensions between religions.

otherwise no religion teaches one hatred, violence or extremism.

so, one should understand the true meaning of religious teachings in its spirit & follow principle of humanity as universal.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

c) "Real change, enduring change, happens one step at a time." – Ruth Bader Ginsburg.

(10 marks, 150 words)

"वास्तविक परिवर्तन, स्थायी परिवर्तन, एक समय में, एक कदम होता है।" – रूथ बेडर गिन्सबर्ग

(10 अंक, 150 शब्द)

"change is the ultimate constant"

they say, with steady and step by step progress.

Real change

1) change refers to evolution towards ideal, ethical and good behaviour.

2) Real change is sustainable and works at deeper levels rather than superficial modifications.

ex - Attitude of society towards dowry, sati & gender equality.

Enduring change

1) which last long, it works on the minds of the people & changes them through internal locus of control.

ex - change of Attitude of tribal people affected by extremism towards governance initiatives.

one step at a time

1) changes occur slowly, gradually as the forces of persuasion take its own time to change minds.
ex- Acceptance of love marriages in society.

2) Imposition of change through forceful measures by manipulation using coercion doesn't last long.
ex- population control through sterilisation rather than awareness of family planning.

3) Forceful change may backfire on govt. as society is not adaptable to sudden change.
ex- British opposed by tribal revolts

Thus, Enduring & Real change takes step by step through persuasion & not through manipulation.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Section - B

Q.7) Prachinmath is a pilgrim town nestled in the laps of Himalayas. The town is part of one of the border states of the country. It serves as the base for a highly revered and well-known pilgrimage undertaken by millions of people every year. The people of Prachinmath, who are largely from a close-knit community of Pahadi tribe, have lived in the area for several generations. The Pahadi people, since many generations, have developed a lifestyle which is integral to the ecosystem of Prachinmath. The traditional knowledge of the tribe passed from one generation to other have helped the people in living with the environment in a sustainable manner. The people of Prachinmath worshipped the local deity, and believed it to be their destiny to live in the region in a peaceful and harmonious way.

However, the increasing pace of unplanned development, uncontrolled religious tourism, creation of strategic infrastructure etc., in the contemporary times have fundamentally altered the minimalistic nature of relationship that the people of Prachinmath had with the local/fragile environment. Prachinmath Bachao Committee (PBC), a civil society organization of Pahadi tribals, has consistently opposed the unbridled and brazen exploitation of the resources of Prachinmath. They have through petitions, jan sabhas, nukkad nataks etc., highlighted the grave consequences of the unsustainable development model that the state and the Union governments were adopting for Prachinmath. However, their petitions had fallen on deaf ears. Moreover, the government justified the infrastructure creation in Prachinmath in order to cater to its strategic and religious significance.

The problems came to a head when the government decided to construct a tunnel in Prachinmath, in order to generate hydroelectricity. The PBC as well as prominent geologists of the country vehemently opposed the idea citing its negative impact upon the region. The scientific community was of the opinion that as Prachinmath sits on geological fault lines and is built on a debris of a landslide, any large-scale construction may cause irreparable damage to the environment. Nevertheless, the government went ahead with the project, constructing the tunnel in a record time, citing its necessity for the energy security of the country. Even many economists were of the opinion that increased energy capacity will help India curtail its import bill. Such steps were hailed by the government as the stepping stone of the country towards strategic autonomy.

The worst fears of the local and scientific communities came true when the houses in Prachinmath started showing large cracks. The reason for the crack, as found out after a detailed study, was attributed to the subsidence of land in Prachinmath. The sinking of the land, development of large cracks, collapsing of the buildings etc., caught the attention of social, electronic, and print media alike. Overnight, Prachinmath became the talk of the country. Even the international media highlighted the episode, and the existential threat that it posed to the local communities as well as the environment. The state and Union governments swung into action and formed an expert committee, comprising of scientists, bureaucrats, NDRF/SDRF personnel etc., to look into the matter. The committee advised the government to evacuate Prachinmath completely, as the sinking of the land was continuing. Working on the recommendations of the committee, government prepared a detailed resettlement and rehabilitation plan for the people of Prachinmath.

The Pahadi people, who squarely blamed the government for the crisis, felt cheated by the actions of the government and refused to evacuate from Prachinmath, the place of their ancestors.

a) What are the various conflicting interests in the above case study.

b) As a DM of the district in which Prachinmath falls, how will you convince the people to evacuate from the area?

c) What can we do to avoid such situations in the future. (20 marks, 250 words)

प्राचीनमठ हिमालय की गोद में बसा एक तीर्थ नगर है। यह शहर देश के सीमावर्ती राज्यों में से एक का हिस्सा है। यह हर साल लाखों लोगों द्वारा की जाने वाली अत्यधिक पूजनीय और प्रसिद्ध तीर्थयात्रा के लिए महत्वपूर्ण स्थल के रूप में कार्य करता है। प्राचीनमठ के लोग, जो मुख्यतः पहाड़ी जनजाति के घनिष्ठ समुदाय से हैं, कई पीढ़ियों से इस क्षेत्र में रह रहे हैं। पहाड़ी लोगों ने, कई पीढ़ियों से, एक ऐसी जीवन शैली विकसित की है जो प्राचीनमठ के पारिस्थितिकी तंत्र का अभिन्न अंग है। जनजाति का पारंपरिक ज्ञान एक पीढ़ी से दूसरी पीढ़ी तक हस्तांतरित होने से लोगों को पर्यावरण के साथ टिकाऊ तरीके से रहने में मदद मिली है। प्राचीनमठ के लोग स्थानीय देवता की पूजा करते थे, और मानते थे कि इस क्षेत्र में शांतिपूर्ण और सौहार्दपूर्ण तरीके से रहना उनकी नियति है।

हालाँकि, समकालीन समय में अनियोजित विकास, अनियंत्रित धार्मिक पर्यटन, रणनीतिक बुनियादी ढांचे के निर्माण आदि की बढ़ती गति ने प्राचीनमठ के लोगों के स्थानीय/ संवेदनशील पर्यावरण के साथ संबंधों की न्यूनता प्रकृति को मौलिक रूप से बदल दिया है। पहाड़ी आदिवासियों का एक नागरिक समाज संगठन, प्राचीनमठ बचाओ समिति (पीबीसी) ने प्राचीनमठ के संसाधनों के बेलगाम और खुलेआम दोहन का लगातार विरोध किया है। उन्होंने याचिकाओं, जन सभाओं, नुक्कड़ नाटकों आदि के माध्यम से उस अस्थिर विकास मॉडल के गंभीर परिणामों पर प्रकाश डाला है जिसे राज्य और केंद्र सरकारें प्राचीनमठ के लिए अपना रही हैं। हालाँकि, उनकी याचिकाएँ अनसुनी कर दी गईं। इसके अलावा, सरकार ने अपने रणनीतिक और धार्मिक महत्व को पूरा करने के लिए प्राचीनमठ में बुनियादी ढांचे के निर्माण को उचित ठहराया।

समस्याएँ तब सामने आईं जब सरकार ने पनबिजली उत्पन्न करने के लिए प्राचीनमठ में एक सुरंग बनाने का निर्णय लिया। पीबीसी के साथ–साथ देश के प्रमुख भूवैज्ञानिकों ने इस क्षेत्र पर इसके नकारात्मक प्रभाव का हवाला देते हुए इस विचार का पुरजोर विरोध किया। वैज्ञानिक समुदाय की राय थी कि चूँकि प्राचीनमठ भूवैज्ञानिक भ्रंश रेखाओं पर स्थित है और भूस्खलन के वाले क्षेत्रों पर बना है, इसलिए किसी भी बड़े पैमाने पर निर्माण से पर्यावरण को अपूरणीय क्षति हो सकती है। फिर भी, सरकार ने देश की ऊर्जा सुरक्षा के लिए इसकी आवश्यकता का हवाला देते हुए, रिकॉर्ड समय में सुरंग का निर्माण करते हुए परियोजना को आगे बढ़ाया। यहां तक कि कई अर्थशास्त्रियों की भी राय थी कि ऊर्जा क्षमता बढ़ने से भारत को अपने आयात बिल को कम करने में मदद मिलेगी। सरकार द्वारा इस तरह के कदमों को देश की रणनीतिक स्वायत्तता की दिशा में पहला कदम बताया गया।

स्थानीय और वैज्ञानिक समुदायों की सबसे भयावह आशंका तब सच साबित हुई जब प्राचीनमठ के घरों में बड़ी दरारें दिखाई देने लगीं। विस्तृत अध्ययन के बाद पता चला कि दरार का कारण प्राचीनमठ में भूमि का धंसना बताया गया है। भूमि के धंसने, से बड़ी–बड़ी दरारें पड़ने, इमारतों के ढहने आदि ने सामाजिक, इलेक्ट्रॉनिक और प्रिंट मीडिया का ध्यान समान रूप से खींचा। रातों–रात प्राचीनमठ देश भर में चर्चा का विषय बन गया। यहां तक कि अंतरराष्ट्रीय मीडिया ने भी इस प्रकरण और स्थानीय समुदायों के साथ–साथ पर्यावरण के लिए अस्तित्व संबंधी खतरे को उजागर किया। राज्य और केंद्र सरकारें हरकत में आईं और इस मामले को देखने के लिए वैज्ञानिकों, नौकरशाहों, एनडीआरएफ/एसडीआरएफ कर्मियों आदि को शामिल करते हुए एक विशेषज्ञ समिति का गठन किया। समिति ने सरकार को प्राचीनमठ को पूरी तरह खाली कराने की सलाह दी, क्योंकि भूमि का धंसना जारी था। समिति की सिफारिशों पर काम करते हुए, सरकार ने प्राचीनमठ के लोगों के लिए एक विस्तृत विस्थापन और पुनर्वास योजना तैयार की।

पहाड़ी लोग, जिन्होंने संकट के लिए सीधे तौर पर सरकार को दोषी ठहराया था, सरकार के कार्यों से ठगा हुआ महसूस कर रहे थे और उन्होंने अपने पूर्वजों के स्थान प्राचीनमठ को खाली करने से इनकार कर दिया।

a) उपरोक्त केस स्टडी में विभिन्न परस्पर विरोधी हित क्या हैं?

b) जिस जिले में प्राचीनमठ पड़ता है, वहां के डीएम के रूप में आप लोगों को इलाका खाली करने के लिए कैसे मनाएंगे?

c) भविष्य में ऐसी स्थितियों से बचने के लिए हम क्या कर सकते हैं? (20 अंक, 250 शब्द)

The case study represents an area called prachinmath, which was facing ecological crisis when it faced the adverse impacts of development in the region.

Conflicting interests

1) Economy (vs) Ecology

- Economic experts have sighted infrastructure development to get economic gains, reduce import bill through hydroelectricity.
- Ecological experts have stressed on adverse impacts of project if sustainable development is not adopted.

2) Locals of Prachinmath (vs) Rest of the country.

- The interest of locals lay in sustainable practices that develop

the region without endangering its safety & security.

- Rest of the country's interest lie in hydropower generation & infrastructure connectivity.

3) Pilgrimage (vs) Economy.

- The local economy rests on visit of pilgrims which will get reduced if disasters & evacuation happens.
- The interest of visitors lie in better infrastructure facilities to access the pilgrimage site.

4) Rehabilitation & sense of cheating

- Govt is focusing on rescue and rehabilitation for safety & security of Pahadi people.
- The people felt cheated as they lost their homes to false promise.

of development by govt & ignorance of ecological consideration

Convincing the people as DM

1) The people are feeling cheated by govt, so, utmost empathy & sensitivity needs to given.

2) Taking religious & community leaders into confidence and convincing them first to help administration to evacuate the area.

3) Issuing advisories about the potential impact of disasters that may arise in coming time.

4) Taking confidence about the detailed planning of whole evacuation process & assuring them utmost care and confidence

5) Prioritising the most vulnerable first, addressing the heads of

families about the emergencies of time.

To avoid in future

1) Proper Environment Impact Assement of any major & minor project in such critical locations.

2) Including public stakeholders, community leaders, local level governments in the process.

3). consultations & public deliberations to take local views in consideration to achieve economy & ecology in a fair balance.

4) Adoption of best practices of sustainability so as to achieve inclusion & sustainable development.

Thus, Principles of Justice must be ensured through effective handling.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.8) Vihar is a state in the Northern part of the country. Prohibition laws in the state completely ban the storage, possession, sale, and consumption of liquor in any form. Despite the ban, the liquor mafia in the state has succeeded in supplying spurious liquor through various illegal dens. The activities of liquor mafia flourish under the nose of both the civil administration and the police department. Many Civil Society Organizations, women organizations etc., on numerous occasions complained to the authorities about the illegal production, sale, and consumption of liquor, but their complaints have fallen on deaf ears, and no substantial action was taken by the government to curb the menace.

As fate would have it, one day there was an unfortunate incident when a large group of fifty construction labourers died after consuming spurious liquor from an illegal den being operated by the mafia. Many of the victims were sole bread winners of their families. While the state was clear on its position that consuming liquor in the state was an illegal activity that warrants no sympathy or compensation (for the next of kin) from the government, families of the victims and also many CSOs were demanding compensation for the families of the deceased construction laborers.

The incident got both national and international coverage in print, electronic, as well as the social media. The pressure on the state government was mounting to amicably resolve the issue.

Anjali is posted as the Joint Secretary in the Secretariat. The CM has asked her to create a detailed report on how should the state government handle this crisis.

a) Under the given circumstances, what measures should Anjali recommend to handle the above crisis.

b) Critically evaluate the decision of state government to not compensate the victims of spurious liquor.

(20 marks, 250 words)

बिहार देश के उत्तरी भाग में स्थित एक राज्य है। राज्य में शराबबंदी कानून किसी भी रूप में शराब के भंडारण, कब्जे, बिक्री और खपत पर पूरी तरह से प्रतिबंध लगाता है। प्रतिबंध के बावजूद राज्य में शराब माफिया विभिन्न अवैध अड्डों के माध्यम से नकली शराब की आपूर्ति करने में सफल रहे हैं। शराब माफिया की गतिविधियां नागरिक प्रशासन और पुलिस विभाग दोनों की नाक के नीचे पनपती हैं। कई नागरिक समाज संगठनों, महिला संगठनों आदि ने कई मौकों पर अधिकारियों से शराब के अवैध उत्पादन, बिक्री और खपत के बारे में शिकायत की, लेकिन उनकी शिकायतों को अनसुना कर दिया गया, और सरकार द्वारा खतरे को रोकने के लिए कोई ठोस कार्रवाई नहीं की गई।

जैसा कि भाग्य को मंजूर था, एक दिन एक दुर्भाग्यपूर्ण घटना घटी जब माफिया द्वारा संचालित एक अवैध अड्डे से जहरीली शराब पीने के बाद पचास निर्माण मजदूरों के एक बड़े समूह की मृत्यु हो गई। पीड़ितों में से कई अपने परिवार के एकमात्र कमाने वाले थे। जबकि राज्य अपनी स्थिति पर स्पष्ट था कि राज्य में शराब का सेवन एक अवैध गतिविधि है जिसके लिए किसी सहानुभूति की आवश्यकता नहीं है, पीड़ितों के परिवार और CSOs भी मृत निर्माण मजदूरों के परिवारों के लिए मुआवजे की मांग कर रहे थे।

इस घटना को प्रिंट, इलेक्ट्रॉनिक और साथ ही सोशल मीडिया में राष्ट्रीय और अंतर्राष्ट्रीय कवरेज मिला। राज्य सरकार पर इस मुद्दे को सौहार्दपूर्ण ढंग से सुलझाने का दबाव बढ़ रहा था।

अंजलि सचिवालय में संयुक्त सचिव के पद पर तैनात हैं। सीएम ने उनसे एक विस्तृत रिपोर्ट बनाने को कहा है कि राज्य सरकार को इस संकट से कैसे निपटना चाहिए।

a) दी गई परिस्थितियों में अंजलि को उपरोक्त संकट से निपटने के लिए क्या उपाय सुझाने चाहिए?

b) जहरीली शराब के पीड़ितों को मुआवजा न देने के राज्य सरकार के निर्णय का आलोचनात्मक मूल्यांकन कीजिए।

(20 अंक, 250 शब्द)

In this case study, Anjali, Joint secretary has to prepare a report to CM to handle a situation in which people are killed after drinking spurious liquor in a state that has banned it. The issue of compensation to deceased families has been highlighted.

Measures Anjali should recommend

1) The recommended measures will focus on two aspects
   - i) Addressing the spurious liquor issue and punishing the whole chain which led this to happen.
   - ii) Addressing the demand for compensation of the victim families

2). The secretariat ACM should first contact the local level officers in the Area, the DM of the

District & take note of existing situation.

3) An inquiry committee of experts can be setup and media can be assured about the fair and transparent inquiry.

4) Immediate arrest of convicts & suspects so that faith in seriousness of govt. can be seen.

5) The CM can also be asked to visit the area or send minister of local MLA to visit the families & assure govt. support.

6) so, it is about working on multiple fronts through DM, local govt, local officers, local MLA and media.

Decision not to compensate

1) It is the duty of state govt to stop consumption of Alcoholic drinks under Directive Principles of state policy in part IV of constitution.

2) The Administrative chain is itself involved in continuation of illegal businesses, so, rather than people, administration is more responsible in the first place

3) Bread winners of family have died and such family now may go into poverty if adequate help is not provided.

4) The media is mounting pressure on effectiveness of banning liquor measures on ground and the

opposition may also pressurize the govt.

5) on the other hand it may set a bad precedent to keep compensating the people even when they have commited wrong by consuming harmful liquor.

6) so, measures work on two fronts

- Address administrative inefficiencies in handling illegal businesses & inability to control.
- create awareness in public about not consuming spurious or any other form of liquor.

Q.9) Kamlesh is a civil servant who has been recently posted as Additional Chief Secretary in the education department of the state. Kamlesh has a meticulous service record and is well known for his honesty, and a no-nonsense attitude. After joining the new department, the first major task before Kamlesh was to conduct the recruitments for the post of lecturers in government schools. The posts were lying vacant for a long time, and the government wanted to fill up the vacancies without further delay as it was one of the poll promises made by the present government.

The recruitment process took place successfully under the supervision of Kamlesh. The concerned minister congratulated Kamlesh and informed him that the appointment letters will be allocated to the successful candidates in a ceremony which will be presided by the CM himself. Kamlesh was happy that his work was getting recognition at the highest level.

One day, Kamlesh was sitting in his office when his secretary brought him a letter from a leading investigative journalist of the state. The letter dealt with the recently conducted recruitment of the lecturers. Kamlesh was shocked at the content of the letter. The investigative journalist had alleged that the question paper of the exam was leaked to a few successful candidates, who had also forged their documents to appear in the exam. The letter also highlighted a nexus of middlemen, politicians, and civil servants who facilitate such illicit practices. Moreover, the investigative journalist had also attached credible proofs. Kamlesh corroborated the facts of the letters from his own sources and found the allegations to be true prima facie. Since the matter was serious and warranted immediate action, Kamlesh brought the matter to the notice of his minister. To his surprise, the minister asked him to sit over the matter for some time. Minister reasoned that bringing out this matter will bring ignominy not only to the department but also to the government. Further, the minister reasoned that cancelling the whole recruitment process will be detrimental for the education department, schools etc; also, the sincere and honest candidates who have invested a lot of time and money for preparation may also get affected negatively. He also reminded Kamlesh that the participation of the CM has already been announced.

After leaving the minister's office, Kamlesh got a phone call from Minister's Personal Secretary (PS). The PS hinted to Kamlesh that the concerned candidates were closely connected to the ruling political party, and going against them may create professional troubles for Kamlesh. On the other hand, his cooperation in this matter, the PS assured, will not go unnoticed and will be handsomely rewarded.

Kamlesh had just settled in his new posting. He knows that going against the wish of the Minister may cause him his present posting. What was more, Kamlesh's father is undergoing treatment in a local hospital. A shunting out from the district would mean that his father would have to be left alone to fend for himself. Further, Kamlesh's wife Priya, also a bureaucrat, is posted in the Chief Minister's Office (CMO). Kamlesh realises that his actions will also have a bearing on her career as well.

a) Bring out various ethical dilemmas faced by Kamlesh.
b) Consider yourself in Kamlesh's position. What are the various options available to you?
c) Critically evaluate each of the option listed by you.
d) Which of the above option should Kamlesh adopt and why? (20 marks, 250 words)

कमलेश एक सिविल सेवक हैं जिन्हें हाल ही में राज्य के शिक्षा विभाग में अतिरिक्त मुख्य सचिव के रूप में तैनात किया गया है। कमलेश का सेवा रिकॉर्ड बहुत अच्छा है और वह अपनी ईमानदारी और व्यावहारिक रवैये के लिए जाने जाते हैं। नए विभाग में आने के बाद कमलेश के सामने पहला बड़ा काम सरकारी स्कूलों में लेक्चरर पद पर भर्तियां कराना था। पद लंबे समय से खाली पड़े थे और सरकार बिना किसी देरी के रिक्तियों को भरना चाहती थी क्योंकि यह वर्तमान सरकार द्वारा किए गए चुनावी वादों में से एक था।

कमलेश की देखरेख में भर्ती प्रक्रिया सफलतापूर्वक संपन्न हुई। संबंधित मंत्री ने कमलेश को बधाई दी और उन्हें सूचित किया कि सफल उम्मीदवारों को एक समारोह में नियुक्ति पत्र आवंटित किए जाएंगे जिसकी अध्यक्षता खुद सीएम करेंगे। कमलेश खुश थे कि उनके काम को उच्चतम स्तर पर पहचान मिल रही है।

एक दिन, कमलेश अपने कार्यालय में बैठे थे, तभी उनका सचिव उनके लिए राज्य के एक प्रमुख खोजी पत्रकार का पत्र लेकर आया। यह पत्र हाल ही में आयोजित व्याख्याताओं की भर्ती से संबंधित है। पत्र का मजमून देखकर कमलेश हैरान रह गये। खोजी पत्रकार ने आरोप लगाया था कि परीक्षा का प्रश्नपत्र कुछ सफल उम्मीदवारों के लिए लीक कर दिया गया था, जिन्होंने परीक्षा में शामिल होने के लिए अपने दस्तावेज़ भी जाली बनाए थे। पत्र में बिचौलियों, राजनेताओं और सिविल सेवकों के गठजोड़ पर भी प्रकाश डाला गया है जो इस तरह की अवैध प्रथाओं को बढ़ावा देते हैं। इसके अलावा, खोजी पत्रकार ने विश्वसनीय सबूत भी संलग्न किए थे। कमलेश ने अपने स्रोतों से पत्रों के तथ्यों की पुष्टि की और आरोपों को प्रथम दृष्टया सही पाया। चूँकि मामला गंभीर था और तत्काल कार्रवाई की आवश्यकता थी, इसलिए कमलेश ने मामले को अपने मंत्री के संज्ञान में लाया। उन्हें आश्चर्य हुआ जब मंत्री ने उनसे मामले पर कुछ देर बैठने के लिए कहा। मंत्री ने तर्क दिया कि इस मामले को उजागर करने से न सिर्फ विभाग बल्कि सरकार की भी बदनामी होगी। इसके अलावा, मंत्री ने तर्क दिया कि पूरी भर्ती प्रक्रिया को रद्द करना शिक्षा विभाग, स्कूलों आदि के लिए हानिकारक होगा; इसके अलावा, सत्यनिष्ठ और ईमानदार उम्मीदवार जिन्होंने तैयारी के लिए बहुत समय और पैसा निवेश किया है, उन पर भी नकारात्मक प्रभाव पड़ सकता है। उन्होंने कमलेश को यह भी याद दिलाया कि सीएम के शामिल होने की घोषणा पहले ही हो चुकी है.

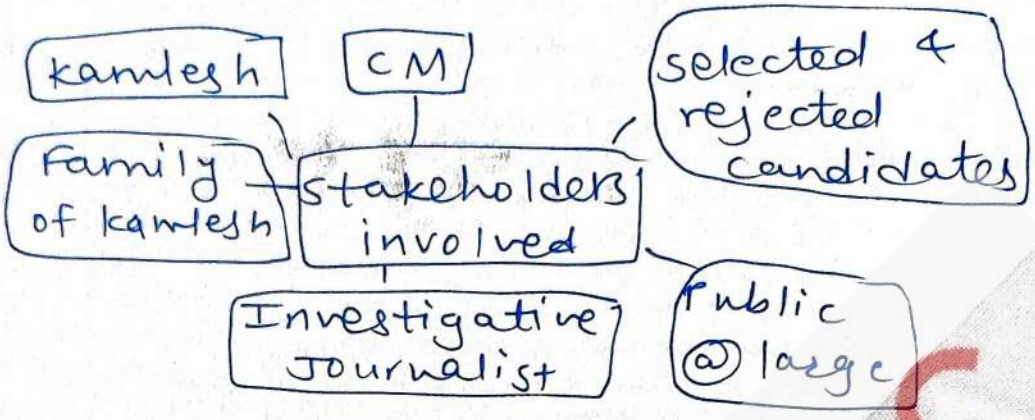
मंत्री के कार्यालय से निकलने के बाद, कमलेश को मंत्री के निजी सचिव (पीएस) का फोन आया। पीएस ने कमलेश को संकेत दिया कि संबंधित उम्मीदवार सत्तारूढ़ राजनीतिक दल से निकटता से जुड़े हुए हैं, और उनके खिलाफ जाने से कमलेश के लिए पेशेवर समस्याएं पैदा हो सकती हैं। दूसरी ओर, पीएस ने आश्वासन दिया कि इस मामले में उनके सहयोग पर किसी का ध्यान नहीं जाएगा और उसे भरपूर इनाम दिया जाएगा।

कमलेश अभी–अभी अपनी नई पोस्टिंग पर आए थे। वह जानते हैं कि मंत्री की इच्छा के विरुद्ध जाने पर उन्हें अपनी वर्तमान पोस्टिंग से हाथ धोना पड़ सकता है। और तो और, कमलेश के पिता का स्थानीय अस्पताल में इलाज चल रहा है. जिले से बाहर जाने का मतलब यह होगा कि उसके पिता को अपनी देखभाल के लिए अकेला छोड़ दिया जाएगा। इसके अलावा, कमलेश की पत्नी प्रिया भी एक नौकरशाह हैं, जो मुख्यमंत्री कार्यालय (सीएमओ) में तैनात हैं। कमलेश को एहसास होता है कि उसकी हरकतों का असर उसके करियर पर भी पड़ेगा।

a) कमलेश द्वारा सामना की गई विभिन्न नैतिक दुविधाओं को उजागर करें।
b) अपने आप को कमलेश की स्थिति में समझें। आपके लिए विभिन्न विकल्प क्या उपलब्ध हैं?
c) आपके द्वारा सूचीबद्ध प्रत्येक विकल्प का आलोचनात्मक मूल्यांकन करें।
d) कमलेश को उपरोक्त में से कौन सा विकल्प अपनाना चाहिए और क्यों? **(20 अंक, 250 शब्द)**

Kamlesh, a civil servant in this case study is facing a dilemma over course of action that he should take.

conflict of Interest between public & private interest is involved.



Ethical dilemmas for kamlesh

1) Truth (vs) Loyalty
- Truth - about corruption in process
- Loyalty - to CM & govt.

2) Ends (vs) Means
- Ends - to keep quiet & do nothing
- means - to co-operate fair investigation

3) Personal Interest (vs) Professional Integrity
- Personal Interest → of family & of wife
- Professional Integrity → Honesty & Integrity

4) Transparency & Accountability (vs) secrecy & corruption.

options available

1) co-operate with what CM says and be a mute spectator

merit	Demerit
i) prevent transfer ii) be in CM's good books. iii) good for family iv) good for career	i) professional ethics compromised. ii) not in long term interest iii) if not today, it may get exposed in future.

2) co-operate with journalist & his evidences, set up inquiry committee & expose the govt.

merit	Demerit.
i) corruption will get exposed and true deserving candidates will get opportunity ii) set good precedent of fairness.	i) Go against CM & whole govt. machinery ii) conduct exam process again, costs involved.

3) consult seniors about course of Action that can be taken, search for legal remedial measures and mechanism for grievance redressal.

Merit	Demerits
i) will be in the best interest as thorough consultation may help get some better solutions	i) It will take time & other available mechanism may also not go against CM

Which option Kamlesh should Adopt

1) KAMLESH should adopt mix of option 2 & option 3.

2) He should talk to his wife who is in CM's office and experienced also.

3) He should also consult some trusted & worthy seniors who have faced such situations.

4) He should definitely not ignore such huge corruption scandal.

5) He should gather more conclusive evidence so that case can be settled in lesser time.

6) This option is in good interest of whole system

- It will also secure kamlesh in future as if new govt. gets elected & conducts inquiry based on journalist's evidence, kamlesh may come in danger.

7) So, rather than getting succumed to political pressure, he should apply Gandhiji's talisman & Kant's categorical imperative to deal with it.

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.10) XYZ is a premiere coaching institute located in Chatterjee Nagar locality of Himnagar. XYZ specialises in the coaching for medical and engineering entrance examination. The main office of the coaching, where the daily classes are conducted, is located in a congested locality, from where several other coaching institutes also operate.

One day, while classes were in session in the top floor of the building and some 200 odd students were in attendance, a fire broke out in the premises of XYZ coaching. The fire incident created a commotion among those present in the building. Everyone, in a state of confusion, started running helter-skelter. Some students rushed to the very narrow stairs. Many stumbled and fell, hurting themselves. The emergency exit plan of the building was not suitable to cater to the large number of students and staff. In order to save themselves from asphyxiation, some students broke the window of the classroom. However, in absence of a fire stairs they had to climb down using the balcony ledge. In the process, many students had a free fall and hurt themselves badly.

While two boys lost their life due to stampede caused while exiting the building, one girl got fatally injured while climbing down the ledge. The civil administration immediately started an audit of the building. Joseph is posted as the Municipal Commissioner of Himnagar. Chatarjee Nagar falls under his jurisdiction. Joseph has ordered an enquiry into the whole incident.

Coincidentally, Joseph's younger brother, Frank, is also a student of XYZ coaching. He was not present in the coaching during the fateful day. The owner of the XYZ coaching approaches Joseph and requests him to be lenient in the enquiry report. They propose that looking at the good track record of Frank they are willing to give him a scholarship to fund not only his coaching fees but also his graduation from any college in the country. They also promise that since Frank is a sincere student, they will dedicate their top faculty to ensure that Frank comes out with flying colours in the coming under graduate entrance examination.

Joseph knows that his brother has repeatedly failed in the entrance examinations earlier and a special focus will help him immensely. Also, Joseph himself was under student debt, which he was still paying in small instalments from his own salary. Recently married, and having risen from a poor family, Joseph has always worried about funding his brother's education.

a) Identify various ethical concerns in the case study.

b) You are a friend of Joseph. Joseph turns to you for advice. What advice will you give to joseph and why?

(20 marks, 250 words)

XYZ एक प्रीमियर कोचिंग संस्थान है जो हिमनगर के चटर्जी नगर इलाके में स्थित है। XYZ मेडिकल और इंजीनियरिंग प्रवेश परीक्षा की महत्वपूर्ण कोचिंग है। कोचिंग का मुख्य कार्यालय, जहां दैनिक कक्षाएं संचालित होती हैं, एक भीड़भाड़ वाले इलाके में स्थित है, जहां से कई अन्य कोचिंग संस्थान भी संचालित होते हैं।

एक दिन, जब इमारत की सबसे ऊपरी मंजिल पर कक्षाएं चल रही थीं और लगभग 200 छात्र उपस्थित थे, XYZ कोचिंग के परिसर में आग लग गई। आग लगने की घटना से बिल्डिंग में मौजूद लोगों में हड़कंप मच गया। सभी असमंजस की स्थिति में इधर–उधर भागने लगे। कुछ छात्र बहुत संकरी सीढ़ियों की ओर भागे। कई लोग लड़खड़ाकर गिर पड़े, जिससे उन्हें चोट लगी। इमारत की आपातकालीन निकास बड़ी संख्या में छात्रों और कर्मचारियों के लिए उपयुक्त नहीं थी। खुद को दम घुटने से बचाने के लिए कुछ छात्रों ने कक्षा की खिड़की तोड़ दी, हालाँकि, आगे की सीढ़ियों के अभाव में उन्हें बालकनी के किनारे का उपयोग करके नीचे उतरना पड़ा। इस प्रक्रिया में, कई छात्र गिर गए और उन्हें गंभीर चोट लगी।

इमारत से बाहर निकलते समय मची भगदड़ के कारण जहां दो लड़कों की जान चली गई, वहीं एक लड़की खिड़की से नीचे उतरते समय गंभीर रूप से घायल हो गई। नागरिक प्रशासन ने तुरंत इमारत का ऑडिट शुरू किया। जोसेफ हिमनगर के नगर आयुक्त के पद पर तैनात हैं। चटर्जी नगर उनके अधिकार क्षेत्र में आता है। जोसेफ ने पूरी घटना की जांच के आदेश दे दिए हैं।

संयोग से, जोसेफ का छोटा भाई, फ्रैंक भी XYZ कोचिंग का छात्र है। वह उस दिन कोचिंग में मौजूद नहीं था। XYZ कोचिंग का मालिक जोसेफ के पास जाता है और उससे जांच रिपोर्ट में नरमी बरतने का अनुरोध करता है। उनका प्रस्ताव है कि फ्रैंक के अच्छे ट्रैक रिकॉर्ड को देखते हुए वे न केवल उसकी कोचिंग फीस, बल्कि देश के किसी भी कॉलेज से स्नातक की पढ़ाई के लिए भी उसे छात्रवृत्ति देने को तैयार हैं। वे यह भी वादा करते हैं कि चूंकि फ्रैंक एक ईमानदार छात्र है, इसलिए वे यह सुनिश्चित करने के लिए अपने शीर्ष संकाय को समर्पित करेंगे कि फ्रैंक आगामी स्नातक प्रवेश परीक्षा में अच्छे अंक लेकर आए।

जोसेफ को पता है कि उसका भाई पहले भी प्रवेश परीक्षाओं में बार–बार असफल हुआ है और विशेष फोकस से उसे काफी मदद मिलेगी। इसके अलावा, जोसेफ स्वयं एक ऋण के अधीन था, जिसे वह अभी भी अपने वेतन से छोटी किस्तों में चुका रहा था। हाल ही में शादी हुई और एक गरीब परिवार से आने के कारण, जोसेफ हमेशा अपने भाई की शिक्षा के वित्तपोषण के बारे में चिंतित रहता है।

a) मामले के अध्ययन में विभिन्न नैतिक चिंताओं की पहचान करें।

b) आप जोसेफ के मित्र हैं। जोसेफ सलाह के लिए आपके पास आता है। आप जोसेफ को क्या सलाह देंगे और क्यों? (20 अंक, 250 शब्द)

Joseph is facing conflict of interest betn his private interest of brothers career & public interest as municipal commissioner.

Ethical concerns

1) conflict of Interest for Joseph

2) Emotional Intelligence over brothers career.

3) Professional Integrity & compromise with ethical norms.

4) setting bad precedent.

5) Actual & potential interests involved.

6) safety of students in such institutes who do not follow norms.

7) Justice with those who succombed to injuries

8) corporate ethics & governance.

9) other institutes will also divert norms & avoid fire safety.

10) Fair & transparent Audit, trust in governance, transparency & Accountability.

11) Public interest vs Private gains

12) Means vs Ends.

My Advice to Joseph

1) I will Advice Joseph to conduct fair inquiry Audit and be impartial & non-partisan throughout the process.

2) why this is so ?

i) set good precedent.

ii) other institutions will learn their lesson, adopt fire safety measures, hence in the long term interest of all students.

iii) Avoid accidents in future.

iv) career gains for his brother are not in the long term interest of him as such career progression will not help him capable enough.

v) Rights Approach

— Rights of those affected to access to justice.

vi) professional integrity of Joseph

vii) Doing Nishkama karma.

Feedback

(For OFFICE use only)

#	Ⓖ	Ⓐ	Ⓟ
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.

Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.11) Kamal is an Indian Administrative Service (IAS) officer. He has been recently transferred as the Municipal commissioner of the Kartavya Nagar Municipality. Kamal is an honest and no nonsense officer. He has been known for having a tough stance against corruption, lethargy, and indiscipline at the workplace. In his new responsibility as the Municipal commissioner, Kamal finds that the day-to-day functioning of the municipal office is in a very sorry state. The inefficiency and ineffectiveness have brought matters to such a pass that even the basic responsibilities like cleanliness of the city, upkeep of public places, redressal of grievances etc., are not fulfilled. Upon enquiring, Kamal finds that the reason for rampant indiscipline and corruption in the municipal office is primarily a group of errant employees. While they do not work themselves, they also create nuisance in the office, thereby disrupting the work of other sincere employees. Moreover, it also comes to Kamal's knowledge that these employees indulge in corrupt practices by demanding bribes from people for petty tasks. Further, Kamal has noticed that the undisciplined employees come to office late, leave early and also remain absent from work without permission. Kamal gets to know that the ringleader of these employees is a close relative of a local MLA.

In order to improve the working condition of the municipal office, Kamal warns the mischievous employees to mend their troublesome ways or to face strict disciplinary actions. However, Kamal's warning has little effect on the thick-skinned employees, who continue to work in their wayward ways. Finally, Kamal issues a show cause notice to all the troublesome employees for their various acts of indiscipline. As a retaliatory measure, a woman employee amongst these troublemakers' files a complaint of sexual harassment against Kamal with the Women's commission. The commission has asked for Kamal's explanation in this matter. Also, this fabricated matter is publicised in the media to embarrass Kamal further. Moreover, the MLA begins pressuring Kamal to go soft on these employees. Some of the options before Kamal to handle this situation could be as follows:

i) Give his explanation to the Commission and go soft on the disciplinary action.

ii) Ignore the commission and proceed firmly with the disciplinary action.

ii) Brief his higher-ups, seek directions from them and act accordingly

a) Evaluate all the above courses of action and suggest the best course of action, giving your reasons for it.

b) What according to you are the reasons behind poor work culture in public offices? Also, recommend measures to improve the same. (20 marks, 250 words)

कमल एक भारतीय प्रशासनिक सेवा (IAS) अधिकारी हैं। उन्हें हाल ही में कार्तव्य नगर नगर पालिका के नगर आयुक्त के रूप में स्थानांतरित किया गया है। कमल एक ईमानदार और विवेकशील अधिकारी हैं। उन्हें कार्यस्थल पर भ्रष्टाचार, अकर्मण्यता और अनुशासनहीनता के खिलाफ सख्त रुख अपनाने के लिए जाना जाता है। नगर आयुक्त के रूप में अपनी नई जिम्मेदारी में, कमल ने पाया कि नगरपालिका कार्यालय का दिन–प्रतिदिन का कामकाज बहुत ही दयनीय स्थिति में है। अक्षमता और अप्रभावीता ने मामलों को इस हद तक पहुंचा दिया है कि शहर की सफाई, सार्वजनिक स्थानों के रखरखाव, शिकायतों के निवारण आदि जैसी बुनियादी जिम्मेदारियों को भी पूरा नहीं किया जाता है। पूछताछ करने पर, कमल ने पाया कि नगर निगम कार्यालय में व्याप्त अनुशासनहीनता और भ्रष्टाचार का कारण मुख्य रूप से पथभ्रष्ट कर्मचारियों का एक समूह है। जबकि वे खुद काम नहीं करते हैं, वे कार्यालय में भी उपद्रव पैदा करते हैं, जिससे अन्य ईमानदार कर्मचारियों के काम में बाधा आती है। इसके अलावा, कमल के संज्ञान में यह भी आता है कि ये कर्मचारी छोटे–मोटे कामों के लिए लोगों से रिश्वत मांगकर भ्रष्टाचार में लिप्त हैं। इसके अलावा, कमल ने देखा कि अनुशासनहीन कर्मचारी कार्यालय में देर से आते हैं और जल्दी निकल जाते हैं और बिना अनुमति के काम से अनुपस्थित भी रहते हैं। कमल को पता चलता है कि इन कर्मचारियों का सरगना एक स्थानीय विधायक का करीबी रिश्तेदार है।

कमल ने नगर निगम कार्यालय की कार्य स्थिति में सुधार लाने के लिए पथभ्रष्ट कर्मचारियों को अनुशासनहीन व्यवहार को सुधारने या सख्त अनुशासनात्मक कार्रवाई करने की चेतावनी दी है। हालांकि, कमल की चेतावनी का मोटे चमड़ी वाले कर्मचारियों पर बहुत कम प्रभाव पड़ता है, जो अपने तरीके से काम करना जारी रखते हैं। अंत में, कमल सभी पथभ्रष्ट कर्मचारियों को उनके अनुशासनहीनता के विभिन्न कृत्यों के लिए कारण बताओ

नोटिस जारी करता है। जवाबी कार्रवाई के तौर पर इन उपद्रवियों में से एक महिला कर्मचारी कमल के खिलाफ महिला आयोग में यौन उत्पीड़न की शिकायत दर्ज कराती है। आयोग ने इस मामले में कमल से स्पष्टीकरण मांगा है। साथ ही कमल को अधिक बदनाम करने के लिए इस मनगढ़ंत मामले को मीडिया में प्रचारित किया जाता है। साथ ही विधायक कमल पर इन कर्मचारियों पर नरमी बरतने का दबाव बनाने लगते हैं। कमल के सामने इस स्थिति को संभालने के लिए कुछ विकल्प इस प्रकार हो सकते हैं :

i) आयोग को अपना स्पष्टीकरण दें और अनुशासनात्मक कार्रवाई पर नरम हो जाएं।

ii) आयोग की उपेक्षा करें और अनुशासनात्मक कार्रवाई के साथ दृढ़ता से आगे बढ़ें।

iii) अपने उच्च अधिकारियों को सूचित करें, उनसे निर्देश प्राप्त करें और तदनुसार कार्य करें।

a) कार्यवाही के उपरोक्त सभी प्रारूपों का मूल्यांकन करें और इसके लिए अपने कारण बताते हुए कार्यवाही का सबसे अच्छा विकल्प सुझाएं।

b) आपके अनुसार सार्वजनिक कार्यालयों में खराब कार्य संस्कृति के क्या कारण हैं? साथ ही इसमें सुधार के उपाय सुझाएं। (20 अंक, 250 शब्द)

kamal an IAS officer in this case study is finding it difficult to bring efficiency in work culture in public offices & is himself targeted for his actions.

option 1

Give his explaination to commission & go soft

merit	Demerit
i) issue will be solved.	i) poor work culture will continue.
ii) his image will get cleared.	ii) set bad precedent for future.
iii) He will get relieved of allegations	

ii) Ignore commission & proceed firmly

merits	Demerits
i) the non-performing employees will be punished & governance will improve.	i) ignoring the complaint in women's commission will also set bad precedent for future
ii) Allegations of sexual harassment will get ignored.	ii) Ignorance is not in good interest, he should let inquire as he is honest

iii) Brief his higher ups, seek direction & act accordingly

Merit	Demerit
1) experience of higher ups will get used.	1) will be time consuming
2) can find out long term solution	2) poor efficiency will continue till then.

My course of Action

1) I will give my explaination to women commission
- will set good precedent
- allegations will be cleared.

2) But i will not go soft on disciplinary action
- as efficiency in working can't be compromised for pressure from employees.

3) I will also brief the higherups seek their experienced guidance and use my wisdom accordingly.
- setting good precedent, addressing allegations, and improving efficiency of administrative work are all needed at the same time.

Reasons behind poor work culture

1) traditional legacy
2) Apathetic attitude
3) non-sympathetic bureaucracy
4) training, capacity building
5) resources availability
6) motivation to improve
7) unaware public.

How to address poor work culture

1) Training - Mission karmyogi.
2) capacity building
3) Motivation
4) Instrumental conditioning
   - Reward for good culture
   - punishment
5) Use of technological tools for grievance redressal
   ex - online thumb fingerprint for timely attendance.
6) Internal complaints committee for sexual harassment complaints

Feedback
(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Q.12) You are the managing director of an upcoming advertising company which has made a name for itself in the market in a very short time. Varun is a star employee of your company who has consistently given good performance. Some of the most popular advertisements of the company, in recent times, have been an outcome of Varun's creative ideas. Since his joining, Varun has helped in almost doubling the revenues of the company, by bringing new clients and improving the brand equity of the company. You place high value in Varun's professional competence and are in the process of giving him a bigger responsibility in the company.

However, you have been hearing rumours from various sections about the attitude of Varun towards his female colleagues. It has come to your notice that Varun is habitual of passing loose and lewd comments on the female employees of the company. Furthermore, Varun regularly sends indecent messages on phone to all the employees, including female workers. One day, Geetanjali, an employee working in Varun's team comes to you visibly disturbed. She complains to you about the repeated misbehaviour of Varun towards her. She informs you that Varun has on many occasions made undesirable physical advances towards her. She also tells that last evening before her shift was about to end, Varun called her in his cabin and tried to touch her inappropriately. She requests you to conduct an enquiry by the internal complaints committee (formed under POSH Act). She also tells you that in case appropriate action is not taken against Varun, she will be forced to resign from her position. You personally know Geetanjali as a dedicated and honest employee of the company. You are aware that she is the sole breadwinner of her family and has to support her teen-age brother and ailing mother. You also understand that unless the situation was really serious, Geetanjali would not have thought of resignation. On the other hand, an enquiry against Varun may affect the financial growth of the company. Also, you know that if Varun is fired for his actions, many big clients may leave the company.

a) What are the ethical issues involved in this case study?

b) Evaluate the different options available to you. In this situation, which option will you adopt and why?

c) What steps will you take to ensure a safer workplace for women in your company?

(20 marks, 250 words)

आप एक आने वाली विज्ञापन कंपनी के प्रबंध निदेशक हैं जिसने बहुत ही कम समय में बाजार में अपना नाम बना लिया है। वरुण आपकी कंपनी के एक स्टार कर्मचारी हैं जिन्होंने लगातार अच्छा प्रदर्शन किया है। कंपनी के कुछ सबसे लोकप्रिय विज्ञापन, हाल के दिनों में, वरुण के रचनात्मक विचारों का परिणाम रहे हैं। अपने शामिल होने के बाद से, वरुण ने नए ग्राहकों को लाकर और कंपनी की ब्रांड इक्विटी में सुधार करके कंपनी के राजस्व को लगभग दोगुना करने में मदद की है। आप वरुण की पेशेवर क्षमता में उच्च मूल्य रखते हैं और कंपनी में उन्हें एक बड़ी जिम्मेदारी देने की प्रक्रिया में हैं।

हालाँकि, आप विभिन्न वर्गों से वरुण के अपनी महिला सहयोगियों के प्रति रवैये के बारे में अफवाहें सुनते रहे हैं। आपके संज्ञान में आया है कि वरुण को कंपनी की महिला कर्मचारियों पर अभद्र और भद्दे कमेंट करने की आदत है। इसके अलावा, वरुण नियमित रूप से महिला कर्मचारियों सहित सभी कर्मचारियों को फोन पर अभद्र संदेश भेजता है। एक दिन, वरुण की टीम में काम करने वाली एक कर्मचारी गीतांजलि आपके पास आती है, जाहिर तौर वह पर परेशान दिखाई देती है। वह आपसे बार–बार वरुण के प्रति दुर्व्यवहार की शिकायत करती है। वह आपको बताती है कि वरुण ने कई मौकों पर उसके प्रति अवांछित शारीरिक शोषण करने की कोशिश की है। वह यह भी बताती है कि कल शाम उसकी शिफ्ट खत्म होने वाली थी, वरुण ने उसे अपने केबिन में बुलाया और उसे गलत तरीके से छूने की कोशिश की। वह आपसे आंतरिक शिकायत समिति (POSH अधिनियम के तहत गठित) द्वारा जांच कराने का अनुरोध करती है। वह आपको यह भी बताती है कि अगर वरुण के खिलाफ उचित कार्रवाई नहीं की गई, तो उसे अपने पद से इस्तीफा देने के लिए मजबूर किया जाएगा। आप व्यक्तिगत रूप से गीतांजलि को कंपनी के एक समर्पित और ईमानदार कर्मचारी के रूप में जानते हैं। आप जानते हैं कि वह अपने परिवार की एकमात्र कमाने वाली है और उसे अपने किशोर भाई और बीमार मां का समर्थन करना है। आप यह भी समझते हैं कि जब तक स्थिति वास्तव में गंभीर नहीं होती, गीतांजलि ने इस्तीफे

के बारे में नहीं सोचा होता। दूसरी ओर, वरुण के खिलाफ जांच कंपनी की वित्तीय वृद्धि को प्रभावित कर सकती है। साथ ही, आप जानते हैं कि अगर वरुण को उनके कार्यों के लिए निकाल दिया जाता है, तो कई बड़े ग्राहक कंपनी छोड़ सकते हैं।

a) इस केस अध्ययन में कौन से नैतिक मुद्दे शामिल हैं?

b) आपके पास उपलब्ध विभिन्न विकल्पों का मूल्यांकन करें। ऐसी स्थिति में आप कौन सा विकल्प अपनाएंगे और क्यों?

c) आपकी कंपनी में महिलाओं के लिए सुरक्षित कार्यस्थल सुनिश्चित करने के लिए आप क्या कदम उठाएंगे?

(20 अंक, 250 शब्द)

varun, a proficient employee is facing allegations of sexual harassment by Gitanjali who is an honest employee.

Ethical issues

1) safety of women at workplace.
2) Efficiency vs Ethics.
3) value education & professional integrity
4) Healthy work culture.
5) Profit vs work ethics.

options available

1) conduct inquiry - fair & transparent

merit	Demerit
1) Allegations will be cleared.	1) varun may leave job.
2) set good precedent	2) effect on performance & profits
3) other employees will feel safe.	

2) Ignore the complaint & ask Geetanjali to do the same

merit	Demerit
1) varun will stay & profits will increase	1) set bad precedent & unhealthy work culture.
2) varun will pay more dividents	2) Geetanjali may leave the job

I will,

- conduct proper inquiry as work culture in healthy space is very important for long term interest of company.
- female workers will feel more confident & contribute more willingly in company affairs.

for safer workplace in company

1) security measures.
2) women security guards.
3) Internal complaints committee as Mandated in vishaka guidelines & Prevention of Sexual harassment Act.
4) Grievance redressal mechanism
5) SHE box
6) All women group to help each other to raise voices collectively.
7) alarm bells if employees misbehave
8) CCTV cameras.

Feedback

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.
Here G is Good, A is Average and P is Poor.

TOTAL MARKS	

Mentor Feedback Questions

1 .....

2 .....

3 .....

4 .....

5 .....

Test Goal	Outcomes
1 ..... ☐	.....
.....	.....
2 ..... ☐	.....
.....	.....
3 ..... ☐	.....
.....	.....

Marking Scheme

Mark	Good	Average	Below average
10 Marker	3.75 – 5.0	3.0 – 3.5	< 3.0
15 Marker	5.75 – 7.0	4.0 – 5.5	< 4.0
✓✓	Key / Relevant Point		
✗	Vague / Irrelevant		

* Subject to change without prior notice.