

# ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 2 hr.

Max. Marks: 150

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none"><li>• There are 11 questions.</li><li>• All questions are compulsory.</li><li>• The number of marks carried by a question/part is indicated against it.</li><li>• Content of the answer is more important than its length.</li><li>• Answers must be written in the space provided.</li></ul> <p>Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off.</p>
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Roll No. \_\_\_\_\_

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Date 30/9/2016

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Q1. Answer the following questions:

- (a) How do you see the difference between doves, eagles and vultures - as ethical and moral categories of different human beings? Which of these personifies the best of human being? Explain why? (150 Words) (10 Marks)
- (b) While acting for 'change' and 'progress', should we be disappointed because we can do too little? Give reasons in favour of your stand. (150 Words) (10 Marks)

a) Doves as an ethical and moral category signify people who are always upright and morally correct. They would never do anything wrong to hurt someone.

Eagles on the other hand are categorised by people who strive on miseries of others. They are the one's who can hurt anyone to fulfill their desires and motives.

Vultures represents people who have to continuously work in the background so that the system continues to ~~off~~ operate. Without such people there would be a breakdown of the entire system. Though sometimes they have to do undesirable work but their 'intent' unlike 'eagle' are right.

Vultures personify the best human beings because it is always comfortable to be always upright and correct, similarly, it is also relatively easy to be corrupt and immoral but to act as a vulture requires strong conviction and belief. This is because it is such people who make hard choices for the society and try to overcome grey areas and

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ethical dilemmas.

For instance, it is relatively easy to act as Lord Ram or Ravana (i.e., dove and eagle respectively) but it is difficult to act as Ravana's brother who informed Ram about the weakness of Ravana. This is because he had to sacrifice his own brother so that truth can prevail.

- b) We should be never disappointed regarding the outcomes and efforts made in direction of change. Though we need to be self-evaluatory. This is because 'change' and 'progress' is a two way phenomenon, ~~Both~~ here the people who want change and people who need to change both are involved. Hence, there are limitations regarding what one can do. It however is important to be self-evaluatory about one's own efforts.

Therefore, though we can be critical of our efforts made for change but we should not be disappointed. One should realise that system/society is like a huge rock, it has high inertia. Hence, though it is difficult to move it at first but once it starts moving it is self-sustaining in its movement. Society is also similar, once it starts in the direction of change, it is self-sustaining.

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Hence, one should not be disappointed that one did very little but should be content that the change he/she brought about would have great spillover effects and would be self sustaining.

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Q2. Answer the following questions based on the linkage between religion and ethics:

- (a) What is "Dharma" in Indian cultural and religious ethics? What is "Raj Dharma" according to Indian thinkers? With reference to the ruling class in India, assess the extent of observation of "Dharma" and "Raj Dharma." (150 Words) (10 Marks)
- (b) Why is there a conflict between religion and rationality? Which of the two is a better guide for the promotion of morality in a society? Is being rational is also being just and fair? (150 Words) (10 Marks)

a) 'Dharma' refers to one's duty according to Indian culture and religious ethics. 'Raj Dharma' refers to the duty of an administrator. The difference between the two could be explained by following example: Once there was a bodyguard of a king. He came to know that king's life is in danger and the only way to save his king was to sacrifice himself for his king ~~the~~ by performing a ritual. Bodyguard gladly accepted it and went on to perform the ritual. King when got to know about this act went and stopped the ritual and sacrificed his life to save the life of his bodyguard. Here King performed his 'Raj Dharma' as bodyguard was also his subject and Bodyguard performed his Dharma towards his duty.

Ruling class in India has set high standards for Raj Dharma in the past. For instance, sacrifice of Rani Lakshmi Bai

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for her people and the sacrifice of Laxmi Laxmibai's maid when she disguised herself as Laxmi Laxmibai so that Laxmi Laxmibai could escape are exemplary examples of 'Raj Dharma' and 'Dharma' with respect to Indian ruling class.

- b) There is a conflict between religion and rationality because due to its intrinsic nature religion or one should say religious practises fail to evolve over time. This per se is not the limitation of the religion itself but of the people who fail to update their religious beliefs and practises with time. Due to this time lag there is a conflict between religion and rationality as rationality being based on experiment and empirical evidences do not face such lags.

Rationality is a better guide for morality in a society. The importance of the same was realised by our constitutional makers and inserted in ~~Directive Principles~~ Fundamental Duties under Article 51A(f). Rationality keeps pace with modern developments and time is more suited than religious beliefs in defining morality. For instance, Sati was a highly immoral practise but it had the backing of religious

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people and their beliefs. It was rationality and conviction of Raja Ram Mohan Roy to work for its abolition. It however, needs to be emphasised that it is not the religion but the people who follow them without updating their views are a constrain. Therefore, rationality being free of such constrains should be a better moral guide for the society.

Being rational means evaluating each action on the basis of its merit & demerit and coming to conclusion only on the basis of objective evaluation of cost vs benefit of any action. In light of this it would be correct to conclude that 'justice' and 'fair' play are an integral part of rationality because rationality in itself free of any bias. Hence, being rational is also being 'just' and 'fair'.

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Q3. Answer the following questions related to the different ethical theories and their applications in the society:

- (a) What is 'principle of ethical egoism'? Do you agree with the statement that 'in general, nature of human society, if not properly regulated, would result in a chaos and a state of war? Why 'conflict' becomes a more natural outcome than 'cooperation' in modern societies? (75 Words) (5 Marks)
- (b) How 'social contract ethics' differ from 'natural laws ethics'? Which of the two is better and why? (75 Words) (5 Marks)

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b) Social contract ethics refers to ethics based on social contract. For instance, ethics between employee and employers-, between family members, etc.

Natural law ethics refers to ethics based on the law of nature. For instance, the relation between a farmer with earthworms.

Both of the types of ethics have their own place in a society. It would however be justified to choose natural law ethics over social contract because they help us shape our behaviour and our role in a more holistic manner.

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Q4. Answer the following questions:

(a) What is the difference among the concepts of knowledge, education and wisdom? Which is more important, while taking decisions in personal and professional dilemmas? Give reasons. (75 Words) (5 Marks)

(b) What is intuition? Why intuition is considered as a special attribute of a good leader? What is the significance of intuition in governance and administration? (75 Words) (5 Marks)

a) Knowledge refers to knowing things. A person could be said to be knowledgeable if he knows many things, hence, ~~the~~ knowledge is collection of facts.

Education refers to acquisition of skills like reading, writing, etc.

Wisdom refers to evaluation of different ideas and choosing the best among them, i.e., decision making ability.

Wisdom is more important while taking decisions because if we are knowledgeable but can't understand its application then it is not useful in decision making. Similarly, if we are educated and have many skills but lack understanding about utilizing them to make decisions then it is also not useful. In such situation wisdom only can help us in reaching correct decisions.

b) An institution refers to a part of system with well defined objectives and procedures.

Creation of good institutions can be considered as a special attribute of a good leader. However, an institution per se is not natural with respect to its leader because the objectives and procedures are ~~are~~ clearly defined for

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an institutions. Since institutions make individuality irrelevant it is not correct to equate good leader with institutions.

Institutions play a very important role in administration and governance by acting in following manner:

- 1) Rule based decision making
- 2) Less discretionary power and more objectivity in decisions.
- 3) Low influence of individualities on its working and hence continuity is maintained.
- 4) Checks and Balance system is maintained
- 5) Transparency and Accountability can be fixed easily due to clear rules regarding procedures and objectives.

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Q5. Answer the following questions related to the importance of trust and transparency in the organization:

- (a) What do you mean by Trust? How this value will help you in becoming a good Civil Servant? How a civil servant can sustain trust in his entire career? What are the challenges in doing so? (150 Words) (10 Marks)
- (b) Explain with examples how Whistle-blowing in civil services is both an ethical and unethical act if seen in different perspectives? (150 Words) (10 Marks)

Q) Trust refers to confidence which one may have on someone or even upon himself to undertake a task ~~and act as~~ with efficiency.

Trust is one of the most important attribute of a civil servant because if people will trust a civil servant they would be more open to him/her about their problems and inefficiency in system. This could be of extreme importance in developing a robust feedback mechanism and hence augmenting the capability of administration.

A civil servant can sustain the trust of his co-workers, his/her seniors and people whom he/she works for by acting in an unbiased manner and always upholding the interest of the society as a whole.

Major obstacles in doing so are:

- 1) Influences : These could be political pressure or by one's seniors to sometimes act in a biased manner.
- 2) Prejudices : These could be internal biases which one has to overcome to make an

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unbiased decision.

3) Ethical Dilema : It is sometimes very difficult to balance the interest of ~~comp~~ various shareholders. In such situations if a decision goes against a particular group of stakeholders, he could lose the trust of such group very easily. Balancing act while maintaining trust hence becomes very difficult.

b) Whistle-blowing refers to an act where a person working within an organisation brings out the wrong-doings or certain ~~are~~ ~~and~~ anomalies of system in front of public.

It could be seen as ethical if one tries to look from a perspective of an individual in way that since wrong doings are exposed the organisation would be rehailed ~~or~~ so that any further wrong doings donot take place. Moreover, one could also be satisfied about the fact that people behind any such act would be brought to task. Hence, overall the society is at benifit because ~~wrong~~ people are punished and loopholes are plugged.

It could be seen as unethical if one tries to see via perspective of an organisation. This is to say that every organisation has an

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internal mechanism to evolve and keep check on its employees. Act of whistle-blowing undermines this aspect of an organisation - Therefore, it is difficult to have strong organisations if whistle blowing is promoted.

Hence, it could be said whistle blowing is a grey area in our strive for increased transparency & accountability.

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Q6. Answer the following questions related to linkage of free thinking and self development:

- (a) 'Real freedom is of the mind and spirit; it can never come to us from the outside.' Analyze the essence of this statement with reference to the working experience of Indian bureaucracy. (150 Words) (10 Marks)
- (b) 'There is only one corner of the universe you can be certain of improving and that is your own self'. Explain the essence of statement. Also examine how a civil servant can live by maintaining its true self. (150 Words) (10 Marks)

a) It is the individual which puts constraints upon himself and hence he/she always feel pressurized. Alexander once famously said to his soldiers, "Conquer yourself and I promise you will conquer the world," is an illustration of the importance of freedom wrt mind and spirit.

Indian bureaucracy in contemporary times is constrained from external factors like political pressure, judicial intervention, media trials, lack of public support, etc. however the main constrain on it is its lack of belief to take decisions, thereby leading to policy paralysis and further loss of credibility.

If Indian bureaucracy strive to free its internal constraints like lack of support of colleagues, departmentalisation, corruption, collusion with politician, etc. then it could work wonders and reestablish itself as the steel frame of India.

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Q7. Temperance and Prudence fetch respect from colleagues rather than the high intellectual level. Do you agree? Illustrate with example. (150 Words) (10 Marks)

Temperance and Prudence are a behavioural aspect of one's behaviour and on the other hand intellect is an aspect of one's capability. It would be therefore be apt to say to that temperance and prudence would fetch higher respect vis-a-vis high intellect. This is because the first attributes which one come's across with respect to an individual as temperance and prudence, moreover, these aspects are also important for enhancing the quality of workplace and team work. On the other hand high intellect though desirable and highly appreciated is an individual aspect and if it is not complemented with temperance and humbleness it could be bad for teamwork and workplace.

For example, if I work in an office and I am humble and polite in my dealings and with my team mates ~~then~~ then it would be more appreciated as the positive energy of team would go up. On the other hand if I have a high intellect but I am arrogant and ~~dis~~ disrespectful if would lead to ~~creation~~ creation of negativity in workplace.

It would hence be correct to say that temperance and prudence would fetch a higher respect from colleagues vis-a-vis only high

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intellect. It would however be important to say that if high intellect is complemented with temperance and prudence, <sup>then</sup> it would be most desirable outcome.

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Q8. "What is right is right and what is wrong is wrong and there are no gray areas." Comment critically on the practical dimensions of the statement. (150 Words)(10 Marks)

The statement suggests that there is no dilemma between right and wrong acts. Therefore, ethical dilemma doesn't exist. This, however, is generally not the case as there are many ~~situations~~ situations where a conflict appears between right and wrong on the basis of perspective.

For instance, if someone wants to go home as soon as possible and couldn't miss the train because his/her mother is very sick and is due to long que for train ticket he/she boards the train without a ticket. Now can his/her act be considered as moral/right or immoral/wrong. It depends upon perspective. If we try to see from the perspective of law then that person is a criminal and is wrong. But if we try to see from the perspective of human emotions and values then the same person appears to be correct because he was fulfilling his/her duty for her/his mother. Hence, we can see that in such cases there is a dilemma between right and wrong.

It would therefore be justified to conclude that the mentioned statement is not valid for every situation and there are many situations where gray areas emerge between right and wrong.

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Q9. Who is a leader- a spiritual guru, a politician or a public servant? What are the most important qualities of a good leader? Enlist different kinds of cognitive factors that help a leader in leading people. (150 Words) (10 Marks)

A leader is one who can motivate and inspire people for a change. Anyone among the following <sup>spiritual guru, politician & civil servant</sup> could act as a leader depending upon circumstances and their individual capabilities. For instance, Dalai Lama is a spiritual guru and also a leader of Tibetan people; Nelson Mandela was a politician but was an eminent leader of the people of South Africa; Charles de Gaulle was a public servant in France but emerged as a leader of French people during World War II. Hence, anyone could become a leader given his individual capabilities and circumstances.

Important qualities of good leader are :

- i) Visionary : A good leader should be visionary in his approach. He should be able to foresee what's good for his people in future.
- ii) Optimistic : Leader should be optimistic in his conduct as well as his approach. This is because if he lacks belief and is not sure about his decisions and their outcomes then that would be demotivating for his people, resulting in loss of confidence.
- iii) Confident : A leader should not have self doubts about himself though he should have a good measure about himself.

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- iv) Inspiring : A leader should be able to inspire people for change and act as their role model.
- v) He should put the interest of his people above his own interest.

Cognitive factors that help in leading people are: Vision, attitude, emotional intelligence, empathy for people, morality and self-belief.

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Q10. Opportunities are those gateways to success and fulfillment that open up often but people generally fail to recognize it. What are the major barriers in recognizing the opportunities in career of a civil servant? And what one can do to improve their ability of noticing new opportunities?  
(150 Words) (10 Marks)

Opportunities are those gateways which if opened up could lead to a paradigm shift for an individual or a society. However, recognizing and making full use of opportunity is not always easy and straightforward.

Civil servants act as an instrument for change in society. Given their role and position of authority they generally come across many opportunities which if fully tapped could lead the way for a better tomorrow. They however face many challenges in realising such opportunities to their full potential. Some of the major reasons behind it are:

- i) Lack of political will to support such changes.
- ii) Constrain in resources also act as a limiting factor for such change.
- iii) Lack of motivation among other members of government machinery for implementing such changes.
- iv) Sometimes a civil servant also has to face opposition from the people for whom such changes are sought.

To put the idea into perspective let us look at the problem of child marriage in Rajasthan. All of the reasons mentioned above as barriers could be observed in such cases.

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Though the inherent ability of society to change is quite slow but if appropriate steps are taken then one could use opportunities as a catalyst for change and development. As a civil servant one should adopt following measures to realise any upcoming opportunity:

- i) Communication : Communicate with people and with the staff at ground level to get the full knowledge about a situation.
- ii) Feedback : Communication would pave the way for an adequate feedback system. Get feedback from the people about how they would tackle the situation if incharge. This step is extremely important in development of ideas.
- iii) Brainstorm : It is important to brainstorm different ideas so that best idea could come up.
- iv) Preparation : Opportunities are never certain but one should always be prepared for them. Hence, its important to train and update oneself as well as the staff.

If such steps are taken then it would be instrumental in developing the ability of recognizing and utilitising an opportunity to its fullest.

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Q11. A competent civil servants' life is hectic, stressful and very demanding. In this consequence evaluate the statement - 'The quality of our life would be certainly poorer without aesthetic value'.  
(150 Words) (10 Marks)

A competent civil servant's life is very demanding and stressful because of the nature of services expected from him. From public delivery of basic amenities to enhancing the capability of own staff and to act as an agent of behavioural change requires a personal commitment of 24 hours every day. This makes the ~~job~~<sup>service</sup> of a civil servant 24x7 and hence, extremely demanding.

Aesthetic values are very important for a civil servant as it helps in development of right attitude and approach in a civil servant not only with respect to his work but also with respect to his life. Lack of aesthetic value can lead to self doubt, ethical dilemmas, frustrating and lack of satisfaction from work and life. In this regard the lack of aesthetic values could make the life of anyone and especially a civil servant poor.

Hence, civil servant should strive in developing and enhancing his aesthetic values so that he/she could be efficient in his/her work and also be satisfied with his/her life.

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