

3. Attitude and Aptitude

Attitude

1. **Pre-supposed dispositions in favour or against event or object.** It has the potential to guide the way we think, we feel, and we behave. Attitude is not necessarily based on correct information and right knowledge. **Behaviour is an expression of self** in a certain situation which **may or may not be in sync with one's attitude**. For example, normally people have negative opinion towards social evils like **dowry, corruption**, etc. But when it comes to their personal benefit, they do not hesitate in indulging in those crimes.
2. **Bhagavadgita for attitudinal change**
 1. Sama: Instructions/information.
 2. Dana: Incentive.
 3. Danda: Punishment.
 4. Bheda: Discrimination.
3. **Functions of attitude**
 1. Our decisions are based on how we evaluate situations. **Attitude facilitates decision making**. Ex: Attitude of alleviating poverty.
 2. **Values are expressed through attitude**. That is if you value something we develop attitude in response to that. Ex: Honesty, fundamental rights.
 3. **Ego-defensive** function and the adjustive function. One person has a very strong liking for something, but unfortunately he doesn't get it. If he continues liking that thing, most of the time, he will be **emotionally frustrated**. The person will try to rationalise by changing his attitude.
 4. Attitudes can help people to **approach things that are beneficial to them** and avoid things that are harmful to them.
 5. Attitudes help us in **social adjustments**. Attitudes make help us in simplifying our perception about the world and makes it more manageable to us.
4. **Attitude and Behaviour**
 1. Relationship between **attitude** and **behaviour** is **very fine and subtle** to understand. While Attitude is internal component of our **cognition** (thought process and perception system), behaviour is manifestation or exhibition of such attitude.

2. Someone can have an **attitude of showing sympathy** to poor and incompetent people. This belief is attitude and can be shown in behaviour by practising compassion by helping poor people.
3. **Training can change attitude** but it will be **slow** and it must be **self sustaining** practice. Attitude becomes relatively rigid after an age and changing it will involve **self introspection** and realising right and wrong and accordingly changing it.
4. **Taking people close to the lives of weaker sections** through field trips, working with NGO camps, analysing their problems would help in changing attitude towards positive views. For example, if politicians are **sent to backward region** before the beginning of each session to participate in **community activities** and to live in the same conditions existing there, then they would more likely to understand problems of poor.

5. **Moral attitude**

1. **Not all attitudes are concerned with morality**. Ex: My attitude towards snakes has nothing to do with morality. But my attitude towards democracy will have moral undertones. So, moral attitudes are **based on moral convictions** of what is right and what is wrong. Moral attitudes are stronger than moral beliefs.
2. **Moral attitude is tied up with strong emotions**. Hence, it prevents deviant behaviour among normal people due to fear of social exclusion. Ex: Rapes, child molestation, etc.
3. It **motivates a person towards altruism**, volunteerism and social service.
4. **Person can use it to justify violent behaviour** and lunacy and still society will accept it, because moral attitude is driven by strong emotions. Since moral attitude is tied with strong emotions, people don't get along with those who don't share their moral attitude. Ex: Intolerance.
5. **Religious attitude has trickle down effect**. Ex: If there is negativity towards other person's religious outlook, then they will find differences even in political and economic outlook. Ultimately it will transform from religious to communal attitude.

6. **Democratic attitude**

1. Decisions are based on popular opinion.
2. Views of the majority is right

3. Maximisation of satisfaction of largest number of people.
4. Supported by elected representatives.

7. **Bureaucratic attitude**

1. Decision strictly according to law.
2. Following all rules and procedures.
3. No importance to public opinion.
4. Antagonise the elected representatives.

8. **Democratic vs bureaucratic attitudes**

1. **Where bureaucratic attitude is harmful:** Ex: Not allowing people into temple who came by bare foot. Following rules is important but rules should not be interpreted word by word. The spirit and the intention of the law is what is important. Rules should be interpreted to help the people.
2. **Where Democratic attitude is harmful:** Ex: Protest against Dalit cook in school. Popular opinion against the rules should be discarded.
3. **Both go hand in hand:** Ex: Limited funds are available. Ask villagers to prioritise the works.
4. **Lessons learnt:** A good bureaucrat would try to balance both the attitudes. Try to accept popular opinion as far as possible. When popular opinion is against the law, then discard it. Convince the elected representatives and people about the legality of issues.

9. **Changing attitudes of people**

1. **Changing attitudes** of people **lie at the heart of empowerment and development**. Development and empowerment levels significantly alter the attitudes of people.
2. In order to bring **effective democracy** the people should come out of **colonial mindset** of absolute subjugation and should start questioning the governments in a view to bring the change in progressive direction.
3. The **middle class** should demand for the **implementation of rule of law** to safeguard every one's interests.
4. **People should say no to corruption** at all levels right from taking money to vote for a political candidate.
5. People should be more **educated** and **vigilant** to improve the quality of democracy. It is the price that a citizen must pay to enjoy the fruits of democracy.

10. Attitude towards work

1. **Work and worship:** Complete **demarcation** between work and worship.
2. **Work as worship:** **Offering our work as a prayer** to supreme power. This brings a **touch of purity in the means** employed and will result in improved dedication and humility while doing work.
3. **Work is worship:** There is **no distinction** between **formally worshipping** the god **and doing your work** in the office. In this state **no work remains higher** or lower. The **nature of work is not important**, but the dedication with which it is done is important. This will bring improved dedication, devotion, touch of purity in means employed.
4. This attitude towards work, if adopted, can nurture and give **strength to the worker** through all ups and downs, success and failures, and gradually stimulate him **towards perfection and progress**, even when the work being performed is apparently the meanest.

11. Political attitude

1. Political attitude is an **expression of favour and disfavour** towards different **political ideologies**, politicians prevailing in the society. Democracy provides people with opportunity to be active citizens. **Citizens must evaluate large number of political objects** (candidates, parties and platforms) and then choose accordingly.
2. Political attitude on positive side can lead to showing **zero tolerance** toward corruption, **pro-poor**, welfare for weaker sections, listening to public grievances, but on **negative side** political attitude can take shape of **regionalism**, **communalising** public to polarise them during election.

12. Types of political ideology

1. **Pacifist:** They are unhappy with current system but **reject violence** as a tool to change the system. Ex: Gandhi, Dr. Martin Luther King Jr.
2. **Extremist:** **Extremely unhappy with current system**. They want complete change to a new system, and justify violence as a tool to achieve the goal.
3. **Progressive:** They **want to slowly reform the system**. Nehru was a progressive, he believed state ownership but in a gradual manner.

4. **Radical:** They **want to reform the system immediately**. Ex: Marx wanted to confiscate all the private property immediately.

13. Factors affecting political attitudes

1. **Religion:** **Religion** shapes a person's moral attitude. For example, **a devout Christian will oppose same sex marriage**. Moral attitude will drive political attitude. That is those christians will vote for party advocating same sex marriage.
2. **Age:** **Older people are more conservative** and lean towards political democracy. **Young people more liberal**. They are interested in change, because they will live to enjoy fruits of those changes. But there are no hard and fast rules.
3. **Economic status:** **Poor will align towards socialist ideology**. They will more likely vote for a party promising to give food, fertilizer and kerosene subsidy. Rich will align towards free market, capitalism, etc.
4. **Family:** **Children** more likely to espouse the political **ideology of their parents**.
5. **Education:** **School syllabus** plays an important role. A Chinese may find Indian democracy as repulsive, because he has been taught that Mao's Communist ideology is best.

14. Importance of political attitude and ideology

1. Political ideology is lip service, what **we need is healthy political attitude** for constructive politics. It will lead to more working hours of assemblies and Parliament which is **ethical demand of constitution** and people.
2. Ethics in politics are determined mainly by how near party is to people and how **fast grievances are addressed**. Both are litmus test for political attitudes, while each is claimed in political ideology but having positive political attitude is important.
3. **Positive political attitude reinforces ethics in politics** which is important as it attracts youths toward politics and restoring faith in democracy in difficult times when nation needs it most.
4. Hence, both **political attitude and ideology should go hand in hand** in words and action to instil ethical politics and democracy.

Why Indian women face sexual exploitation

1. Indian society has always been solidly patriarchal. Now, as **women refuse to subscribe to traditional gender roles**, as they seek to educate themselves, take up jobs outside the home, choose their own marriage partners and they face a **patriarchal backlash**. Sometimes the assault comes from within the family.
2. India is undergoing a **painful and tortuous transition** from ancient hierarchies of caste and gender to equality of all individuals before the law. The surge in attacks on women is an **angry attempt by men** to sustain the overwhelming social and political dominance they have long enjoyed but which is now challenged by modern notions of gender justice.
3. Every year, **millions of young men** move from the countryside to the city in search of jobs. Not all these men get regular employment. Meanwhile, they are **confronted** far more directly by a **culture of conspicuous consumption** than they were in their villages. Dissatisfied and disenchanting, they **vent their anger on women**.
4. Another contributory factor is the **images conveyed by advertisements** and in films. **Bollywood** films, aimed increasingly at a rapidly Westernising middle class, **portray romance and desire** as inevitable **byproducts** of contemporary life, creating a further sense of **frustration** among the unemployed young men who watch them.
5. The **crumbling infrastructure of our cities** also militates against women's safety. Streets lit dimly or not at all, bad or non-existent means of public transport, an incompetent and corrupt police force all contribute to the insecurity and vulnerability of women.

Steps to correct crimes against women

1. Legal steps

1. Direct all the police stations under my jurisdiction to report every **complaint related to females**.
2. **Establishment of a special cell for women** to make investigation process faster and more intense.
3. **A special man hunt drive** will be launched against those political activists whose name were reported and all the absconding **accused**. In addition, a close vigil will be kept on those under the lens.
4. **Make teams including women officers** in each one of them and put them on patrolling in all sensitive areas.
5. **Run a 24/7 helpline** and position teams such that they can reach

anywhere in district within 5-10 minutes.

6. **Give training to women for self defence** with the help of women officers.

2. Social action

1. Help will be taken from all possible **NGOs, social activists, formal/informal associations** and a district mass campaign (through media, newspapers, social media, etc) will be launched towards gender sensitivity and equality.
2. **Concept of community policing** can be initiated with women members from particular area. They will **assist police** effectively and will be useful in spreading awareness about rights of women.
3. A **public police relationship drive** will be launched to regain and **rebuild the confidence of public** in the police department.
4. **Motivational and inspirational talks** will be conducted as per the availability of resources on regular interval of time to promote birth of girl child.
5. An **advisory will be released for all district hospitals, private/government** to be more sensitive towards rape victims.

3. Problems

1. The most **important predicament** in this regard is of **political interference** as it is apparent that the majority of cases are belong to the political parties, such **staunch action can create anxiety** among them. It is also **very difficult** to get the confidence of the local subjects women in general and victims in particular **because of the earlier record of the department**.
2. Furthermore as the studies revealed the **low sex ratio and low illiteracy**, it means that the local subjects still clinging on orthodox practices. Thus it become quite difficult to motivate them.

4. Steps to stop sexual harassment

1. First and foremost I will ensure that the **ratio of men and women** in the organisation is balanced so that women do not feel insecure.
2. Secondly I will ensure that women are not recruited only to maintain a ratio, but they equally get an opportunity to hold **important positions in organisation** without any discrimination.
3. I will ensure that organisation frame **clear guidelines** to stop any form of **harassment** of women. The guidelines should also clearly state what constitutes the **inappropriate behaviour**.

4. I will ensure that organisation periodically organise **workshops and trainings to sensitise** men on women safety and harassment issues, aware women and prompt them to report and matter, complaint etc. **The promotion of employees** would also **depend on his behaviour** with peers, juniors and especially with women.
5. I will form a **small committee of women** in working premises so that women employees **feel free to complaint** without hesitation.
6. I will try to promote a **work culture** where everyone irrespective of **gender, religion** and hierarchy can work as peers.

Moral policing

1. Moral police is a term used to describe **vigilante groups** which act to enforce a **code of morality in society**. They take **law into their hands** and try to forcefully enforce discipline on people.
2. **Is it harmful**
 1. Leads to suppression of **fundamental rights**.
 2. As it is extrajudicial, it leads to **anarchy**. It leads to disturbance of social harmony and peace.
3. **Why some groups do it**
 1. **Intolerant attitude** and **rigid outlook** among people. **Illiteracy**.
 2. **Political patronage** of such groups to appease conservative voters.
4. **How to stop them**
 1. **Improve policing** and punish those who take law into their hands.
 2. Mass **awareness campaigns** to educate and remove people of their rigid biases and to accept change.
 3. Increase **policing near sensitive areas** during **Valentines day**, near Pub areas, etc where moral policing mostly happens.
 4. **Community policing** and volunteer groups to give support to people during sensitive times.

Communal conflicts

1. **Reasons**
 1. **Historical:** British policy of divide and rule; Partition and its bitter memories

2. **Political:** Vote bank politics during election by communally oriented leaders.
3. **Social:** Suspicion and mistrust between religious communities. Lack of communication channels to solve issues peacefully.
4. **Development:** Unfortunately minority religious communities have poor development indicators when compared to other communities. This is taken as an advantage by some leaders.
5. **Illiteracy:** This often leads to falling prey to the causes of communal speeches

2. What steps as an SP

1. Arrange **security to sensitive buildings** like temples, mosques, churches, etc that may be prone to miscreants. Also I will establish a rapid **action team** which will deal with communal clashes.
2. Will ensure that there is a special section or **part in school curriculum** in all schools of the district by working with the **DEO**. It is from childhood the sense of fraternity needs to be built.
3. **Encouraging movies and street plays** which can instil secular feelings among people.
4. Will encourage **participation of all religions in religious processions** of other communities. Ex: Haj procession in Hyderabad.
5. I will ensure that the government schemes bring about **equitable development**, without discrimination in education, health and other social sectors.
6. Promote a **permanent inter-faith dialogue** where the current issues plaguing the society can be discussed.
7. **Clashes generally take during post work period** and lunch hours when a major chunk of workforce is inactive. **Increased frequency** of patrolling during such hours would help tackling this menace with spending of minimum resources.
8. Will coordinate with colleges and **will work with NGOs** in bringing **educated** youth into the action as it is they who can be pillars for ensuring fraternity with better sense relative to others.
9. Will work for establishing a **call centre** for people to convey the message of outbreak for easy coordination.

Aptitude

1. **Aptitude** is **one's ability to learn/acquire new skills**. You may not have the skills today, but if you are imparted **necessary training** you may gain that skill. Ex: IAS selected may not have skills required for IAS now, but they have aptitude to learn those skills.
2. **Both aptitude and attitude** is required to become successful. A person with aptitude also needs to have **good attitude** of **dedication, conviction** and **fortitude to become successful**. Apart from civil service aptitude, attitude of **record keeping, responsiveness** to need of people, **empathetic** and **compassionate** attitude is also necessary. **Sachin and Vinod Kambli** had inbuilt aptitude for cricket but attitude made difference in their success stories.
3. **Aptitude is in-born** and **varies to different degree** in different individuals. Civil servants with high aptitude will learn the skill quickly. But even a civil servant with **low aptitude can develop the same level** of skill by training, interest and right attitude towards learning. For example Ashok Khemka, a senior IAS officer, recently unearthed irregularities in the Haryana Seed Development Corporation. He learnt out of interest, how land deals occur in government functioning which helped him in recognizing irregularities.
4. **Difference with attitude**
 1. **Attitude is state of mind** towards a person, object, environment, etc. **Aptitude is the natural capability** to acquire certain skill or ability in the future through appropriate training.
 2. Unlike Attitude, which is associated with **character**, Aptitude is associated with **competence**.
 3. **Attitude determines how people perform a given task**. But **aptitude** determines whether person will develop the **skills to perform a particular task**.
 4. A **civil servant must have 3 aptitudes** which are, intellectual aptitude, emotional aptitude and moral aptitude.
5. **Value based education system**
 1. Since Indian education system having achieved success, we must also admit that our (Indian) **education system needs a make over**. It is **too much information oriented** which leaves little scope for creativity, innovation and self learning. There is a need to revise the syllabus periodically in order to make it more interesting for

the students and should make people think.

2. Modern day education also **fails to inculcate moral values and discipline** in the young minds that could enable them to become better and **more responsible human beings**. Modern day education needs to enable the future generation to **withstand the stresses and strains** of society and forge ahead amidst trials and tribulations.
3. **Students need to cultivate** nine gem like qualities, the spirit of sacrifice, **humility**, the **self-less service** to society, friendliness, discipline, adherence to truth, **non-violence** and faith in God.
4. Children who have these qualities alone will be the **nation's treasure of virtue and ensure its good future**. Without these sacred qualities, education becomes useless.

6. Importance of value based education

1. Value based education helps in **understanding one self better**.
2. **Treat fellow students with respect**. Admire a friend who has scored more than himself.
3. Understand that education is **more than scoring marks**.
4. Develop **sensitivity towards women, poor**, etc. He will treat everyone with respect. They become **compassionate** and give their bit back to the welfare of the society.
5. They can **become good political leaders and bureaucrats**.