SECURE SYNOPSIS

MAINS 2020

NOVEMBER 2019
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.
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Ethics and Human Interface: Essence, determinants and consequences of Ethics in human actions; dimensions of ethics; ethics in private and public relationships.

In light of rapidly changing societal dynamics, examine the role of educational institutions in shaping the future of children especially when rise in crime among children has lately been observed. (250 words)

Why this question:
The article examines the role of educational institutions in shaping the future of children amidst rising crime against them in our society.

Key demand of the question:
One has to bring out the role of educational institutions in shaping the future of children in our society.

Directive:
Examine – When asked to ‘Examine’, we must look into the topic (content words) in detail, inspect it, investigate it and establish the key facts and issues related to the topic in question. While doing so we should explain why these facts and issues are important and their implications.

Structure of the answer:
Introduction:
In brief narrate that the Educational institutions in our society are of considerable importance. They shape the attitude of children and
Prepare them in behaving in a certain manner. They also help children to realize their social goals by inculcation of cultural and social values.

Body:
Discuss first the changing societal dynamics; nuclear families and working parents not being able to give enough attention to the children, at a time when social media and technology is burdening the childhood with excess information, importance of schools have become even
More. E.g. – Blue whale game challenge leading children to commit suicide.
Then move on to discuss the role educational institutions play.

Conclusion:
Conclude writing the importance of future of children.

Introduction:
Education is the architecture of the soul. Nelson Mandela said “Education is the most powerful weapon we can use to change the world” However it is important how it is spread and in what manner. Every Human takes birth as pure heart and pristine spirit/soul. But with time, desire, outside environment, cultural influences, insane practices make human Mephistophelian and eccentric.

Body:
In the recent days, educational institutions have ceased to be temple of values due to:

- Due to commercialization of education teaching has become a pure profession rather than a passion.
- Success of a student is being measured only in terms of ranks and grades which is resulting loss of values such as integrity and discipline. Students are forced to adopt any means-moral or immoral to achieve good grades. For example, Bihar board examinations where mass copying was done.
• It has also caused increased stress in the minds of students which has resulted in unfortunate events like ending the life of another student just to avoid an exam i.e. Gurugram school incident.

• In order to reduce the expenditure, several schools have outsourced transport and housekeeping to third party which lead to unauthenticated staff entering the premises. This has resulted in sexual assaults and rape of innocent children, especially in national capital and other major cities.

• Moral vacuum created in the schools and colleges have led to incidents such as drug abuse and intolerance towards fellow classmates.

• Increasing influence of social media and internet has distanced the hearts of human beings. Team work and compassion have been lost. Students have become insensitive to the problems of self and society at large thus falling prey to games like Blue-Whale challenge.

Implications:

• **On Self:** Loss of self-worth and confidence. Bad attributes like greed, jealousy, revenge, violence are cultivated as a result. Though one can be a successful lawyer, engineer or a doctor but one will remain as ethical dwarf without values.

• **On Society:** School is a building with four walls with a brighter tomorrow inside. If schools fail to inculcate values, then future generation may be influenced by societal evils. Increase in intolerance, radicalization, gender discrimination and crime may be seen.

• Trust in the educational institutions is lost.

Role of educational institutions in value education:

• Education in its aims, curriculum and methods is linked with values. It is through education that society seeks to preserve and promote its cherished values.

• Whatever is learnt and imbibed will determine to how students will live out their lives in future.

• Educational institutions provide a structured environment where children learn values of cooperation, hard work etc.

• Punctuality, Commitment, Sincerity, Sharing, Caring, Fairness, Helping, Independence, Responsibility, Humility, Pride need to be inculcated in a child.

• Lessons of Honesty, Social Justice, Sensitising children with empathy towards vulnerable sections of the society.

• Teaching Gender Equality, Respect for elders, Truthfulness, Tolerance, Peace, Love for nature & mankind, Positive Attitude, Spirituality, Nationalist feelings, Patriotism, Discipline etc.

Conclusion:

“The aim of education is the knowledge, not facts but of values.” –William Ralph. Schools and colleges must ensure that strong value system is in place right from the childhood through timely ethical education. Value education is the first step for a peaceful and happy society.
Human Values – lessons from the lives and teachings of great leaders, reformers and administrators; role of family, society and educational institutions in inculcating values.

Discuss in detail Mahatma Gandhi’s ideas on Secularism. (250 words)

**The hindu**

**Why this question:**
The article explains that Secularism in India is facing a stiff challenge from rising majoritarian ideology. Gandhian concept of communal harmony can help us in facing such a challenge.

**Key demand of the question:**
Explain the significance of Gandhian concept of secularism in detail and its relevance in today’s age.

**Directive:**
Discuss – This is an all-encompassing directive – you have to debate on paper by going through the details of the issues concerned by examining each one of them. You have to give reasons for both for and against arguments.

**Structure of the answer:**

**Introduction:**
Explain what secularism is.

**Body:**
Discuss the concept of Secularism in India: In India, secularism a state that is neutral to all religious groups (unlike other democracies which maintain strict separation between state and religion). It is also one of the basic features of our constitution.

Explain that however, the rising majoritarian ideology in the society and in the government is harming the secular credentials of our country.

Example: Hate speeches; political leaders of some parties involving themselves in communal riots etc. Discuss the Gandhian ideology.

**Conclusion:**
Conclude that secularism should not just be a word in the constitution but rather a core principle which moves us towards the future; only then can we realize the conception of Ramrajya that Gandhi envisioned.

**Introduction:**
India’s secularism is ascribed in part to Gandhi, and it is certainly true that Gandhi wanted the Indian state to be the homeland for Hindus, Muslims, Sikhs and Christians alike. But Mark Tully has pointed out that, far from wanting a state in which religion is stripped from public life – most peoples’ concept of secularism – Gandhi’s hope was for a state in which truly religious values permeate all aspects of life, including the political sphere.

**Body:**
Gandhi’s concept of religion was a **pluralistic one**:

“I believe in the fundamental Truth of all great religions of the world. I believe they are all God-given and I believe they were necessary for the people to whom these religions were revealed. And I believe that if only we could all of us read the scriptures of the different faiths from the standpoint of the followers of these faiths, we should find that they were at the bottom all one and were all helpful to one another.”

Gandhi’s vision of the secular state is a place where **religious values and discourse are cherished and respected in all spheres of life, the public as well as the private**, but in which **no single religion is allowed to dominate the others**. This latter clause prevented Gandhi from
supporting the Hindu nationalist (Hindutva) movement which is now so prominent on the Indian political scene.

Gandhi’s religious discourse was accepted by his audience, and was effective in motivating them politically because they were, by-and-large, religious people. The deployment of religious language in modern British political life would be doomed to failure, because it would alienate the atheists, it wouldn’t satisfy the fundamentalists, and it would fail to motivate the masses.

Conclusion:

Gandhi was a highly intellectual eclecticism, complex and broad-minded. Today when in India narrow-minded opponents of secularism, utterly lacking in compassion and so fond of the good things of life in a vulgar material sense, trivialize him by representing him through the symbol of a pair of spectacles, they mock a great man for whose broadmindedness they have absolutely no respect.

Explain Mahatma Gandhi’s model of Trusteeship. What significance does it hold in contemporary corporate governance? Explain.(250 words)

Ethics by Lexicon publications

Why this question:
Mahatma Gandhi discussed corporate social responsibility (CSR) over several decades of the 20th century. His views are still influential in modern India. The question intends to evaluate the concept of trusteeship.

Key demand of the question:
The answer must discuss the concept of trusteeship and relate it to CSR and examine its relevance in the contemporary world.

Directive:
Explain – Clarify the topic by giving a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:
Introduction:
In a few introductory lines appreciate the concept.

Body:
Trusteeship is Gandhi’s conceptualization of the contribution of business houses towards social well-being. Trusteeship is a theoretical construct seeking to redefine the relationship between indigenous business houses and the nationalist movement. That Gandhi succeeded in persuading the businessmen to participate in the freedom struggle, despite adverse consequences, suggests the extent to which Trusteeship was an effective mechanism in political mobilization.
Discuss its importance in today’s life.

Conclusion:
Conclude by reasserting significance of it and provide for ethical aspects associated with it.

Introduction:
Trusteeship is a socio-economic philosophy that was propounded by Mahatma Gandhi. It provides a means by which the wealthy people would be the trustees of trusts that looked after the welfare of the people in general. Gandhi believed that the wealthy people could be persuaded to part with their wealth to help the poor. Trusteeship is not merely a principle not even a philosophy. His idea of trusteeship needs to be revisited in times of growing inequality
Gandhiji’s doctrine of Trusteeship:

- **To Promote Relationship:** Trusteeship is the very stuff of life, the material of which life is made because life ultimately consists of relationships. There is no life without relationship.

- **Neighbourliness in all walks of life:** That’s the basic idea on which the scheme of trusteeship has been based. It is not merely neighbourliness in certain walks of life, because in Gandhiji’s concept, life could not be divided into water-tight compartments. Life has been conceived as whole, which cannot be divided into compartments. So trusteeship is not merely for business relations, but for all relationships of men as they go in everyday affairs of life.

- **A means of Radical Social Change:** Trusteeship is a means of revolution or radical social change. In the economic field there is the idea of description, which has been propagated by Marxist revolutionaries. There is the method of confiscation of all property by the state. Then there is the accepted method of taxation which has been universally accepted even in the democratic countries.

- **Change of heart:** Trusteeship was Gandhiji’s peculiar contribution to the technique of social change. He called it “the technique of change of heart.” Expropriation, confiscation and taxation are not calculated to conduct to this change of heart. Gandhiji is often quoted as saying that in the Ramarajya of his dream the status of the prince and the pauper will be the same.

- **Human Dignity and Charity:** Human dignity cannot be preserved on charity. If those who live in perpetual misery are condemned to live on the sufferance of those who are well to do, then no human dignity could be preserved and civilisation will come to an end sooner than later. This social change must in the main come through the efforts of those who are in misery and who need social change immediately.

- **Mutuality and Well-being:** Trusteeship does not conceive of a society in which the poor shall remain poor and the rich shall remain rich. Both poverty and affluence for a few shall be eliminated. Mutuality and well-being shall be the rule of the society, in which men learn to live together in goodwill for one-another.

- **Promote Relationship:** Relationship is the oxygen of life. Trusteeship is calculated to promote relationship. That is why trusteeship is the vital breath of all our social relationships, more particularly our industrial relationships.

**Trusteeship and Corporate Governance:**

- Gandhian economics is essentially the collection of Gandhi’s thoughts on various economic systems.

- Gandhi’s thoughts on economic systems evolved over time and they incorporated the good of both Capitalism and Socialism.

- When corporate scandals break out, a review of corporate governance practices follows and fresh a regulation is introduced. However, the public debate on the standards of acceptance corporate behavior appears devoid of moral expectations.

- Our corporations should not only be legal and economic beings but moral ones too. Gandhi’s concept of “trusteeship” can serve as a philosophical foundation for a businesses and provide requisite moral guidance.
The international corporate environment has been rocked by several scandals beginning in the late 1990s.

Business organizations today are not just a place where we earn a living. They are the dominant form of institution in society and dominate even socially important sectors such as education, health care, and public services.

Apart from providing the means of existence for a substantial majority of our population, they also supply almost all the goods and services we consume, and shape public policy.

Under such circumstances, society should require organizations to live to a higher standard. Trusteeship provides such an ideal standard.

The requirements of trusteeship are not easy to reach in a society that, over the years, has devised the rules and structures to expect purely economic behavior from organizations.

Although, as Gandhi realized, a standard such as trusteeship cannot and should not be instituted through a government flat, regulations that may prevent such behavior should be removed.

Moral suasion should be used to drive organizations towards this end.

“Corporate Social Responsibility”, is another realm under corporate governance which can be traced to Gandhi’s concept of “Trusteeship”.

Corporate Social Responsibility links Corporate Sector to Social Sector.

The Gandhian Model of Trusteeship, while being uniquely Indian, provides a means of transforming the present unequal order of society into an egalitarian one.

Under this principle surplus wealth needs to be kept in trust for the common good and welfare of others.

It also specifies that everything we do must be economically viable as well as ethical – at the same time making sure we build sustainable livelihoods for all.

It is becoming more relevant in our society plagued by increasing inequalities between have-nots.

Gandhiji, thus, wanted capitalists to act as trustees (not owners) of their property and conduct themselves in a socially responsible way.

Conclusion:

The philosophy of Trusteeship believes in inherent goodness of human beings. The Gandhian perspective is more relevant today than it was ever before. Gandhi wanted to ensure distributive justice by ensuring that business acts as a trustee to its many stakeholders, and specified that economic activities cannot be separated from humanitarian activities. Economics is part of the way of life which is related to collective values.
 Attitude: content, structure, function; its influence and relation with thought and behaviour; moral and political attitudes; social influence and persuasion.

“The world perishes not from bandits and fires, but from hatred, hostility and sheer apathy”. Comment. (250 words)

Why this question:
The question is quotation based and tends to analyse the effect of negative emotions on the society.

Key demand of the question:
One has to explain how the harmful effects of harboring negative emotions far outweigh the harm done by physical acts of theft or loss of material possessions.

Directive:
Comment– here we have to express our knowledge and understanding of the issue and form an overall opinion thereupon.

Structure of the answer:

Introduction:
Open up the quote in the question statement and explain its meaning.

Body:
Bring out the underlying theme of statement – State how harm done by harboring negative emotions is much greater than done by any physical harm.

Explain through examples/illustrations how negative emotions are detrimental.

Conclusion:
Conclude with a suitable way forward suggesting a framework to address it

Introduction:
Negative emotions can be defined as “as an unpleasant or unhappy emotion which is evoked in individuals to express a negative effect towards an event or person”. A few of the most commonly felt negative emotions are Fear, Anger, Disgust, Sadness, Rage etc.

Body:
Buddha once said “Holding on to anger is like grasping a hot coal with the intent of throwing it at someone else; you are the one who gets burned.”

Anger is mostly instinct than rational thinking so most of the time people behave in an animal manner since animal works mostly on instinct. It is injurious to

- personal life: For instance, a Father beat a child for stealing Rs10 repeatedly the end result can be more rebellious child who will look for more money or may be less emotional developed child.
- professional life: for instance, if a boss humiliates the employee for not coming to office without finding the actual cause can often result into abomination towards boss which sometime result in revenge and leaking of sensitive company data.

Like anger, Apathy can arise when we lose control over a scenario or situation but instead of becoming angry, we pursue a more passive-aggressive expression of rebellion. The lack of apathy could lead to effects on the social fabric like mistreatment of marginalized section of the society, Lack of emotions towards animals, insensitivity, instances like Mob lynching etc.

However, at times negative emotions are necessary. Although they are not pleasant to experience, negative emotions really are necessary for a healthy life. This is true for two big reasons:
Negative emotions give us a counterpoint to positive emotions; without the negative, would the positive emotions still feel as good?

Negative emotions serve evolutionary purposes, encouraging us to act in ways that boost our chances of survival and help us grow and develop as people.

For instance, Anger: to fight against problems and Fear: to protect us from danger.

Conclusion:

As a human being, one will experience a full range of emotions throughout your lifetime in response to rapidly changing situations. No emotion is without purpose. It’s when we begin to further explore and understand the purpose behind each emotion, that we learn new ways to respond which supports our emotional growth and sense of well-being.

Aptitude and foundational values for Civil Service, integrity, impartiality and non-partisanship, objectivity, dedication to public service, empathy, tolerance and compassion towards the weaker sections.

“Kindness in words creates confidence. Kindness in thinking creates profoundness. Kindness in giving creates love”. Explain the significance of kindness as a virtue in one’s life.(250 words)

Timesofindia

Why this question:
It’s a Quote based Ethics question being asked in the pretext of the celebration of world Kindness day today.

Key demand of the question:
One must explain the significance of ‘Kindness’ as a virtue.

Directive:

Explain – Clarify the topic by giving a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:

Introduction:
The World Kindness Day was launched in 1998 and has around 28 nations involved in this movement.

Body:
Define kindness – Kindness is a behavior marked by ethical characteristics, a pleasant disposition, and concern and consideration for others. It is considered a virtue, and is recognized as a value in many cultures and religions.
Elaborate on the salient features of kindness as a virtue using suitable examples from day to day life.
Explain the viewpoints of leaders and social thinkers like Mark Twain from a compassion point of view considered “Kindness as a language which the deaf can hear and the blind can see”.

Conclusion:
Conclude with significance of such a virtue in one’s life.

Introduction:
Kindness is a behavior marked by ethical characteristics, a pleasant disposition, and concern and consideration for others. It is considered a virtue, and is recognized as a value in many cultures and religions. It is the quality of being friendly, generous, and considerate. Affection, gentleness, warmth, concern, and care are words that are associated with kindness.

Body:

Significance of Kindness:

- **Everyone is fighting their own inner battle:** although life brings us so many joys and victories, it is undeniable that we each face our own individual struggles within our own minds that nobody knows about. Make every effort to find compassion for others – even when you can’t relate. Be kind.

- **Human connection is paramount:** In a world where we are looking down at our phones more than we are looking up at the people around us, we need to revisit this idea of truly connecting with another human being and what that looks like for us. Be kind.

- **We are losing ourselves:** Sometimes we get so caught up in making sure that everyone around us is well and that other people’s perceptions of us are as we wish them to be, that we forgot ourselves in the mix. Practice self-kindness and know that your feelings and your thoughts matter. Be kind.

- **You make a difference:** Our words, our energy and our light have the potential to impact another human being’s life in so many ways. Don’t take that power lightly. Be kind.

- **It feels good to be kind:** Robert Ingersoll’s famous quote that states “We rise by lifting others”. Supporting others gives us a natural high. Unfortunately, we all get so caught up in the “busy-ness” of our own lives that we forget to take the time to practice acts of kindness. Take a moment and step outside of yourself and raise somebody up who needs your support. Be kind.

- **Kindness is contagious:** When people are in the presence of kindness, they can’t help but feel joyful. Expand your reach and watch all of those around you enliven in the presence of your warmth. Be kind.

- **Small actions can have far-reaching consequences:** There is no doubt that the human race is connected in more ways than we can quantify. When you do good, you cause a ripple effect on our planet that reaches the masses. Be kind.

- **You can be a voice for someone who doesn’t have one:** Acts of altruism speak volumes for those whose voices have been silenced. Speak up for someone who needs it and you will give them to opportunity to learn how to speak on their own behalf. Be kind.

- **Somebody is watching you:** We are so much more influential than we realize. The next generation is observing and picking up our cues and how to treat others. Set a good example by being an ambassador for thoughtfulness and mindfulness. Be kind.

- **Judgement hurts:** We need to elevate the consciousness of the planet by seeking to understand rather than to judge. When we judge another, we are essentially judging ourselves and creating separation between ourselves and those around us. The healing of the world begins with each of us. Be kind.
• **Kindness is in our nature:** Human beings are intuitively geared to be good and do good. Fear is a learned emotion. Reconnect to the part of you that is love and allow that to guide your everyday interactions. Be kind.

• **Spread love:** We have the same power to spread good as those who wish to spread hate do. Find a way to share your unique light. A simple smile or a positive thought on social media goes a long way. Be kind.

**Conclusion:**

It seems that kindness is steadily fading from modern society. The lack of generosity and friendliness that is evident today is shocking. It’s important to realize the positivity that kindness can produce in our lives. Kindness is ultimately a key contributor to happiness. Acting with kindness is a win-win. Not only can it provide someone with a sense of pride by acting kindly towards others, but it also has the potential to boost the confidence and provoke bliss in those around us.
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Emotional intelligence-concepts, and their utilities and application in administration and governance.

Explain giving examples the relevance of Emotional intelligence in complex and challenging environment characterized by frequent policy changes.(250 words)

Economictimes
Why this question:
The article brings out a brief discussion upon the topic of emotional intelligence and its bearing in general.

Key demand of the question:
One must explain the relevance of Emotional intelligence in complex and challenging environment characterized by frequent policy changes with suitable examples and case studies.

Directive:
Explain – Clarify the topic by giving a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:
Introduction:
In brief define EI – emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well for us and our relationships.

Body:
Explain relevance of emotional intelligence in time of frequent policy changes and stress, with suitable examples.
Elaborate upon the key components of EI.
Explain that Reforms come with various policy changes and sometimes such policy changes are very frequent creating stress for public servants. In such complex and challenging environment, Emotional Intelligence (EI) holds great relevance to ensure compliance with process as well as work efficiency of a public servant.

Conclusion:
Conclude with need of emotional intelligence in every walk of life and assert its significance with special focus on the aspects of public services.

Introduction:
Emotional intelligence or EI is the ability to understand and manage your own emotions, and those of the people around you. Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth.

Body:
Theodore Roosevelt quoted that “No one cares how much you know until they know how much you care.”

Civil Servants today have to perform their activities in challenging work environment such as:

- Increasing regional, economic and digital divide.
- Widespread application of IT.
- Demand for improved governance.
- Issues getting politicized easily.
- Political Pressure and Rampant Corruption.
- Decentralisation of governance to grassroots levels thereby increasing responsibilities.
- Issues of globalisation, migration, terrorism, cybercrimes, information technology etc.

Consequently, EI becomes a critical in complex and challenging environment characterized by frequent policy changes.

- Emotional intelligence in administration can be used for the following ways:
  - Appraising emotions arising from situations.
  - Using emotions for reason based decisions and policy making.
  - Identifying emotions in faces, voices, postures, and other content during public management activities.

- Predicting performance:
  - Some companies are blending IQ testing with scientific measurement of EQ to predict job performance and direct workers to jobs where they are most likely to succeed.

- Negotiation:
  - Whether you’re dealing with a trading partner, competitor, customer or colleague, being able to empathize and be creative in finding win-win solutions will consistently pay off

- Performance management:
  - 360-degree feedback is a common tool for assessing EQ. Knowing how your self-perception compares with others’ views about your performance provides focus for career development and positive behavioural changes.

- Peer relationships:
  - Good networking skills are a staple of job effectiveness for the average worker. Networking has too often been associated with “using” other people, but a heightened EQ ensures a mutually beneficial approach to others.

- Social responsibility:
  - When a leader cares about others, he is not a centre of attention and keeps everyone in the loop by making their intentions known.

- Stress tolerance:
  - To stay focused, stress should be managed and it involves own reactions to stress or the reactions of others to the stress.

- Impulse control:
  - Independent people evaluate the alternatives and initiate the work by taking appropriate action by executing the right options. People who manage their impulses avoid being distracted and losing control of the situation.
Optimism:

- Optimistic people have a target that they’re aiming toward. These people are confident in their ability to carry out the required actions and meet the target by looking for successful solutions to problems.

Conclusion:

Good ethics reaffirm the emotional intelligence of a person. Highly emotional intelligent individuals are more adept at reasoning through the emotional antecedents of their own and others’ behavior and using this information to guide thinking and action. Individuals high on emotional intelligence will be able to manage their emotions and react less aggressively to the behaviours of others.

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;

Discuss the positive correlation between economic developments of a country with the level of ethics in governance system. (250 words)

Reference

Why this question:
The question is based on ethics in governance.

Key demand of the question:
One has to bring out the positive correlation between economic developments of a country with the level of ethics in governance system.

Directive:
Discuss – This is an all-encompassing directive – you have to debate on paper by going through the details of the issues concerned by examining each one of them. You have to give reasons for both for and against arguments.

Structure of the answer:
Introduction:
In brief explain what ethics in governance is.

Body:
Discuss the significance of economic development for a country first. Then with suitable example explain in what way good ethical governance in the country can foster economic development and vice-versa.

Conclusion:
Conclude with significance of ethics in Governance.

Introduction:

Good governance, defined as the quality management and orientation of development policies is assumed by many economists, having positive influence on economic performance. According to the World Bank, good governance is evaluated by the implementation capacity of governance principles of a country, providing a framework for market development and economic growth.

Body:

Importance of ethics in governance:
The person who governs deals with the whole community. It is imperative that he/she has high standard of ethics because his decision affects the whole community not an individual.

The system of governance provides him with many powers which he /she may use at his/ her own discretion. Ethics in governance would prevent him from misusing his position.

**Sustainability in governance:** An administrator, achieving goals set by the institution through unethical means may set a bad precedent for others to follow and this may act as a justification for other unethical acts. Thus this can hurt the long term interests of the organization either through dwindling credibility or pervading corruption.

**Efficiency:** probity in an organization brings transparency and accountability. It eliminates corruption and siphoning of funds. There would be an efficient selection process based on merit bringing expertise in the organization. The responsiveness towards the needs of clients would increase.

Ethic in public service governance can bring participatory citizenship, reduced poverty and inequality through better redistribution and efficient use of resources.

**High level of ethics in Governance can lead to economic development:**

- The variables of good governance such as control of corruption, stability of property rights or democracy are closely correlated with variables such as GDP growth rate per capita, investment or human capital development.
- Ethical values in governance show how well the ethical values are followed in governance and its structure.
- This includes legality of government action, rationality in policy and decision making, evolving a sense of responsibility, ensuring accountability, strengthening work commitment, creating excellence, facilitating spirit of individual and organizational goals, developing responsiveness, showing compassion, protecting the national interests, protecting the spirit of justice, bringing transparency and elevating integrity.

The steps taken by the government to improve ethical values in governance and the impact of such steps

- eGovernance and Digitisation to increase transparency and accountability along with easing paper work and reducing red-tapism. **Example:** PRAGATI, MyGov portal
- RTI to allow for citizen’s right to know which enhances probity in governance.
- Stringent laws like Prevention of Corruption Act, presence of CVC to ensure there is no corruption.
- Civil service codes and various Service Rules to ensure honesty and integrity. **Example:** Civil Service Conduct Rules.
- Citizen charters and citizen oriented governance to better address feedback, grievances. **Example:** CPGRAMS, Jan Sunwai.
- In 2006, the department of Personnel drafted a **Public Service Bill** which enumerated fundamental values of Public Services, a Code of Ethics, a Management Code etc. with the...
objective of developing public services. The bill didn’t make much headway and is in cold storage etc

- Witness protection scheme to safeguard the witness from victimization.

The following steps can be taken to strengthen the ethical values

- Effective implementation of citizen charters.
- Removing political interference in administration and politicisation of administration.
- Introduction of Public Service bill and Code of Ethics.
- **The Second Administrative reforms commission** has suggested the following methods
  - **Codification of ethics** will ensure the minimum standards that public servants must follow.
  - Strong vigilance systems to ensure that corruption is eliminated at the root. Example: CVC, whistle blowers act, Lokpal etc.
  - **Social audit mechanisms** must be strengthened and be made a norm.
  - **Digitization and e-governance** is the way forward to ensure citizen centric governance. **Example**: UMANG - one stop for customers to pay all their bills.
  - Values such as selflessness, honesty, integrity and objectivity if inculcated at early age through education will lead to Ethical leadership in the future.
  - **Sensitivity trainings, Value oriented training** of public servants.
  - **Ethical auditing** should be done.
  - Delegation of work and responsibility in every organisation should be ensured similarly the standard protocols must be **codified vide citizen charters**.

Conclusion:

Strengthening ethical and moral values in Governance is imperative to ensure the best service delivery and citizen-centric administration.

Corporate governance.

What are the diverse ethical challenges confronting corporates today? How focus on corporate ethics and corporate governance can help in addressing these challenges? Elucidate. (250 words)

*Ethics by Lexicon publications*

**Why this question:**
The question is based upon the concept and relevance of corporate governance.

**Key demand of the question:**
One must explain the diverse ethical challenges confronting corporates today and in what way focus on corporate ethics and corporate governance can help in addressing these challenges.

**Directive:**
Elucidate – Give a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:
Introduction:
Define corporate ethics, corporate governance

Body:
Corporate ethics is defined as the way in which a company behaves towards and conducts business with its internal and external stakeholder, including employees, investors, creditors, customers and regulators.

Corporate governance is the system of rules, practices and processes by which a firm is directed and controlled.

Discuss then the diverse ethical challenges confronting companies today; Fundamental Ethical Issues, Lack of professional ethics, Conflict of interest, Corruption and Nepotism etc.

Explain in what way corporate ethics and corporate governance can help in addressing these challenges.

Conclusion:
Conclude that Corporate ethics is not only a process for integrating values but also it is parameter to assess the impact of corporate on environment and community. So it promotes sustainable and inclusive development. Hence corporate ethics and corporate governance is an urgent need for companies of 21st century.

Introduction:
Corporate governance is the system of rules, practices and processes by which a firm is directed and controlled. It includes the rules relating to the power relations between owners, the board of directors, management and the stakeholders such as employees, suppliers, customers as well as the public at large. It essentially involves balancing the interests of a company's many stakeholders, such as shareholders, management, customers, suppliers, financiers, government and the community. Ethics is at the core of corporate governance, and management must reflect accountability for their actions on the global community scale.

Body:
The ethical issues with Corporate Governance in India:

- It is common for friends and family of promoters and management to be appointed as board members.

- In India, founders’ ability to control the affairs of the company has the potential of derailing the entire corporate governance system. Unlike developed economies, in India, identity of the founder and the company is often merged.

- Women director appointed are primarily from family in most of the companies which negates the whole reform.

- Appointed independent directors are questionable as it is unlikely that Independent Directors will stand-up for minority interests against the promoter. In the Tata case, these directors normally toe the promoter’s line.

- An independent director can be easily removed by promoters or majority shareholders. This inherent conflict has a direct impact on independence.
Data protection is an important governance issue. In this era of digitalisation, a sound understanding of the fundamentals of cyber security must be expected from every director.

Board’s Approach to Corporate Social Responsibility (CSR) is often found unsupportive.

Conflict of Interest – The ICICI Bank Ltd fiasco demonstrates the challenge of managers potentially enriching themselves at the cost of shareholders in the absence of a promoter.

**Measures to improve Corporate Governance in India:**

- For the good corporate governance focus should be shift from independent director to limiting the power of promoters.
- Promote women from diverse background rather than from family as board of director.
- A well composed Audit Committee to work as liaison with the management, internal and statutory auditors, reviewing the adequacy of internal control and compliance with significant policies and procedures, reporting to the Board on the key issues.
- Risk is an important component of corporate functioning and governance, which should be clearly acknowledged, analysed for taking appropriate corrective measures. In order to deal with such situation, Board should formulate a mechanism for periodic reviews of internal and external risks.
- A clear Whistle Blower Policy whereby the employees may without fear report to the management about unprincipled behaviour, actual or suspected frauds or violation of company’s code of conduct. There should be some mechanism for adequate safeguard to personnel against victimization that serves as whistle-blowers.
- Strengthening the power of SEBI, ICAI, and ICSI to handle the corporate failure. As for example in Sahara case, court has to intervene to bring justice.
- CSR projects should be managed with much interest and vigour.
- The board must invest a reasonable amount of time and money in order ensures the goal of data protection is achieved.
- A robust mechanism should be developed to mitigate risk. A better management of risk may avoid Kingfisher like debacle.
- Explicitly approved norms of ethical practices and code of conduct are communicated to all the stakeholders, which should be clearly understood and followed by each member of the organization.
- The objectives of the corporation must be clearly recognized in a long-term corporate strategy including an annual business plan along with achievable and measurable performance targets and milestones.

**Conclusion:**

Currently, India accounts nearly 3% of world GDP and 2.5% of global stock market capitalisation – with 5,000 listed companies and more than 50 companies in the global Fortune list. Uday Kotak committee recommendations hold importance in growing concerns for corporate governance. The recommendations of the Kotak committee will enhance transparency and effectiveness in the way boards of listed companies function.
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,

The recent judgment of the Supreme Court that brings the office of Chief Justice of India under the realm of the Right to Information Act will boost the people’s pursuit for transparency and accountability. Elucidate.(250 words)

The hindu

Why this question:
Recently, the Constitution Bench of the Supreme Court of India (SC) ruled that the office of the Chief Justice of India (CJI) would come under the ambit of the Right to Information Act, 2005 (RTI Act), as CJI is a public authority under the RTI Act.

Key demand of the question:
One explain in what way coming of CJI in the ambit of RTI is going to ensure more faith and trust among the people in the aspects of transparency and accountability.

Directive:
Elucidate – Give a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:
Introduction:
In brief highlight the significance of the verdict.

Body:
Highlight the importance of RTI in general. Discuss that the judgment opens the doors for enhanced transparency in the judiciary as earlier higher judiciary in India has been criticized for its opaqueness under the doctrine of judicial independence.

Explain the possible challenges involved in bringing judiciary under RTI.

Conclusion:
Conclude that RTI Act is a strong weapon that enhances accountability, citizen activism and, consequently, participative democracy. In this context, the judgment can give a fillip to people’s quest for transparency and accountability.

Introduction:
After a decade, the Supreme Court has accepted the Delhi High Court ruling that the office of the Chief Justice of India is a ‘public authority’, and hence would be subject to the same rules of transparency and accountability as other individuals and organisations in public life. The Supreme Court ruled that the office of the Chief Justice of India (CJI) is a public authority under the Right to Information (RTI) Act.

Body:
The RTI Act is a strong weapon that enhances accountability, citizen activism and, consequently, participative democracy.

Verdict boosts the people’s pursuit for transparency and accountability:

- The declaration of assets by ministers and legislators, besides electoral candidates, has gone a long way in shedding light on public authorities and provided the citizenry more relevant information about their representatives.
On the same lines, verdict enables the disclosure of information such as the judges’ personal assets.

The judges were of the views that disclosure is a facet of public interest, judicial independence was not secured by secrecy and also argued for the need of a proper calibration of transparency in light of the importance of judicial independence.

The key takeaway from the judgment is that disclosure of details of serving judges’ personal assets was not a violation of their right to privacy.

The Supreme Court judgment paves the way for greater transparency and could now impinge upon issues such as disclosure, under the RTI Act, by other institutions such as registered political parties.

This is vital as political party financing is a murky area today, marked by opacity and exacerbated by the issue of electoral bonds, precluding citizens from being fully informed on sources of party incomes.

Conclusion:
Striking a balance between Right to Information and Right to Privacy is essential. Both the rights were not in conflict with each other but were two faces of the same coin. “Transparency doesn’t undermine judicial independence,” the Supreme Court said in a unanimous verdict as it upheld the Delhi High Court judgment which ruled that office of the Chief Justice comes under the purview of RTI. Transparency and the right to information are crucially linked to the rule of law itself.

What do you understand by probity in governance? Do you think lack of probity in governance is the weakest link in our quest for prosperity and equity? Discuss.(250 words)

Reference
Why this question:
The question is based on the concept of probity.
Key demand of the question:
One must explain the concept of probity and present opinion about the statement and justify it with suitable examples.
Directive:
Discuss – This is an all-encompassing directive – you have to debate on paper by going through the details of the issues concerned by examining each one of them. You have to give reasons for both for and against arguments.
Structure of the answer:
Introduction:
In brief discuss the meaning of probity in governance.

Body:
First explain that Probity is the act of strict adherence to highest principles and ideals (integrity, good character, honesty, decency). It stands for extreme adherence to honesty in fiduciary and legal matters. It balances service to the community against the self-interest of individuals.

Discuss the features of probity.

Conclusion:
Conclude with measures that can assure probity through policy making.

Introduction:
Probity is “the quality or condition of having strong moral principles, integrity, good character, honesty, decency”. It is the act of adhering to the highest principles and ideals rather than avoiding corrupt or dishonest conduct. It balances service to the community against the self-interest of individuals.

Probity has been described as a risk management approach ensuring procedural integrity. It is concerned with procedures, processes and systems rather than outcomes. The principles of probity, ethics and good governance operate on many levels – from, the individual, to the organization and on to the ‘watch-dog’.

**Probity principles**

There are several generally accepted probity concepts that serve to preserve the integrity of a system. These are:

- **Transparency**: It is sizeable that the procedure is transparent to the most volume feasible so that each one stakeholder can have faith within the consequences. Transparent, open techniques additionally decline the possibility for, and the threat of, corruption, and fraud.

- **Accountability**: It is the responsibility with a view to give an explanation for or account for the manner duties were achieved. The government has to have appropriate mechanisms in the area to expose that they may be liable for their practices and decisions.

- **Confidentiality**: Being employed, all public servants or other employees under a general responsibility of confidentiality to their corporation. Accordingly, it is not vital for participants of the Government Project Team who are public servants to execute a confidentiality project in terms of the mission. Moreover, all Government advisors, servants, members and some other third party that is aware of commercially sensitive statistics ought to ensure a proper venture to Government that they’ll preserve this information confidential.

- **Conflict of interest**: This is wherein the general public responsibility and private interests of a Board or staff member can be in conflict which results in their personal interest unreliably influencing their duties and needs. Stakeholders have the authority to count on that Board and staff contributors will best make selections in the best interest of the organization.

- **Impartiality**: People and companies interacting with an employer are predicted to be independent at every level of the method. If they do no longer trust the process is accurate or fair or unbiased, it may harm the popularity of the enterprise.

**The importance and relevance of probity**:

**Individual level:**

- For individuals, probity is about understanding the limits of their authority and powers and acting within those limits.

- Public servants need to be conscious at all times of the need to uphold the highest standards of conduct in their dealings on the government’s behalf, which includes acting with integrity and avoiding conflicts of interest.
- Having a conflict of interest is not morally wrong or unethical in itself. The challenge is in recognizing and managing them.

- Public servants should also be aware of the need to avoid any perception of bias in their dealings. This requires an open mind in decision-making and acting fairly and impartially in good faith.

Organizational level:

- For organizations, probity is about setting values at an organization level, and then implementing those values through policies and codes of practice.

- It is then for managers to demonstrate those values through leadership, to positively reinforce the values and also to ensure compliance with, and enforcement of, the values.

- Government agencies should establish an ethical culture. Then, they should set out to live that culture.

- To ensure the equitable distribution of resources

- To bring strong image of country around the globe

- To cater to the needs of all sections of society. So that inclusive growth is achieved.

Watch-dogs:

- At another level, there are the watch-dogs, being the public sector bodies charged with oversight and investigation of standards and behaviors.

- To ensure compliance with processes.

- To prevent unethical practices like misconduct, fraud and corruption in governance. It will bring the lost public trust back.

Work culture, Quality of service delivery, Utilization of public funds, challenges of corruption.

Define work culture. Explain in what way work culture is shaped through the observations and experiences of the individual in the work place. Illustrate with suitable examples.(250 words)

Ethics by Lexicon publications

Key demand of the question:

Explain what work culture is and then discuss how it is defined and shaped through observations and experiences of the individual in the work place. Use suitable case studies and examples to justify better.

Directive:

Explain – Clarify the topic by giving a detailed account as to how and why it occurred, or what is the particular context. You must be defining key terms where ever appropriate, and substantiate with relevant associated facts.

Structure of the answer:

Introduction:

Define what work culture is.
**Body:**

Discuss the significant features of work culture like – Creates a sense of identity for employees, reflects and shapes the mentality of employees, defines the character of organization etc. Use suitable example and discuss the importance of observations and experiences of an individual in defining work culture.

**Conclusion:**

Conclude with strength and quality of work culture.

**Introduction:**

Workplace culture is the environment that you create for your employees. It plays a powerful role in determining their work satisfaction, relationships and progression. It is the mix of your organisation’s leadership, values, traditions, beliefs, interactions, behaviours and attitudes that contribute to the emotional and relational environment of your workplace. These factors are generally unspoken and unwritten rules that help to form bonds between your colleagues.

**Body:**

**Importance of Work culture:**

- **Attracts and keeps talented staff:** When you spend more time per week at work than at home, it’s natural to want to work in an environment you enjoy spending time in. This means that if you want the best staff for your team, you’ll have to invest in creating a strong workplace culture. In a study from the Deloitte Global Human Capital Trends 2015, ‘culture and engagement’ was the highest priority on the corporate agenda and companies with the strongest cultures were much more able to attract and keep talent.

- **Drives engagement and retention:** You can successfully recruit employees but it becomes a cost to your business if they leave. A good workplace culture is proven to keep your employees engaged in their work. It’ll allow your employees to better understand what is expected of them and how they can achieve their professional goals. This will then allow you to keep them onboard for longer.

- **Creates an environment for healthy development:** A good workplace culture provides everyone with the opportunity to initiate change and to grow on a professional and personal aspect. It also promotes openness and encourages your employees to voice their opinions and chase after the values they believe in.

- **Creates satisfied employees and increases productivity:** A healthy workplace culture will make your employees feel happy to come to work day-in and day-out. A happy work environment increases your employees’ concentration, thus, this leads to increases in their productivity levels.

- **Drives financial performance:** 92% of leaders from from successful companies believe that workplace culture and financial performance are closely interrelated. Workplace culture directly influences the way your employees perform, which subsequently has a direct impact on your business’ financial profit.

**Conclusion:**

Work culture is an intangible ecosystem that makes some places great to work and other places toxic. This is why work culture is so important in bringing out the best from your employees even in adverse circumstances. Negativity not only kills creativity and will to perform but also does not allow
an employee to develop a sense of affection and ownership with the organization. Human beings are fundamentally simple and a positive work environment impacts the way they think, act and reflect.
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- Kannada Literature Classes & Test Series

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  AIR 9, CSE 2014
- Nachiket
  AIR 5, CSE 2014
- Akshay
  AIR 12, CSE 2014

2015
- Manish
  AIR 10, CSE 2015
- Atul
  AIR 11, CSE 2015
- Rohan
  AIR 26, CSE 2015

2016
- Akshay
  AIR 6, CSE 2016
- Vivek
  AIR 7, CSE 2016
- Sanjay
  AIR 18, CSE 2016

2017
- Akshay
  AIR 2, CSE 2017
- Varun
  AIR 3, CSE 2017
- Saurabh
  AIR 10, CSE 2017

2018
- Abhishek
  AIR 2, CSE 2018
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