



INSIGHTSIAS

SIMPLIFYING IAS EXAM PREPARATION

- IAS SELF STUDY GUIDE -

SECURE SYNOPSIS

MAINS 2018

GS-IV

JUNE 2018

© INSIGHTS ACTIVE LEARNING



NOTE: Please remember that following '*answers*' are *NOT* '*model answers*'. They are *NOT* synopsis too if we go by definition of the term. What we are providing is content that both meets demand of the question and at the same time gives you extra points in the form of background information.



Table of Contents

General Studies Paper - IV	6
Topic: Contributions of moral thinkers and philosophers from India and world.	6
Q) The educational philosophy of Sri Aurobindo Ghosh still holds relevance for the present India. Comment. (250 words)	6
TOPIC: Human Values – lessons from the lives and teachings of great leaders, reformers and administrators; role of family, society and educational institutions in inculcating values. Probity in Governance: Concept of public service; Philosophical basis of governance and probity;	7
Q) Critically analyze Plato’s thoughts on the system of democracy. (250 words)	7
TOPIC : Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships.	9
Q) Can we have a common framework, which can ensure ethical behaviour on part of men/ women as well as the state, in today’s society. Discuss any four principles of such a framework. (250 words)	9
Q) The ethics of the Vedic Hindus is primarily a god-oriented ethics while the Upanishadic ethics is primarily intellectualistic.. Comment. (250 words)	10
Topic: Attitude: content, structure, function; its influence and relation with thought and behaviour; moral and political attitudes; social influence and persuasion.	11
Q) Discuss the functions of the attitude. Give examples in favour of your answer. (250 words)	11
Topic: Aptitude and foundational values for Civil Service , integrity, impartiality and nonpartisanship, objectivity, dedication to public service, empathy, tolerance and compassion towards the weaker sections	12
Q) Discuss the difference between aptitude and attitude. What do you think is more important of the two, in relation to civil services. Comment. (250 words)	12
TOPIC : Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions; laws, rules, regulations and conscience as sources of ethical guidance; accountability and ethical governance; strengthening of ethical and moral values in governance; ethical issues in international relations and funding; corporate governance.	14
Q) Values play an important role in the functioning as well as in determining the performance of an organization. Discuss. (250 words)	14
Q) Discuss the ethical frameworks through which the act of suicide could be debated. (250 words)	16
Q) Discuss why ethical standards are important in the delivery of public services. (250 words)	17
Q) Discuss in what ways can you motivate your subordinate public servants. (250 words)	18
Topic: Probity in Governance: Concept of public service; Philosophical basis of governance and probity; Information sharing and transparency in government, Right to Information, Codes of Ethics, Codes of Conduct, Citizen’s Charters, Work culture, Quality of service delivery, Utilization of public funds, challenges of corruption.	20
Q) What do you understand by governance. Also, discuss some of the indicators of good governance. (250 words)	20



Q) You are a trainee accountant in your second year of training within a small practice. A more senior trainee has been on sick leave, and you are due to go on study leave. You have been told by your manager that, before you go on leave, you must complete some complicated reconciliation work. The deadline suggested appears unrealistic, given the complexity of the work. You feel that you are not sufficiently experienced to complete the work alone. You would need additional supervision to complete it to the required standard, and your manager appears unable to offer the necessary support. If you try to complete the work within the proposed timeframe but fail to meet the expected quality, you could face repercussions on your return from study leave. You feel slightly intimidated by your manager, and also feel pressure to do what you can for the practice in what are challenging times. _____ 22

❖ Discuss the key ethical issues involved here. _____ 22

❖ Discuss your future course of action along with the justification. _____ 22

(300 words) _____ 22

Q) Dibyalok Kumar knew he was smart. His classmates always turned to him for help on assignments and he always knew the answers to the questions his teachers asked in class. Dibyalok just didn't study for tests so his grades were often mediocre. He knew he could do better in school, it was just that school was so... well, boring. _____ 23

School was coming to an end for the year and Dibyalok needed to get a good job this summer, after all this was the end of his junior year. He desperately wanted to work at the famous Research Institute. Dibyalok felt that if he got a job there as a summer intern, it would really boost his chances of getting admitted to the graduate engineering program of his choice. He knew the institute hired very few summer interns and generally these were students from private schools who had excellent academic records and high standardized test scores. So, Dibyalok decided to "tweak" his resume. He rounded his GPA up from 3.0 to a more respectable 3.5 and listed his SAT scores as 700 verbal and 820 math (in reality they were 600 verbal and 720 math). Dibyalok reasoned that these changes really didn't matter because he would show them who he really was through the quality of the work he did for the Institute once he was hired... _____ 23

➤ Discuss the various ethical issues raised by the action of Manish. _____ 23

(250 words) _____ 23

Q) In 2003, People for the Ethical Treatment of Animals (PETA) launched a new campaign, named "Holocaust on Your Plate," that compares the slaughter of animals for human use to the murder of 6 million Jews in WWII. The campaign centers around the power of emotion, and Lisa Lange, the vice president of PETA communications, stated that "The idea for the effort came from the late Nobel Prize-winning author Isaac Bashevis Singer, who wrote: 'In relation to them [animals], all people are Nazis; for them it is an eternal Treblinka' — a death camp in Poland" _____ 24

Is "Holocaust on Your Plate" ethically wrong or a truthful comparison? Critically Comment. _____ 24

(250 words) _____ 24

Q) Mr Ranbir Sinha, a distinguished structural engineer, received a phone call from an engineering student at a nearby college. The student expressed concern that Mr. Ranbir's famous skyscraper had a serious technical design flaw. At first, Mr. Ranbir's dismissed the student's concerns outright but the conversation gets him thinking. Over the weekend, Mr. Ranbir sifts through his data and realizes the student is indeed correct – strong winds could cause this famous landmark to topple and in the process kill thousands of innocent people. Rectifying the problem would be no small task and would require notifying the building's



owners, city officials, and the press and might negatively impact Mr. Ranbir’s professional reputation. _____ 26

Consider each of the following questions and evaluate the case study: _____ 26

1. What is the action or inaction that is the cause for concern? _____ 26
2. Who or what may be affected? _____ 26
3. How will they be affected? (i.e., what are the possible consequences?) _____ 26
4. Are there any laws, regulations written or unwritten that may apply? _____ 26
5. What actions might be taken and what would the consequences of these actions be? _____ 26
6. Can anything be done to prevent this from reoccurring or to minimize the severity of the consequences? _____ 26

(250 words) _____ 26

Q) Three teenagers and two adults are arrested on burglary and stolen goods charges. _____ 28

The goods: \$23,000 in computer equipment. The victim: Their high school. _____ 28

The youths used a stolen key to enter the school and one later tells the newspaper that the burglary started out as fun, but the sight of the computers made grand larceny “just too easy.” _____ 28

Among the suspects are the son of your newspaper’s general manager, the son of an elementary school principal in the same district as the burglarized school and the son of a state government division manager. _____ 28

Will you mention the name of your general manager in the related news of burglary by his son? Discuss why/why not. _____ 28

(250 words) _____ 28

Q) Meena, an employee of Great American Market, was warned about her excessive absenteeism several times, both verbally and in writing. The written warning included notice that “further violations will result in disciplinary actions,” including suspension or discharge. _____ 29

A short time after the written warning was issued, Meena called work to say she was not going to be in because her babysitter had called in sick and she had to stay home and care for her young child. Meena’s supervisor, Sylvia, told her that she had already exceeded the allowed number of absences and warned that if she did not report to work, she could be suspended. When Meena did not report for her shift, Sylvia suspended her for fifteen days. _____ 29

In a subsequent hearing, Meena argued that it was not her fault that the babysitter had canceled, and protested that she had no other choice but to stay home. Sylvia pointed out that Meena had not made a good faith effort to find an alternate babysitter, nor had she tried to swap shifts with a co-worker. Furthermore, Sylvia said that the lack of a babysitter was not a justifiable excuse for being absent. _____ 29

Questions: _____ 29

1. Was the suspension fair? _____ 29
2. Did Sylvia act responsibly? _____ 29
3. Should Meena be fired? _____ 29
4. Should the babysitter be fired? _____ 29
5. Was Sylvia fair in her actions? _____ 29

(250 words) _____ 29





General Studies Paper - IV

Topic: Contributions of moral thinkers and philosophers from India and world.

Q) The educational philosophy of Sri Aurobindo Ghosh still holds relevance for the present India. Comment. (250 words)

Reference

Why this question

The issue is related to gs-4 syllabus under the following heading

Contributions of moral thinkers and philosophers from India and world.

Key demand of the question.

The question wants us to dig deep into the educational philosophy of India, highlight its salient facets and form an opinion on its relevance for the modern/ present India.

Directive word

Comment- We have to express our knowledge of the education philosophy of Sri A. Ghosh and bring out how it is still relevant for India. You can also take the opposite stand and justify it through shedding light on his philosophy.

Structure of the answer

Introduction – *Mention that was a rare combination of a philosopher, a yogi and educationist, a political leader and a spiritualist.*

Body–

Discuss the salient facets of his philosophy on education (e.g the guiding principle of Sri Aurobindo's education philosophy was the awakening of the individual as a spiritual being; Sri Aurobindo made a five-fold classification of human nature i.e. the physical, the mental, the psychic and the spiritual, corresponding to five aspects of education – physical education, vital education, mental education, psychic education and spiritual or supermental education; integrated curriculum; activity method, observation, self discovery, discussion method, learning by doing, learning by self experience during teaching learning process etc.

The Scandinavian education system closely resembles such system. Take help of the article attached to the question to frame your answer.

Conclusion– *Mention that the philosophy of Sri A. Ghosh is relevant to the India which needs to seek overall development of a child in all the spheres, reasoning ability, moral independence etc.*

Shri Aurobindo emphasized that **education should be in accordance with the needs of our real modern life. In other words, education should create dynamic citizen so that they are able to meet the needs of modern complex life.** The guiding principles of Sri Aurobindo's education philosophy was the awakening of the individual as a spiritual being. It should be related to life truth and self mastery by the child.

Sri Aurobindo made a five-fold classification of human nature i.e. the physical, the mental, the psychic and the spiritual, corresponding to five aspects of education – physical education, vital education, mental education, psychic education and spiritual or supermental education.

1. **Physical education** includes control over physical functions, harmonious development of physical movements, over powering physical limitations and the awareness of body consciousness. Sri Aurobindo lays stress upon games and sports because he felt that these were essential for renewing energy.
2. **Vital education was the most important point in integral education.** Sri Aurobindo called the vital being of man – the life nature made up of desires, sensations, feelings, passions, reaction of the desire – soul in man and of all that play a possessive and other related instincts, anger, fear, speed etc. that belong to this field of nature.



3. **Mental education** included cognition, ideas and intelligence. The unique contribution of Sri Aurobindo regarding mental education was that ideas should be continually organized around a central thought.
4. **Psychic education** was the special contribution of Sri Aurobindo to education systems. The key to an integral personality was the discovery of man's psychic nature.
5. **Spiritual and supramental education** gives more importance to the growth of the spirit than intellectual, moral or even religious education.

Development of Morality:

- Shri Aurobindo has emphasized that without moral and emotional development mental development becomes harmful to human progress. For the moral development of child emotions, impressions or habits and nature are the three essential factors. Thus the ideals of a teacher should be so high that the child, by mere imitation, is able to reach higher and higher stages of development.
- **The educational theory of Sri Aurobindo aimed at the development of the latent powers of the child**, training of six senses, training of logical faculties, physical education, principle of freedom, moral and religious education and above all, training for the spiritualization of the individual.

Relevance of the modern system of education :-

- Although Sri Aurobindo had given his theory in 1910 and 1937 respectively, yet his theory is **relevant to the modern system of education**. Sri Aurobindo's theory is relevant in respect of all round development of the child, compulsory education at least upto the age of 6-14 years, life long and continuing education, vocational education, creativity, study of science and technology, literature etc.
- Sri Aurobindo's main contribution in **future education that is to prepare for future life. Sri Aurobindo also gave preference to national integration**, international integration, value education and non formal programs for rural and unorganized sectors.

TOPIC: Human Values – lessons from the lives and teachings of great leaders, reformers and administrators; role of family, society and educational institutions in inculcating values. Probity in Governance: Concept of public service; Philosophical basis of governance and probity;

Q) Critically analyze Plato's thoughts on the system of democracy. (250 words)

Reference

Reference

Why this question

Plato was one of the most famous ancient philosopher who had great impact on the western philosophy. However his ideas and thoughts on democracy are not in line with the present liberal thought and given that democracy has so many virtues, it becomes important to discuss what views Plato had on democracy. The question is related to GS 4 syllabus under the following heading-

Key demand of the question

The question wants us to bring forward the thoughts and ideas of Plato on democracy. We have to discuss why Plato had such thoughts/ ideas, why he was right in having such thoughts and why he was wrong. We have to dig deep into the issue and come out with a personal opinion in the end.

Directive word

Critically analyze- we have to dig deep into the issue/ question and identify its key demand. We have to discuss all the essential and related aspects of the question. Discuss why Plato was right and why he was wrong. Based on our discussion, we have to form a personal opinion on the issue.

Structure of the answer

Introduction– *Mention that Plato believed that, as a just and healthy person is governed by knowledge and reason, a just society must be under the control of society's most cultivated and best informed minds, its "lovers of wisdom."*



Body– Take the help of the articles attached with the question to frame your answer in the following way;

- ❖ Discuss how Plato viewed the society (comparing it with soul).
- ❖ Discuss why Plato was right. This could be best discussed by mentioning Plato’s own reasoning and thoughts on the topic.
- ❖ Discuss why Plato was wrong. You have to be creative as well as highly analytical in answering this part of the question.

Conclusion- Form a fair, balanced and a concise opinion on the issue.

Answer:-

According to Plato, a democracy could turn into an anarchy in which every citizen is out for himself and no one has the long-term needs of the state in mind when making political decisions. Plato wanted a nation to be governed by elites who would look after the needs of all the people in a way that ensured that the state continued to thrive and prosper. Plato’s focus on “order” over “freedom” has been taken in other republics as well.

Plato organizes government into a hierarchy:

- Aristocracy (rule by philosophers)
- “Timocracy” (rule by honor seekers)
- “Oligarchy” (rule by wealth seekers)
- Democracy (rule by majority)
- Tyranny (rule by corrupt)

Plato dislikes democracy because:

- It allows ignorance rather than knowledge to control the city
- Makes freedom the supreme good
- Creates strife because it doesn’t not prioritize goals
- Easily devolves into tyranny
- Has false ideas about what’s good and bad, and so doesn’t pursue what’s good
- Democracy comes about as a result of discontent with oligarchy and will lead to tyranny once thirst for complete freedom devolves into autocratic rule. While democracy today is held as the most enlightened form of governance, Plato views democracy as the penultimate step in the inevitable descent into tyranny for societies undergoing political decay.
- Challenge that Plato’s critique of democracy still poses is the **question whether the citizens of today’s democracies are interested and informed enough to participate meaningfully in the democratic process.**
- Cultural divisions during the 2016 election in the United States mirrored those Plato articulated as signs of descent into tyranny, with demagoguery as the winning candidate’s favorite tactic. The winning candidate’s goals also appear to be the wealth accumulation for a select few, which Plato decries as an eventuality of democracy.

However, **Plato’s argument that the appearance of democracy is necessarily followed by the onset of tyranny is not as convincing**, and it fails to account for why democracies have flourished in recent history.

Plato’s assertion that the valuation of wealth necessarily leads to tyranny is problematic. On one hand, it fails to address why the United States and many other democracies around the world have elected virtuous leaders. **The descent into tyranny has not occurred in spite of the undeniable relationship between American identity and capitalism.**

Plato’s portrayal of democracy accounts neither for virtuous governance nor why individuals eschew lucrative private lives for scrutinized public ones. **Plato’s characterization of democracy as unable to control unnecessary appetites ignores the role of political institutions in providing checks and balances on power.**



TOPIC : Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships.

Q) Can we have a common framework, which can ensure ethical behaviour on part of men/ women as well as the state, in today's society. Discuss any four principles of such a framework. (250 words)

Reference

Why this question

In ethics, one of the fundamental questions is how do we know what is the correct behaviour on part of people or the state. What should be the criteria used to judge our decisions. The issue is related to gs4 syllabus under the following heading-

Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships. Human Values – lessons from the lives and teachings of great leaders, reformers and administrators; role of family, society and educational institutions in inculcating values.

Key demand of the question

The question wants us to devise a framework based on certain key principles and which could be used to ensure that men as well as the state behave in an ethical manner. We have to determine the priorities and Express over opinion on the top four of them.

Structure of the answer

Introduction- *mention that human behaviour/ judgement is guided by different sources and varies under different circumstances.*

Body–

Highlight the commonly used sources for guiding decision making.

Adhering to a set of rules or duties

Focusing on the consequences of your actions

Emphasizing the intrinsic character of actors

Faith, accepting a higher power.

Briefly mention the nature of the present society where borders are irrelevant and priorities and problems are different. Then based on your opinion mention the four key principles that could form a framework to ensure ethical behaviour.

Take help of the article attached to the question. You will get 3 principles from the article and you need to figure one by yourself.

Conclusion– *form a concise, fair and a balanced opinion on the given statement based on your own understanding and opinion.*

Acting in ways consistent with what society and individuals typically think are good values. **Ethical behavior** tends to be good for business and involves demonstrating respect for key moral principles that include honesty, fairness, equality, dignity, diversity and individual rights.

There are four systems that are often presented as bases for judgment:

- Adhering to a set of rules or duties
- Focusing on the consequences of your actions
- Emphasizing the intrinsic character of actors
- Faith, accepting a higher power.



Ethical framework:-

- States and individuals are encased by upbringing, culture, heritage, and institutions which provide implicit systems guiding behavior.
- Individuals, society and the state need to uphold morals like honesty, integrity, empathy, accountability etc.
- **Accepting that others have the same right:** This requires dialogue, not avoidance or assertion. Hence, respect for diversity itself becomes a universal condition, acknowledging multiple views without succumbing to them.
- Human rights apply to all. But we live in communities, and having rights implies implementing policies and judging disputes.
- Equally important, rights imply reciprocity. If you assert rights, you also concede rights to others. Rights require order in our social interactions and institutions to govern them. Hence, **responsibilities come from community, governance, and reciprocity.**
- **Pluralism, rights and responsibilities, fairness, become codependent tools for determining ethical choice, and demand dialogue among people, not simple assertions.**

Q) The ethics of the Vedic Hindus is primarily a god-oriented ethics while the Upanishadic ethics is primarily intellectualistic.. Comment. (250 words)

Reference

Why this question

The question is related to GS-4 syllabus under the following heading-

Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships. Human Values – lessons from the lives and teachings of great leaders, reformers and administrators; role of family, society and educational institutions in inculcating values.

Key demand of the question.

the question wants us to express our understanding of the vedic ethics and present our opinion on the given statement- whether the ethics of the Vedic Hindus are primarily a god-oriented ethics or not. Similarly we have to discuss the Upanishad ethics and their intellectual foundation.

Directive word

Comment -We have to express our knowledge and understanding on both the aspects of the question and give arguments in support of our stand.

Structure of the answer

Introduction – *mention that the beginning of Indian ethics can be traced to Vedas and introduce the concept of, rta which gave rise to the concept of karma and dharma .*

Body –

- ❖ *Discuss how the vedic ethics was primarily God oriented ethics.E.g explain the meaning of the karma and dharma, According to Vedic ethics, moral order or law is reflected in the right performance of sacrifices and so one who performs these sacrifices and the ceremonial duties laid down in the scriptures, would achieve the goal of eternal happiness in heaven.*
- ❖ *Discuss why the Upanishad ethics is primarily intellectualistic. E.g they propound that the Vedic sacrifices are totally irrelevant for the realization of moksa. And so man is constantly exhorted to seek his individual liberation and not worry about other social, moral obligation; etc.*

Conclusion– *form a fair and a balanced conclusion on the given issue based on your discussion.*



Answer:-

- ✚ The Indian term for morality and ethics is 'dharma'. Dharma comes from the root 'dhr', which means to hold together. And thus the function of dharma is to hold the human society together for its stability and growth. Right conduct is essential if the human society is to survive.
- ✚ When Indian ethics is thought of, its early beginnings have to be traced from the Vedas, particularly the Rig Veda. **One of the central ethical concepts of the Rig Veda is 'rta', a conception of unifying order or moral law, pervading all things.** The concept 'rta' has given rise to two other important concepts, the concept of Dharma and the concept of Karma
- ✚ More important and essential element in the Vedic ethics is that of **love and worship offered to the gods in complete submission.** Moral order or law is reflected in the right performance of sacrifices and so one who performs these sacrifices and the ceremonial duties laid down in the scriptures, would achieve the goal of eternal happiness in heaven. **So the ethics of the Vedic Hindus is primarily a god-oriented ethics.**
- ✚ **The highest goal of life for the Upanishads is no longer happiness as in the Rig Veda, but liberation from bondage to the transitory existence and the re-attainment of the inner essence of the soul.** The Upanishadic ethics is primarily atman-centric and intellectualistic.
- ✚ The Upanishads declare that the Vedic sacrifices are totally irrelevant for the realization of moksha. And so man is constantly exhorted to seek his individual liberation and not worry about other social, moral obligation. This kind of philosophical individualism definitely undermines the values of social morality. For the Upanishads, **the identification and the realization of the self with Brahman is very important. Good conduct is very much necessary for the attainment of man's metaphysical good (identification of the self with Brahman).** And man who is wise is morally a good man whose nature approximates to the divine model. So the Upanishads are clear in saying that the man who has wisdom does not sin. **He ceases to do evil and through his wisdom he annuls the evil of his former life.**

Topic: Attitude: content, structure, function; its influence and relation with thought and behaviour; moral and political attitudes; social influence and persuasion.

Q) Discuss the functions of the attitude. Give examples in favour of your answer. (250 words)

Reference

Why this question

The issue is related to GS 4- syllabus under the following heading –

Attitude: content, structure, function; its influence and relation with thought and behaviour; moral and political attitudes; social influence and persuasion.

Key demand of the question

The question wants us to write in detail about the functions of the attitude. However, along with the description, we also have to provide suitable examples to bring a player picture and meaning.

Directive word

Discuss- we have to write in detail about the nature of functions of the attitude along with suitable examples to illustrate our discussion.

Structure of the answer

Introduction- *briefly define the term attitude.*

Body –

Discuss in points, the different functions of attitude.

- *e.g Knowledge function, Self / Ego-expressive function, Adaptive function, ego-defensive function.*



- *Take the help of the article attached to the question to form your own examples, which bring out the functions of the attitude.*

Conclusion– *mention the importance of the attitude in determining the behaviour of the persons etc.*

Answer:-

Attitude is a relatively enduring organization of beliefs, feelings, and behavioral tendencies towards socially significant objects, groups, events or symbols. It is a psychological tendency that is expressed by **evaluating a particular entity with some degree of favour or disfavour.**

Functions of attitude:-

- **Knowledge**
 - Attitudes provide meaning (knowledge) for life. The knowledge function refers to our need for a world which is consistent and relatively stable. This allows us to **predict** what is likely to happen, and so gives us a sense of control. Attitudes can help us organize and structure our experience.
 - Knowing a person's attitude helps us predict their behavior. For example, knowing that a person is religious we can predict they will go to Church
- **Self / Ego-expressive**
 - The attitudes people express help **communicate** who they are and may make them feel good because they have asserted their identity. Self-expression of attitudes can be non-verbal too.
 - Therefore, our attitudes are part of our identity, and help us to be aware through the expression of our feelings, beliefs and values.
- **Adaptive**
 - If a person holds and/or expresses socially acceptable attitudes, other people will reward them with approval and **social acceptance**.
 - Attitudes then, are to do with being apart of a social group and the adaptive functions helps us fit in with a social group. **People seek out others who share their attitudes, and develop similar attitudes to those they like.**
- **Ego-defensive**
 - The ego-defensive function refers to holding attitudes that **protect** self-esteem or that justify actions that make people feel guilty. For example, children might defend themselves against the feelings of humiliation they have experienced adopt a defensive attitude
 - Positive attitudes towards ourselves, for example, have a protective function (i.e. an ego-defensive role) in helping us reserve our self-image.
- The basic idea behind the functional approach is that attitudes help a person to mediate between their own inner needs (expression, defense) and the outside world (adaptive and knowledge).
- The basic idea behind the functional approach is that attitudes help a person to mediate between their own inner needs (expression, defense) and the outside world (adaptive and knowledge).

Topic: Aptitude and foundational values for Civil Service , integrity, impartiality and nonpartisanship, objectivity, dedication to public service, empathy, tolerance and compassion towards the weaker sections

Q) Discuss the difference between aptitude and attitude. What do you think is more important of the two, in relation to civil services. Comment. (250 words)

[Reference](#)

[Reference](#)



Why this question

Both aptitude as well as attitude are important as far as civil services are concerned. However, there is a large difference between the two and people have diverging views on which is more important for civil services. The question is related to GS 4 syllabus under the following heading-

Attitude: content, structure, function; its influence and relation with thought and behaviour; moral and political attitudes; social influence and persuasion.

Aptitude and foundational values for Civil Service.

Key demand of the question.

The question wants us to discuss in detail about the differences between attitude and aptitude. It then wants us to deliberate upon, which one is more important as far as civil services are concerned.

Directive word

Discuss- this is an all-encompassing directive. It directs us to write in detail about the difference between the two concepts.

Comment- We have to express our understanding of the issue and then finally present our opinion on the issue.

Structure of the answer

Introduction– Give a definition of attitude as well as aptitude.

Body-

- ❖ *Discuss the difference between the two. E.g Attitude is more related to behaviour than aptitude etc. (refer to the book, lexicon for ethics, integrity and aptitude and do a perusal of both the terms and frame your answer accordingly.*
- ❖ *Discuss, which one is more important of the two, vis a vis civil services. You can hold your opinion based on your understanding and convictions. But you have to support your answer with sufficient and proper arguments/ examples.*
- ❖ *E.g attitude is more important than aptitude because aptitude can be increased/ improved much easily than aptitude, attitude guides our behaviour in difficult circumstances etc. Take the help of the articles attached with the question to frame your answer.*

Conclusion– Based on the above discussion, form a fair and a balanced opinion on the issue.

An aptitude is a component of a competency to do a certain kind of work at a certain level, which can also be considered “talent”. Aptitudes may be physical or mental. Aptitude is not knowledge, understanding, learned or acquired abilities (skills) or attitude. The innate nature of aptitude is in contrast to achievement, which represents knowledge or ability that is gained. Where as attitude is the positive or the negative feeling towards a person, object, event, idea etc.

Differences between attitude and aptitude:-

- Attitude is related to existing abilities and skills with certain perceptions while aptitude is the potential ability to acquire skills, abilities and knowledge.
- While attitude is positive or negative or indifferent feeling towards a person, object, event or idea; aptitude is a competency to do certain kind of work. **Both attitude and aptitude can be nurtured.**
- While attitude is associated with character or virtues; aptitude is associated with competence.
- While attitude underpins the character, virtues and moral values; aptitude determines if the person would develop desired skills to do a task.
- While attitude is only mental; aptitude is both mental and physical.
- Once aptitude is adopted it is difficult to change it which is not the case with attitude.



APTITUDE VS ATTITUDE



Civil servants need a certain aptitude which is the amalgamation of these three aptitudes :-intellectual, emotional and moral aptitude. A civil servant who has the aptitude of having good negotiation skill set, ability to take quick and quality decisions ,logical ability, reasoning etc would be efficient .

However presence of aptitude alone may not suffice. Aptitude needs to be conditioned, and often reinforced by the right attitude (of compassion, honesty, public mindedness etc). A technically brilliant civil servant who lacks the right attitude may turn out to be self serving and apathetic(absence of compassion), or even corrupt(weak attitude towards integrity and honesty).

Attitude and aptitude often reinforce each other. A person lacking one is often driven to supplement the other. A civil servant should be high on both of these vital parameters in order to fulfill his mandate of public welfare.

TOPIC : Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions; laws, rules, regulations and conscience as sources of ethical guidance; accountability and ethical governance; strengthening of ethical and moral values in governance; ethical issues in international relations and funding; corporate governance.

Q) Values play an important role in the functioning as well as in determining the performance of an organization. Discuss. (250 words)

Reference

Why this question

Values form an integral part of a person's personality, his convictions and his behaviour. The question is related to GS4 syllabus under the following heading-

Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions;

Key demand of the question

The question wants us to write in detail about the role played by different values at play in an organisation, in determining its functioning and its performance/ achievement.



Directive word

Discuss- this is an all-encompassing directive. It means that we have to write in detail about all the key aspects of the question. Here we have to discuss the nature of values which are present in a workplace and how they affect the functioning and performance of an organisation.

Structure of the answer

Introduction– give a brief definition of a value. e.g Values are desirable states, goals or behaviours on which individuals place a high worth.

Body–

- Discuss the different types of values existing in a workplace (e.g based on source-individual values vs organisational values; based on content functional vs instrumental organisational values).
- Discuss how values affect the functioning and performance of an organisation. Take help of the article attached to the question and feel free to consult other sources/ references.

Conclusion- mention the strategy of providing incentives in various forms in order to strengthen certain values in an organisation.

Answer:-

Values are the enduring beliefs that a specific mode of conduct or end state of existence is personally or socially preferable. These are more difficult to change or alter. As ethical conduct receives more visibility in the workplace, the importance of values is increased as a topic of discussion in management.

Values are general principles to regulate our day-to-day behavior. They not only give direction to our behavior but are also ideals and objectives in themselves. They are the expression of the ultimate ends, goals or purposes of social action.

Types of values in workplace:-

There are four types of values that we find in an organisational setting: individual values, relationship values, organisational values and societal values.

Individual values reflect how you show up in your life and your specific needs-the principles you live by and what you consider important for your self-interest. Individual values include: enthusiasm, creativity, humility and personal fulfilment.

Relationship values reflect how you relate to other people in your life, be friends, family or colleagues in your organisation. Relationship values include: openness, trust, generosity and caring.

Organisational values reflect how your organisation shows up and operates in the world. Organisational values include: financial growth, teamwork, productivity and strategic alliances.

The following are values having foremost importance at work place :-

- Integrity, Accountability, Diligence, Perseverance and Discipline. Strong organizations are centered on these values. They are invariably successful. Almost always, these core values generate other values in employees.
- Every individual and every organisation is involved in making hundreds of decisions every day. The decisions we make are a reflection of our values and beliefs, and **they are always directed towards a specific purpose. That purpose is the satisfaction of our individual or collective (organizational) needs.**
- When we use our values to make decisions, **we make a deliberate choice to focus on what is important to us. When values are shared, they build internal cohesion in a group.**

Establishing strong core values provides both internal and external advantages to the company:

- **Core values help companies in the decision-making processes.** For example, if one of your core values is to stand behind the quality of your products, any products not reaching the satisfactory standard are automatically eliminated.



- **Core values educate clients and potential customers about what the company is about and clarify the identity of the company.** Especially in this competitive world, having a set of specific core values that speak to the public is definitely a competitive advantage.
- **Core values are becoming primary recruiting and retention tools.** With the ease of researching companies, job seekers are doing their homework on the identities of the companies they are applying for and weighing whether or not these companies hold the values that the job seekers consider as important.

Q) Discuss the ethical frameworks through which the act of suicide could be debated.
(250 words)

Reference

Why this question

The question is related to GS 4 syllabus under the following heading-

Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships.

Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions

Key demand of the question.

The question wants us to mention and describe different ethical frameworks, which debate the ethical aspects of the act of suicide. We have to discuss the individual frameworks and their main philosophy/ questions/ pursuits etc.

Directive word

Discuss- This is an all-encompassing directive which means that we have to write in detail about the key demand of the question.

Structure of the answer

Introduction– Give a simple (preferably legal) definition of the act of suicide.

Body

- *Discuss in points, different ethical frameworks through which the issue of the act of suicide can be debated.*
- *Mention and discuss the theologian, libertarian, consequentialist, Kantian frameworks and what are their key philosophies. What question they ask and what answers they seek.*

Conclusion– Form a fair and balanced personal opinion the overall issue of suicide, based on your understanding, convictions and more importantly the above-held discussion.

Answer:-

- ❖ Suicide is a prevalent and persistent feature of human society. According to the WHO, approximately 800,000 people per year commit suicide. **Suicide is the intentional and voluntary taking of one's own life.** However the point is that describing an act of self-killing as "suicide" is not always straightforward as sometimes people do it voluntarily and sometimes they are forced to take extreme action due to the circumstances imposed on them.

There are four different frameworks for thinking about the ethics of suicide:

- ❖ The **theological framework**, bases its ethic of suicide on theological premises. The typical theistic view being that either **life is a gift from God that we cannot revoke or we are God's property/creation and in choosing to end our own lives we would violate his authority over us.** This means that suicide is always and everywhere ethically wrong.
- ❖ The **libertarian framework** is based on libertarian moral and political theory. Libertarians typically believe that **we have a natural right of self-ownership**, A permissible attitude toward suicide follows from this. **If we**



choose to end our lives, that is our right. The rights of others and the duties one owes to them may count against the permissibility of suicide. **For instance, a parent's caregiving duties toward their child would seem to block the permissibility of suicide.**

- ❖ **Consequentialist framework** looks to the potential **consequences of suicide to determine whether it is forbidden, permissible or obliged.** Given that consequences vary with the context, the consequentialist attitude toward suicide also varies greatly: sometimes it is permissible, sometimes it is forbidden, sometimes it is obliged. Consequentialist view allows you to take into account a whole range of factors when determining the permissibility of suicide, including the impact on others and one's prospective quality of life.
- ❖ Therefore the big problem for all consequentialist theories is that they can lead to counterintuitive conclusions. For instance, if killing an innocent person would help to avert mass social unrest and upheaval, then it seems like the consequentialist should do it. This is despite the fact that the innocent person has done nothing to deserve this treatment.
- ❖ The **Kantian framework** is a non-consequentialist approach, focusing on our duties towards ourselves and others, and appealing to the **concept of dignity.** Kantian view is usually thought to imply that suicide is impermissible. The simplest argument for this is that killing oneself is incompatible with respect for one's dignity.

Q) Discuss why ethical standards are important in the delivery of public services. (250 words)

Reference

Why this question

The question is related to GS 4 syllabus under the following heading-

Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions accountability and ethical governance; strengthening of ethical and moral values in governance;

Key demand of the question.

The question wants us to bring out reasons as to why it is essential to follow ethical standards in the delivery of public service.

Directive word

Discuss- this is an all-encompassing directive, which mandates us to write at length about the key demand of the question- why we need to be ethical in public service.

We have to give reasons/ justifications in favour of the statement.

Structure of the answer

Introduction – *briefly discuss the importance and role of public service in a modern society.*

Body– *mention that it is essential to have in place and follow ethical standards in the delivery of public service. Then discuss in points why it is essential.*

E.g outcomes for society are better when the decisions of public office holders are made fairly and on merit and not influenced by personal and private interests; low levels of corruption and confidence in the integrity of the trading and operating environment are crucial factors in the functioning of advanced democracies; high standards benefit the economy through their effect on international confidence; impartiality and objectivity increases predictability, which improves economic efficiency etc.

Conclusion– *Form a fair, balanced and a concise conclusion based on the above discussion.*



Answer:-

Public want common ethical standards to apply to all providers of public services and that public and stakeholder views are broadly in line with the Seven Principles of Public Life – **Selflessness, integrity, objectivity, accountability, openness, honesty, leadership.**

Public service has four main roles:-

- First, it delivers essential and necessary services to the people, such as the organisation, funding and provision of healthcare, education and welfare.
- Second, the public service carries out the important administrative functions of government, such as collecting taxation revenue overseeing and coordinating trade and protecting our borders
- Third, the public service implements laws and policies made by parliament. It is the means by which government decisions are carried out 'on the ground'.
- Fourth and last, the public service provides the government and others with information and advice that is useful for formulating new laws and policies.

High ethical standards are important for society as a whole and that they are particularly important where public money is being spent on public services or public functions. This is because:

- Outcomes for society are better when the decisions of public office holders are made fairly and on merit and not influenced by personal and private interests
- Low levels of corruption and confidence in the integrity of the trading and operating environment are crucial factors in the functioning of advanced democracies
- High standards benefit the economy through their effect on international confidence
- Impartiality and objectivity increases predictability, which improves economic efficiency
- Governments which are not perceived to uphold high standards have less legitimacy and basic public institutions such as tax and benefit systems rely on public trust to function effectively
- High ethical standards are a necessary component of managing public money and fundamental to the right use of public funds and delivery of services to the public. It is therefore incumbent on the bodies commissioning or procuring public services, which are ultimately responsible and accountable for those services, to obtain assurance that high ethical standards are being met.

Q) Discuss in what ways can you motivate your subordinate public servants. (250 words)

Reference

Why this question

The question is related to GS 4 syllabus under the following heading-

Public/Civil service values and Ethics in Public administration: Status and problems; ethical concerns and dilemmas in government and private institutions;

Key demand of the question

The question simply wants us to delve into the issue of motivation, analyze the difference between public and private sector and write in detail about how public servants can be motivated for higher performance.

Directive word

Discuss – This is an all-encompassing directive which mandates us to dig deep into the question and write in detail about the ways in which subordinate public servants can be motivated.

Structure of the answer



Introduction– *briefly discuss the difference between private and public sector which demands a different approach of motivation. E.g paucity of resources, public criticism, more accountability to public in public service etc.*

Body– *Discuss in points about the two main sources (internal and external) of motivation for public servants. Bring out the importance and role of the two sources. Also describe how internal sources of motivation can be triggered (e.g placing confidence in subordinates and delegating enough powers, appreciating good work, higher engagement etc.). Similarly, discuss how external sources can be utilised (e.g giving good APR in case of good performance). Also discuss that external sources are not significant in case of public service due to paucity of resources and ethical concerns.*

Conclusion- *Form a fair and a balanced conclusion on the issue based on the above discussion.*

Answer:-

Employee engagement has a significant impact on organizational outcomes.

Why subordinate public servants are not motivated:-

- **Public sector employees are oftentimes characterized as “overpaid” and “underworked”.** These characterizations impair morale and negatively affect employee engagement.
- **Public sector agencies do not have the ability to utilize financial incentives as the private sector may.** Harsh public criticism of government employees affects job performance, organizational outcomes, the performance of agencies, and the manner in which services are rendered to citizens.
- **Public managers often complain they do not have the necessary tools to motivate their staff .**They do not have a stick, since it is impossible to fire anyone from the public service. And on the other, they do not have a carrot to offer, as substantial financial rewards are not allowed
- **Also public sector organizations are very hierarchical in nature,** both in structure and in culture. The result is frustrated front-line employees who rarely get to see the outcomes of their work, which serves top level management and high political echelons. Moreover, hierarchical organizations foster a patronizing management approach in which the worker is coerced, rather than persuaded, to work

How to motivate them?

- Extrinsic rewards cannot be offered within public service due to their financial nature. In addition, these types of rewards are inappropriate and unethical due to public, political interests, and budgeting issues. **Intrinsic rewards are psychological rewards that employees receive from accomplishing purposeful work and completing it well.**
- The majority of employees are required to **self-manage to a substantial degree through the utilization of intelligence and experience** and the management of work activities in order to accomplish organizational objectives.
- Allowing employees to feel a **sense of meaningfulness** supports the opportunity to accomplish something of real value, which matters within the larger scheme of life. A sense of meaningfulness provides a strong sense of direction and purpose.
- Employing a **sense of choice** permits employees to utilize their best judgment to choose work activities that make the most sense and complete them in appropriate manners, which allows employees to feel ownership over their work, trust in the employed approach, and feel responsible.
- A **sense of competence** permits employees to feel that work activities are being managed well, execution of these activities either meets or exceeds standards, and that an employee is completing high-quality work. A sense of competence offers pride and satisfaction.
- A **sense of progress** allows employees to feel encouraged that work is on track and moving in the proper direction.
- These employees are driven by a higher purpose and serving others, which would empower them to be motivated through a sense of meaningfulness, choice, competence, and progress. Once an organization conveys that important work is being completed with a higher purpose, employees will utilize their intrinsic rewards and remain driven and engaged.



Performance = Ability x Understanding of the task x Motivation x Environment.

Topic: Probity in Governance: Concept of public service; Philosophical basis of governance and probity; Information sharing and transparency in government, Right to Information, Codes of Ethics, Codes of Conduct, Citizen's Charters, Work culture, Quality of service delivery, Utilization of public funds, challenges of corruption.

Q) What do you understand by governance. Also, discuss some of the indicators of good governance. (250 words)

Reference

Why this question

The issue is related to GS-4 syllabus under the following heading –

Probity in Governance: Concept of public service; Philosophical basis of governance and probity; Information sharing and transparency in government, Right to Information, Codes of Ethics, Codes of Conduct, Citizen's Charters, Work culture, Quality of service delivery, Utilization of public funds, challenges of corruption.

Key demand of the question.

The question wants us to express our knowledge and understanding of the working and philosophical concept of the term governance. It also wants us to write in detail about the indicators of good governance.

Directive word

Discuss- this is an all-encompassing directive and it mandates us to write at length about the key demands of the question- meaning of the term governance and indicators of good governance.

Structure of the answer

Introduction – Define and briefly explain in 1-2 lines, the term governance. E.g The word “governance” came from the Latin verb “gubernare,” which means “to steer.” Basing on its etymology, governance refers to the manner of steering or governing, or of directing and controlling, a group of people or a state.

Body-

- Explain and discuss the term further, give its working definition (what it practically means), its relation to government etc.
- Discuss in points, the indicators of good governance. E.g transparency, rule of law, accountability, absence of corruption etc.

Take the help of the article attached to the question and also other related material, in order to frame your answer.

Conclusion– Form a fair, concise and a balanced opinion on the issue.

Answer:-

- **Kautilya** in his treatise **Arthashastra** propounded the qualities of good governance by the ruling king as follows: In the happiness of his subject lies his happiness, in their welfare his welfare, whatever please himself he shall not consider good. The concept of good governance is associated with capable and real administration in democratic set up.

Governance:-

- Governance is commonly defined as the *exercise of power or authority by political leaders for the well-being of their country's citizens or subjects*. It is the complex process whereby some sectors of the society wield power, and enact and promulgate public policies which directly affect human and institutional interactions, and economic and social development. A great deal about governance is the proper and effective utilization of resources.



- Today, governance includes three sectors: the public sector (state actors and institutions), the private sector (households and companies), and the civil society (non-governmental organizations). These three sectors are said to work hand in hand in the process of governance.

Good governance is understood through its eight indicators or characteristics:

- **Participatory:-**
 - Good governance essentially requires participation of different sectors of the society. The management of highly complex societies and of their ever growing needs requires a participatory form of governance by diffusing power.
 - The move for *decentralization* is a response to this as it widens the base of participation and allows local government units to exercise governmental powers directly within their respective districts.
 - This means freedom of association and expression and an organized civil society should go hand in hand.
- **Rule of Law:-**
 - Democracy is essentially the rule of law. It is through the law that people express their will and exercise their sovereignty.
- **Effective and Efficient:-**
 - Good governance requires that the institutions, processes, and actors could deliver and meet the necessities of the society in a way that available resources are utilized well. That the different actors meet the needs of the society means that there is *effective*
- **Transparent:-**
 - Transparency, as an indicator of good governance, means that people are open to information regarding decision-making process and the implementation of the same.
- **Responsive :-**
 - Responsiveness means that institutions and processes serve all stakeholders in a *timely and appropriate*
- **Equitable and Inclusive:-**
 - Equity and inclusiveness means that all the members of the society, especially the most vulnerable ones or the grassroots level, must be taken into consideration in policy-making.
- **Consensus Oriented:-**
 - Governance is consensus oriented when decisions are made after taking into consideration the different viewpoints of the actors of the society. Mechanisms for conflict resolution must be in place because inevitably conflict that will arise from competing interests of the actors.
- **Accountability:-**
 - Accountability means answerability or responsibility for one's action. It is based on the principle that every person or group is responsible for their actions most especially when their acts affect public interest.

“Good” governance promotes gender equality, sustains the environment, enables citizens to exercise personal freedoms, and provides tools to reduce poverty, deprivation, fear, and violence. The UN views good governance as participatory, transparent and accountable. It encompasses state institutions and their operations and includes private sector and civil society organizations.

Good governance is significant in public institutions to conduct and manage public affairs and resources to guarantee human rights in free of abuse and corruption, and with due regard for the rule of law.

Good governance is thus, a function of installation of positive virtues of administration and elimination of vices of dysfunctionalities. It makes the government work effective, credible and legitimate in administrative system and citizen-friendly, value caring and people-sharing.



TOPIC: Case Studies

Q) You are a trainee accountant in your second year of training within a small practice. A more senior trainee has been on sick leave, and you are due to go on study leave. You have been told by your manager that, before you go on leave, you must complete some complicated reconciliation work. The deadline suggested appears unrealistic, given the complexity of the work. You feel that you are not sufficiently experienced to complete the work alone. You would need additional supervision to complete it to the required standard, and your manager appears unable to offer the necessary support. If you try to complete the work within the proposed timeframe but fail to meet the expected quality, you could face repercussions on your return from study leave. You feel slightly intimidated by your manager, and also feel pressure to do what you can for the practice in what are challenging times.

- ❖ Discuss the key ethical issues involved here.
- ❖ Discuss your future course of action along with the justification.

(300 words)

Reference

Why this question

The question is related to GS4 syllabus (Case studies)

Key demand of the question.

The question wants us to discuss in length the key issues involved and what should be done in this regard.

Directive word

Discuss- we have to write in detail about the key ethical issues involved and what should be done to solve the given dilemma and why so should be done.

Structure of the answer

- *Key issues involved.*
- *Simply highlight and briefly describe the key issues involved.*
- *What should be done.*
- *Chart out a strategy to handle the given situation and justify your stand with proper reasoning.*
- *Take the help of the reference attached to the question to form your answer.*

Answer:-

The Key ethical issues involved here with multiple stakeholders like myself, client, the manager the organisation and its other employees etc deals around the issue of professional competence, integrity , accepting responsibility, lack of empathy from manager's side, professional behaviour etc.

- ❖ **Integrity:-** In this particular case study when me as an accountant know that I am not well experienced to complete the work without adequate supervision but still if I go ahead with it is lying to myself and doing injustice to the job.
- ❖ **Accepting responsibility:-**At the same time without trying and trusting my abilities with the job I cannot just give it up. In a professional situation new challenges emerge and I need to be up for the task rather than quitting.
- ❖ **Competence :-**In this case study the ability to assess the job by myself in an objective way is needed.
- ❖ **Professional behaviour :-** My behaviour should be in sync with the needs of the organization . The complicated situation will test my mental strength.



- ❖ **Lack of coordination between manager and accountant:-** Employees need to work towards organizational goals first but the relationship between these two seems to be in contradiction as the work is being compromised or employee is facing stress and is not receiving any help.

Future course of action:-

- ✓ In the first instance I would like to resolve the issue with the manager by explaining to him/her that I need additional time and experience to complete the work satisfactorily. So I will try to get adequate supervision or manpower by advising the manager to provide with some new trainees to help me complete work. This can ease my job and I can start without apprehension after my study leave but this might create my image as incompetent in the organization and lack of responsibility.
- ✓ Then I would try to convince manager to engage with the client regarding the extension of time limit so that the senior trainee comes back from leave and finish the work with good quality. This is an option with no predictability and takes more time as I will be left in lurch till the decision is arrived by manager and client.
- ✓ Even though manager appears unsympathetic its better I tell the reality for the benefit of the organization. I can be clear that there is a need for experienced help and I cannot do it alone. I will also make it clear that I don't want my work to be completed on time but with below par standard. This is a feasible option as the manager is also answerable to the superiors and he would ultimately want to satisfy the client. Even though I might be criticized initially but being a trainee the organization would understand the risk I have taken in upholding the organisation's reputation.

Q) Dibyalok Kumar knew he was smart. His classmates always turned to him for help on assignments and he always knew the answers to the questions his teachers asked in class. Dibyalok just didn't study for tests so his grades were often mediocre. He knew he could do better in school, it was just that school was so... well, boring.

School was coming to an end for the year and Dibyalok needed to get a good job this summer, after all this was the end of his junior year. He desperately wanted to work at the famous Research Institute. Dibyalok felt that if he got a job there as a summer intern, it would really boost his chances of getting admitted to the graduate engineering program of his choice. He knew the institute hired very few summer interns and generally these were students from private schools who had excellent academic records and high standardized test scores. So, Dibyalok decided to "tweak" his resume. He rounded his GPA up from 3.0 to a more respectable 3.5 and listed his SAT scores as 700 verbal and 820 math (in reality they were 600 verbal and 720 math). Dibyalok reasoned that these changes really didn't matter because he would show them who he really was through the quality of the work he did for the Institute once he was hired...

- Discuss the various ethical issues raised by the action of Manish.

(250 words)

Reference

Why this question

The question is related to GS 4 syllabus (case studies part).

Key demand of the question

The question wants us to write in detail about the various ethical issues involved in the above case study.

Directive word

Discuss- we have to be exhaustive in our approach and write in detail about various ethical issues involved in the above case study.



Structure of the answer (Approach)

- Refer to the article attached with the question in order to get an idea about the ethical questions raised under the given situation. However, you should not restrict yourself to the issues raised in the article only. You should think harder and add a few more issues, in order to increase your analytical skills.
- Frame your answer in points and discuss each issue separately.

Conclusion– You can add your viewpoint on what Dibyalok should do in this situation.

Answer :-

- ❖ The aim of **education** is the knowledge, not of facts, but of values which seems to be neglected in the given case study. In a competitive world students resort to unethical means to gain marks in the examinations which was even visible in the recent CBSE question paper leaks. There are many ethical issue in the given case study:-
- ❖ Dibyalok resorted to false data in his resume .This shows the **lack of honesty and integrity** in his approach where he does not value the importance of truthful data to be mentioned in such instances.
- ❖ Despite being an intelligent person the action he has taken shows the **lack of responsibility and hardwork and overconfidence** .This complacent attitude can lead to big sins later leading to him being **corrupt** .
- ❖ He is **setting a wrong example** to others as they can also resort to such unethical means. He is unaware that **means are more important than the ends**.
- ❖ His approach is also **unfair to other candidates** who have worked hard to get those grades and get admission in the institute. His approach can affect his family adversely as well.
- ❖ Dibyalok need to understand that achieving the goal with the rightful means ensures greater satisfaction than winning by any other means. He needs to work hard to improve his marks and get in to the institute. Even if he does not get into it it is not the end of the world he can still work hard and gain knowledge which will ensure success to him ultimately.

Q) In 2003, People for the Ethical Treatment of Animals (PETA) launched a new campaign, named “Holocaust on Your Plate,” that compares the slaughter of animals for human use to the murder of 6 million Jews in WWII. The campaign centers around the power of emotion, and Lisa Lange, the vice president of PETA communications, stated that “The idea for the effort came from the late Nobel Prize-winning author Isaac Bashevis Singer, who wrote: ‘In relation to them [animals], all people are Nazis; for them it is an eternal Treblinka’ — a death camp in Poland”

Is “Holocaust on Your Plate” ethically wrong or a truthful comparison? Critically Comment.
(250 words)

Reference

Why this question

The question forms a part of case studies portion/ aspect of GS 4 syllabus/ question paper.

Key demand of the question.

The question wants us to dig deep into the issue and analyze the ethical issues involved in it. We have to form a personal opinion on the issue based on our discussion.

Directive word

Critically Comment- We have to look at both the aspects of the act- Why it is right and why it is wrong. We have to argue in favour of both of them. Based on our discussion, we have to form a personal opinion on the issue.



Structure of the answer

Introduction – Mention that such ethical dilemmas are common in our world and sometimes we are enticed to go through any means to achieve something of value to us.

Body–

- *Discuss why the act is right- e.g it will achieve the noble end of protecting animal rights and life, save them from cruelty, motivate people more emotionally and better etc.*
- *Discuss why the act is wrong- wrong means for right ends is not always justified, it makes the issue proportionately much more emotional thereby liable to exploit rather than guide human behaviour, sets a wrong precedent, etc.*

Conclusion- Form a fair, concise and a balanced conclusion based on your discussion.

Answer :-

- ❖ Animal rights, also referred to as animal liberation, is a concept based on the idea that the basic interests of animal species should be given equal importance like the basic interests of humans.
- ❖ PETA argues that it is making its argument based upon **principles of truth**. PETA essentially claims that its **campaign uses a comparison relating the murder of Jews and animals in a truthful and justified manner**.
- ❖ **Treatment of animals within the food industry resembles a form of slavery**, and everything that usually accompanies it: **murder, torture and abuse**. Female cows are forcibly impregnated on a routine basis, and separated from their newborns. When they can no longer produce milk they're then disposed of, which is at a relatively young age.
- ❖ PETA's campaign is protected under **freedom of speech and ethically sound** since it is rooted in fact and historical data, both from the Holocaust and slaughter house records. The comparison between the murder of Jews and animals is justified, **due to the inherent and quantifiable nature of the slaughtering of innocent lives**.
- ❖ However, when considering the case by **applying the principles of deontology** the mass murder of millions of humans cannot be compared to an animal. While PETA's claims may be justified, and the comparison between the murder of humans and animals deemed quantifiable, **the harm caused by the campaign overrides the intended message**.
- ❖ The mass-murder of millions in a catastrophic historical event is better not be utilized as a communication tool to gain support for one's organization. The comparison, while arguably similar in quantifiable terms, looks insensitive and takes advantage of others suffering to make a point.
- ❖ The **whole point of veganism is that animals are equal to humans, after all but it's hugely offensive and insensitive to co-opt another group's history of brutal oppression**.
- ❖ **Meat is a huge part of many cultures and religions and it is very hard to move away from that**. It's important to keep in mind that comparing Holocaust with animal slaughter will only insult and hurt a lot of people. What vegan activists can do is tell people directly what the issues at stake are. Society cannot ignore the fact that **animal cruelty is a horrible part of modern life**. The world should be able to fight against it without exploiting the wounds of holocaust, and the horror that it inflicted.



Q) Mr Ranbir Sinha, a distinguished structural engineer, received a phone call from an engineering student at a nearby college. The student expressed concern that Mr. Ranbir's famous skyscraper had a serious technical design flaw. At first, Mr. Ranbir's dismissed the student's concerns outright but the conversation gets him thinking. Over the weekend, Mr. Ranbir sifts through his data and realizes the student is indeed correct – strong winds could cause this famous landmark to topple and in the process kill thousands of innocent people. Rectifying the problem would be no small task and would require notifying the building's owners, city officials, and the press and might negatively impact Mr. Ranbir's professional reputation.

Consider each of the following questions and evaluate the case study:

1. What is the action or inaction that is the cause for concern?
2. Who or what may be affected?
3. How will they be affected? (i.e., what are the possible consequences?)
4. Are there any laws, regulations written or unwritten that may apply?
5. What actions might be taken and what would the consequences of these actions be?
6. Can anything be done to prevent this from reoccurring or to minimize the severity of the consequences?

(250 words)

Reference

Why this question

The question is related to case studies part of GS 4.

Structure of the answer

The answer may be framed as per your own convictions, understanding and knowledge. However, for your guidance, answers for each question is also given here. You may further add to it and refine your answer.

1. [What is the action or inaction that is the cause for concern?](#)

The cause for concern is that the building Mr Ranbir designed could potentially topple in strong winds.

2. [Who or what may be affected?](#)

The building's owners and occupants of whom there are thousands (large number).

3. [How will they be affected? \(i.e., what are the possible consequences?\)](#)

The building occupants could be maimed or killed. The building's owners would be ruined. Mr Ranbir's professional reputation and career would certainly be ruined and he could also face imprisonment and civil lawsuits.

4. [Are there any laws, regulations written or unwritten that may apply?](#)

Certainly if the building collapsed and people died, Mr Ranbir would be guilty of many counts of murder. There are likely many laws and regulations that would also apply. Likely the code of ethics for Mr Ranbir's profession holds its members responsible for ensuring public safety.

5. [What actions might be taken and what would the consequences of these actions be?](#)

Mr Ranbir can go to the building owners and inform them of the problem and of what needs to be done in order to fix the skyscraper.

6. [Can anything be done to prevent this from reoccurring or to minimize the severity of the consequences?](#)



Certainly by informing the owners as soon as possible Mr Ranbir will minimize the severity of the consequences. Mr Ranbir should also carefully review his calculations to determine how/why he made the error in the first place. This will allow him to make sure that he doesn't make the same mistake again in the future.

Answer :-

- ❖ **Ethical** values ensure honest and open transactions in the profession, and that the professionals are able to work without external pressure or biasedness. The **role of ethics**, therefore, in **engineering** is imperative because the integrity of the profession depends on it. **Engineers** must perform under a standard of professional behavior that requires adherence to the highest principles of **ethical** conduct.
1. **Action or inaction which is cause for concern is:-**
 - The action which is a cause for concern is that the skyscraper built by Mr.Ranbir could topple due to strong winds and kill many innocent people.
 - Also despite being a distinguished engineer the lack of having to ensure good quality building is a cause of concern.
 - Despite knowing his flaw, Mr.Ranbir is not quick enough in looking for an effective solution and save thousands of lives is a cause for ethical concern.
 2. **Who or what may be affected?**
 - The building if collapsed can lead to loss of thousands of innocent lives and property. Even the building owners would be adversely affected. This incident can lead to loss of reputation and trust on such engineers and can affect his future work endeavours.
 3. **Possible consequences:-**
 - The technical flaw in the design of the structure can lead to destruction of lives of many people also impacting their property.
 - The engineer reputation will be at stake and can face criminal and civil lawsuits as his work is responsible for deaths of innocent people .
 4. **Are there any laws, regulations written or unwritten that may apply?**
 - Due to loss of lives Mr.Ranbir can face trial on murder charges and be guilty of murder. Also the ethical code of his profession is violated as he could not ensure public safety. He might also be facing charges for negligence of duty.
 5. **What actions might be taken and what would the consequences of these actions be?**
 - The immediate action needed is for Mr.Ranbir to inform the respective authorities as it is a public issue and the authorities need to take necessary action immediately to ensure safety for the people.
 - He needs to convey to the building owners of the flaw in the design and explain them the problem and immediate measures needed to ensure that the issue is fixed.
 - The consequences of these actions might be that Mr.Ranbir might be looked at as a honest man who is making effort to rectify his mistake at the same time raising questions over the command of his knowledge regarding structural engineering
 6. **Can anything be done to prevent this from reoccurring or to minimize the severity of the consequences?**
 - By letting the authorities know the issue on his own the implications for his punishment might be less severe. Also the issue can be handled quickly and preventive measures will be taken before the act of building collapsing itself saving many lives.
 - To prevent this from recurring Mr.Ranbir needs to analyse the design issues he committed and assess his calculations.
 - Also the respective authorities who give permission for building plans need to carefully examine the plans before giving permission.



Q) Three teenagers and two adults are arrested on burglary and stolen goods charges. The goods: \$23,000 in computer equipment. The victim: Their high school. The youths used a stolen key to enter the school and one later tells the newspaper that the burglary started out as fun, but the sight of the computers made grand larceny “just too easy.”

Among the suspects are the son of your newspaper’s general manager, the son of an elementary school principal in the same district as the burglarized school and the son of a state government division manager.

Will you mention the name of your general manager in the related news of burglary by his son? Discuss why/why not.

(250 words)

Reference

Why this question

The question is a part of GS-4 syllabus (Case Studies).

Key demand of the question.

The question wants us to bring out the issues arising out of including the name of the father in the news of his son being caught in a burglary incident. We have to present our opinion and write in support of the opinion.

Directive word

Discuss – This is an all-encompassing directive which mandates us to write in detail about the key demand of the question. Here we have to write about the ethical issues involved, what should be done and why so should be done.

Structure of the answer

Take the help of the article attached to the question to frame your answer.

Discuss

- *The Ethical issues involved here. E.g Reputation of the father, close relation of the agents (father-son), son is adult etc.*
- *Mention your opinion on whether you would mention the name of your general manager in the related news. Support your opinion with proper justification.*

The stakeholders involved in this scenario are the three teenagers and their fathers, two adults, newspaper management etc.

The ethical issues involved in this case study are:-

- Reputation of the father
- Father-son relationship
- Teenagers are involved in the crime
- Employee loyalty vs truth telling
- Journalistic objectivity in reporting

The following arguments can be considered:-

- **Reveal the identity of the father:** In this scenario one is already justifying that the son is convicted even before conviction itself .Many people attempt to commit a crime because they think they can get away with it. The same goes for teens committing a crime: They do it, most of the time because they anticipate getting away with it. **This is no reflection of one’s upbringing – only the way that person views right from wrong.** Unless the parent assisted



in helping the child commit the crime the adult cannot be held responsible for the child's actions hence name need not be disclosed especially for minor crimes

- **Father's identity can be hidden:-** There's a misconception that juvenile names are strictly off-limits but there are valid reasons for not naming minors even if it's legal. For example, many news organizations do not, as a rule, publish the names of young people accused of less serious crimes. For Children, the thinking goes, that they should not be stigmatized for the rest of their lives for an error in judgment they made while growing up. However teenagers need to undergo trial as per law and attain punishment as their activity has been for fun which highlights the lack of ethical values in them.

As the enlisted scenario shows the lack of judgment of the teenagers they need to be reformed rather than be severely punished which can even make them serious offenders in future.

Also the reputation of the newspaper will not be at stake as the case is still under investigation and the teenagers are not convicted yet.

Q) Meena, an employee of Great American Market, was warned about her excessive absenteeism several times, both verbally and in writing. The written warning included notice that "further violations will result in disciplinary actions," including suspension or discharge.

A short time after the written warning was issued, Meena called work to say she was not going to be in because her babysitter had called in sick and she had to stay home and care for her young child. Meena's supervisor, Sylvia, told her that she had already exceeded the allowed number of absences and warned that if she did not report to work, she could be suspended. When Meena did not report for her shift, Sylvia suspended her for fifteen days.

In a subsequent hearing, Meena argued that it was not her fault that the babysitter had canceled, and protested that she had no other choice but to stay home. Sylvia pointed out that Meena had not made a good faith effort to find an alternate babysitter, nor had she tried to swap shifts with a co-worker. Furthermore, Sylvia said that the lack of a babysitter was not a justifiable excuse for being absent.

Questions:

1. Was the suspension fair?
2. Did Sylvia act responsibly?
3. Should Meena be fired?
4. Should the babysitter be fired?
5. Was Sylvia fair in her actions?

(250 words)

The above case study highlights the conflict a mother faces in upholding her professional and personal duties.

1. Was the suspension fair?

Meena has already exceeded the allowed number of absences and was warned adequately before itself. Also she could have asked her supervisor to accommodate some one else in her shift and she would work in their shift if possible but she has not requested that. She could have even asked supervisor for some time to come to work so that she can make alternate arrangements for the safety of her child and then attend office. In strictly administrative sense the suspension is fair as the supervisor followed the rules. Even the suspension meted out is not extremely harsh as she has not lost her job.

**2. Did Sylvia act responsibly?**

As Meena was adequately warned earlier of the consequences of her actions Sylvia only followed her company's rules by suspending Meena for a few days. Being in a responsible position she has adhered to her job requirements as she is answerable to her superiors for her actions as well.

3. Should Meena be fired?

Meena made an effort to contact the supervisor and inform that she would not be able to attend the work that shows her dedication towards her job. Firing is an extremely harsh step in this case as her reason was very genuine as for any mother child is the first priority. She is already facing suspension so firing is not an apt decision in this case.

4. Should the babysitter be fired?

Babysitter had a genuine reason to skip the work as she was sick and even if cared for the child being sick there is a chance that the child might be sick as well. So firing her is not right as compassion is necessary to understand why she could not attend the job. As she could not come only for one day Meena could have given some responsibility to her husband as it is equal right of father to take care of his child.

5. Was Sylvia fair in her actions?

Even though Sylvia acted as per her work requirements, being a woman it would have been better if she had acted in a more empathetic way by understanding the agony of a mother. Also the company should have had a maternal leave policy along with creches in office as well.