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GENERAL STUDIES (TEST CODE : 1990)

Name of Candidate	ANAND MALHOTRA		
Medium Hindi/Eng.	ENGLISH	Registration Number	1018160
Center		Date	4/12/21

INDEX TABLE

Q. No.	Maximum Marks	Marks Obtained
1(a)	10	
1(b)	10	
2(a)	10	
2(b)	10	
3(a)	10	
3(b)	10	
4(a)	10	
4(b)	10	
5(a)	10	
5(b)	10	
6(a)	10	
6(b)	10	
6(c)	10	
7	20	
8	20	
9	20	
10	20	
11	20	
12	20	

Total Marks Obtained:

Remarks:

Signature of Examiner

INSTRUCTIONS

- Do furnish the appropriate details in the answer sheet (viz. Name, Registration Number and Test Code).
उत्तर पुस्तिका में सूचनाएं भरना आवश्यक है (नाम, प्रश्न-पत्र कोड, विद्यालयी क्रमांक आदि)।
- There are **TWELVE** questions printed in **ENGLISH & HINDI** इसमें बारह प्रश्न हैं अंग्रेजी और हिन्दी में छपे हैं।
- All questions are compulsory.**
सभी प्रश्न अनिवार्य हैं।
- The number of marks carried by a question/part is indicated against it.
प्रत्येक प्रश्न/भाग के अंक उसके सामने दिए गए हैं।
- Answers must be written in the medium authorized in the Admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided. No marks will be given for answers written in medium other than the authorized one.
प्रश्नों के उत्तर उसी माध्यम में लिखे जाने चाहिए जिसका उल्लेख आपके प्रवेश पत्र में किया गया है और उस माध्यम का स्पष्ट उल्लेख प्रश्न-सह-उत्तर (क्यूसीए) पुस्तिका के मुख्य पृष्ठ पर अंकित निर्दिष्ट स्थान पर किया जाना चाहिए। उल्लिखित माध्यम के अतिरिक्त अन्य किसी माध्यम में लिए गए उत्तर पर कोई अंक नहीं मिलेंगे।
- Word limit in questions, if specified, should be adhered to.
प्रश्नों में शब्द सीमा, जहाँ विनिर्दिष्ट है, का अनुसरण किया जाना चाहिए।
- Any page or portion of the page left blank in the Question-Cum-Answer Booklet must be clearly struck off.
उत्तर पुस्तिका में खाली छोड़ा हुआ पृष्ठ या उसके अंश को स्पष्ट रूप से काटा जाना चाहिए।

16-B, 2nd Floor, Above National Trust Building, Bada Bazar Marg, Old Rajinder Nagar, Delhi-110068

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1. Contextual Competence
2. Content Competence
3. Language Competence
4. Introduction Competence
5. Structure - Presentation Competence
6. Conclusion Competence

Overall Macro Comments / feedback / suggestions on Answer Booklet:

1.

2.

3.

4.

5.

6.

1(a) OGD can be seen as a step towards greater transparency & accountability. In this context, discuss the benefits & challenges of OGD. (10)

Open Government Data (OGD) refers to public data available in open domain to the scrutiny of citizens.

BENEFITS

- ① In line with democratic principles of public participation and review
- ② Fosters social audit and keeps a check on government's largesse.
- ③ Enables good governance → transparency and accountability.
- ④ Feedback Mechanism → to point out errors & discrepancies
- ⑤ Generate new research and insights for citizen centric innovation by civil society

CHALLENGES

- ① Biased misinterpretation and propaganda can fuel regionalism, communalism and widen schisms.
- ② Threat to data security if personal information not ~~data~~ encrypted
- ③ Not all data can be shared in light of national security and sovereignty. eg → Defense assets data
- ④ In low literacy / data numeracy milieu, can be ineffective in meeting stated objectives.

Thus, OGD is a great first step by the government in fostering transparency but needs to mitigate challenges to be a force of good governance.

1 (b) An important requisite for ensuring probity is absence of corruption. Analyze. (10)

Probity implies the ability of an individual to have a firm moral constitution and be unconscionable.

The National Commission to Review Working of Constitution defines in its report (Probity in Governance), that probity consists of: ⇒

- ① Absence of corruption
- ② Effective laws and legislation
- ③ Effective implementation of laws
- ④ Discipline (adherence to high public and private ethics)

Corruption is the use of public office for private profit.

Impact of corruption

- ① undermines legitimacy of government
- ② Promotes illegitimate interests causing social evil. eg black money, terrorism
- ③ Drain on exchequer's earning and non-judicious use of public money
- ④ Barriers to entry of fair competitors
eg: → Corporate lobbying
- ⑤ Promotes an unethical citizen culture of bribery, tax evasion and red tapism.

Therefore absence of corruption is an important pre-requisite for ensuring probity in governance which is ensured through PCA 1988, whistleblower's

Act 2014, RTI Act 2005, Benami

Properties Transaction (Amendment) Act 2016.

2(a) Enumerate decisive factors behind moral attitude. Also, discuss any incident from your life wherein you brought about a change in someone's attitude around an important social issue.

Attitude is a learnt predisposition about a social object that predisposes a person's behaviour towards it.

Moral attitudes are those that deal with feelings of right and wrong.

FACTORS BEHIND MORAL ATTITUDE

→ Individual

- * Own values and preferences
- * Life-experience

→ Society

- * Peer groups
- * Education
- * Norms & Professional experience

→ Family

- * Religious values
- * Humane moral compass

→ Nation

- * Constitution, laws

Attitudes depend upon values. And
since values / preferences change with
time $\rightarrow$ attitudes can also change.

My friend from childhood had
undergone depression in class XIIth
from fear of engineering but couldn't
muster strength to tell his parents
who were both high achievers and
engineers themselves.

I had approached them in confidence
telling them about the toll this was
taking on him and the damage it could
portend. Also I told them about
my sister $\rightarrow$ a successful business person
with a commerce degree to convince
them to reconsider. She had also dropped
a year but it didn't impact her career.
They were able to see the logic and willfully
consented.

2(b) highlighting the importance of whistle blowing in an organization, discuss the factors that determine whether a person would become a whistle-blower. (10)

whistleblowing refers to the act by an employee or an insider in organization who exposes and brings to the notice of board/would → unethical practices being operated.

Importance

- Exposes and stems unethical practices like insider trading, accounting fraud, fake invoicing
- Keeps a check on scrupulous managers willing to toe the line for short term profits
- Provides opportunity to the board and higher managers to rectify the loopholes.

→ protects the stakeholders, customers, vendors / suppliers and general people.

Factors determining a person becoming a whistleblower

→ Individual → how strong is his moral compass & compliance to norms

→ Organizational → how conducive is org. structure to dissent and transparency

→ Past Incidents → Retaliation will hamper and amendment will promote future reporting

→ Culture → Certain cultures look down upon reporting on own team

The Whistleblower Act 2014 in this regard provides conducive legal environment to facilitate whistleblowing.

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में प्रश्न संख्या को
अतिरिक्त कुछ
न लिखें।

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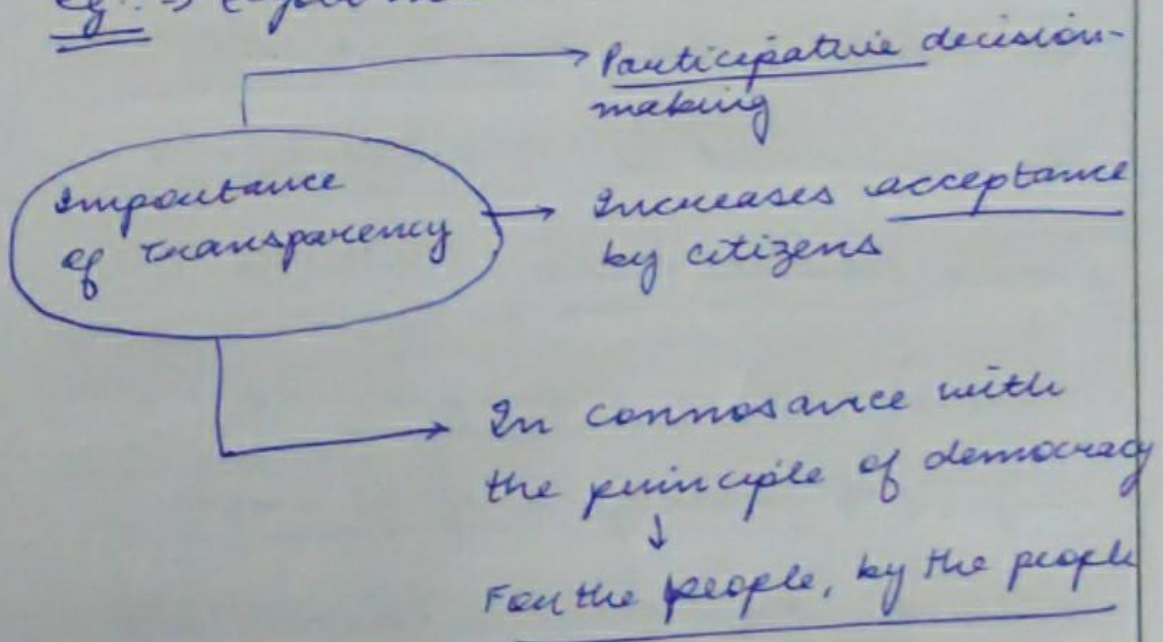
Answer Questions in NOT MORE THAN the Word Limit specified for each in the Parenthesis.
Content of the Question is more important than length.
(Specimen Answer Booklet - For Practice Purpose Only)

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3(a) Transparent governance promises an accountable state but balance between disclosure and admin. privileges is required for efficient governance. Discuss. (10)

Transparency and confidentiality form the bedrock of administrative justice.

Transparency → openness about decision-making and public policy.
eg. ⇒ e-governance, RTI Act



Confidentiality → maintaining secrecy on certain elements of decision-making

It is required to :⇒

1. Safeguard sovereignty → OSA, 1923
2. Preserve integrity of process → UPSC
immunity to challenges in exams
3. Avoid administrative roadblocks.

A harmonious balance between
the two is important to foster
good governance. Decisions should
be done under confidentiality
as enshrined in CCS Rules 1964
and Finance Rules. However,
there should be transparency with
respect to principles of decision
making and openness to criticism.

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3(b) Citizen empowerment is a natural outcome of a citizen's charter. Critically evaluate in Indian context. (10)

Citizen's charter is a set of values and minimum standards of service which a public office affirms to stand by in its daily operations.

Its aim is to ensure that citizens are empowered in seeking desired services and enjoy a certain standard of administration.

Areas where it has been empowering

- Provision of services through CSCs and e-Seva Kendras → most of which have adopted citizen's charter.
- Seeking answers through RTI Act, 2005
- Host of services under UIDAI (like DBT) which has its own charter
- Ease of paying taxes under Taxpayers charter

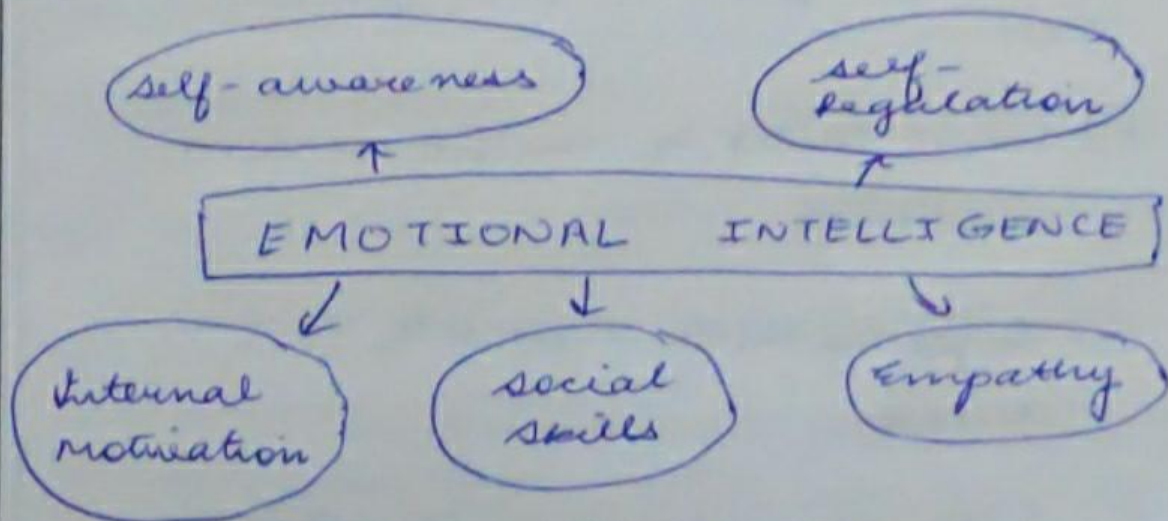
Areas of Improvement still exist

- Bulk of government e-governance initiatives are one-way transactions only
- Lack of digitization and provisioning rendering charter a mere marketing gimmick
- Bug ridden rollouts and difficulty in website navigation → not user friendly eg: → New Tax Website rollout
- Legislative & administrative bottlenecks like OSA, 1923 which are used liberally to delay their objective.

Thus, while we have made the right strides in ushering 'Sevottam' via Citizen's Charter, a lot needs to be implemented on ground for real citizen empowerment.

4(a) Emotional Intelligence is an essential ingredient for successful implementation of pandemic induced emergency response.
Comment in light of COVID-19 pandemic. (10)

Emotional Intelligence (EI) is the ability of an individual to monitor emotions (own & others), process the emotional information and use it to his best interests.



EI's utility in successful implementation of pandemic induced emergency response: ⇒

① For the individual → Ensures he remains in possession of his faculties even in face of adversity like lockdown

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एक सीमा में
लिखना
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eg. $\Rightarrow$ Suicide rates went up for students, professionals during lockdown due to lack of EI.

② Doctors $\rightarrow$ Empathy to understand the travails of patients family

③ Administration $\rightarrow$ To maintain their composure in dealing with deviance
eg. $\Rightarrow$ Chattergauh IAS officer stopped a kid going to his grandfather with food.

④ Social skills to combat vaccine hesitancy

⑤ Empathy with migrants under duress

⑥ Internal motivation to place others over oneself by being first responders

Thus, EI has a very important role in success against COVID-19.

4(b) Discretionary power by itself is not pure evil but gives much room for misuse. Discuss in context of administration in India. (10)

"Instead of servants, we have masters"
- Edward Luce
(In spite of the Gods)

The executive (permanent & political) has been entrusted with many discretionary powers which often get misused: ⇒

- ① Corruption, bribery, abuse of power
- ② Nepotism → jobs to own kins
- ③ Delegated legislation
- ④ High handedness and sense of entitlement in laws with wide ranging powers → DM Act 2005, NPDS Act
- ⑤ Misuse of power and nexus of civil servants with politicians.
eg → Sachin Vaze case

However, this discretion is important as well

- ① Not every law can be codified to include every possible exception
- ② Discretion on national principles ensures faster and effective administration
- ③ Needed in emergent scenarios when there is no rule book or SOP to play by
- ④ Ensures continuity of administration despite loopholes in legislation which take time to plug → IBC Code
- ⑤ Faster redressal when judicial process is painstakingly slow.

Therefore discretionary power by itself is not evil as long as it is guided by data and intellectual honesty

5(a) Explain the ethical issues involved in spending government funds for advertisement campaigns & publicity.

In recent times there have been concerns on government spending funds for advertisements & publicity.

ISSUES

→ Use of taxpayer money for private enterprise. eg → Promotion of personality cults and paucity manifestos with public money.

→ Non-commensurate payments to media for favourable opinion eg → Manufactured news, Fake news thus threatens legitimacy of 4th pillar of democracy

→ Non-observance of canons of financial propriety.

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→ Money could be better used
in development schemes

→ Non-transparency on media
house allocation.

→ Denial and subvention of
Opposition which doesn't have
similar access

→ Misappropriation of scheme
money → violates probity in governance

In this regard the SC judgement
in 2014 is commendable which
directed only President, PM and
CJI pics in government advertisement

5(b) Explain concept of political neutrality, discuss its significance in administration. Also, highlight how CCS (conduct) Rules seek to ensure political neutrality in civil services. (10)

Political neutrality means that a civil servant should render advice and services ^{objectively} by remaining oblivious to his personal political preferences.

SIGNIFICANCE IN ADMINISTRATION

- Civil servants are permanent executive while political masters keep changing
- It is in the interest of the mandate given by general public
- Ensures integrity and probity in governance
- Honest feedback can be corrective for faulty policies.

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→ Political bias alienates the individual from his primary duty of staying objective.

The CCS Rules (Conduct) 1964 reaffirms that an administrator must operate without bias.

Nexus between politicians and public servants is looked down upon and public servant can be held culpable for enumerated requisite penalization for lapses in his ethical judgement.

Abraham Lincoln had rightly remarked → 'with malice towards none'.

6(a) we are what our thoughts have made
us, so take care about what you think.
words are secondary, thoughts live;
they travel far - Suman Vilekhananda

'Ideas are primordials of change'
- Riegel

Our behaviour is an external
objectification of our inner thoughts.

what we think, we become.

Our thoughts get fossilized into
beliefs and values and institution-
alized in the form of our attitude
and behaviour.

Therefore, there is an important
need to be vigilant about what we
think and provide value education to
our children who will shape ~~the~~ our
future tomorrow.

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कृपया इस स्थान
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इस स्थान में
सही लिखना
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Personally for me this means
staying eternally optimistic and
constructive to be an agent of good
as a prospective administrator.

It implies sharing good stories
and correcting stereotypical behaviour
of my nieces & nephews to give them
an ideal thought system.

It also means striving for the best
and continuously thinking about
learning and ~~changing~~ striving for
a better version of myself everyday.

while both studied Indian history,
Gandhi became Mahatma and Hitler
remained a disliked Führer due to
their thoughts.

6(b) strive not to be a success but
rather to be of value - Einstein

Success is subjective → what one
calls success can be mediocrity for
another one.

Important thing is to continuously
strive to add value, results
notwithstanding.

As a manager of an e-commerce
sales team in a dynamic environment,

I always focus on process improvement
and improving the input metrics

e.g. calling time, customer outreach,
call quality, etc. Also I have

cultivated a culture of open

feedback to recognize areas of

improvement and to incorporate them
in daily operations.

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my team runs by the motto of
'Fail Fast' → we do pilots and
iterate towards success.

Despite failures, we have had
many successful iterations
which got adopted into the main
product.

Edison had famously failed
a thousand times before he
could invent the light bulb
which added immense value.

Therefore, it is prudent to believe
in Nirbhakama Dharma and judge
our lives with value we add not
no. of milestones we cross by.

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कृपया इस स्थान
में प्रश्न संख्या के
अतिरिक्त कुछ
न लिखें।

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इस कॉपी पर
कोई लिखावट
नहीं करनी।
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6(C) virtue lies in our power, and similarly
so does vice; because where it is in our
power to act, it is also in our power not
to act. - Aristotle

Human action can be an instrument
of great feats and at the same time
pallbearer of doom and misery.

The differentiating factor is the
power of 'intent'.

When science is done for vaccination
it saves lives but when done to
make atom bombs it destroys
lives → it is the intent which
decides whether outcome is
virtuous or vicious.

For me, personally, this means in
striving for virtuous ends

→ Not littering around (carrying
plastic in school bag)

→ staying morally upright and
pushing unethical sales in my team

→ Operating from a general worldview of 'Guns Shavente Subhina' as I believe in Karma of good & bad.

At the same time it also implies not giving in to vice

→ Myself setting sterner and aspirational sales targets to sterner for growth and not become lax

→ Abstaining from sugar and food indulgence to keep my body healthy

→ Abstaining from alcohol despite being immensely sociable & gregarious person.

"In my mind there are two dogs - one mean who picks up fight everyday and other calm and obedient. They daily wage a war. Who wins? The one that I feed that day" - G. B. Shaw

We must remember the power of our mind & intent.

7. Case Study of Party X (20)

(a.) Ethical issues involved

(b.) Course of action. Reason for response.

The case involves a key member of the social media team of a political party who is struggling with questionable practices proposed which violate the law of the land.

(a) Key ethical issues involved : $\Rightarrow$

- ① Career advancement v/s breaking the law of the land
- ② Getting own candidate elected v/s violating Election Commission (EC) guidelines
- ③ Promoting divisive and incendiary content which is likely to foment tempers and can potentially lead to communal violence.

- ④ Not informing the well-meaning respondents of real objectives of questionnaire → violation of their consent
- ⑤ Non-consensual use of personal data for micro-targeting respondents
- ⑥ Manipulating people's behaviour using behavioural science
- ⑦ Reconciling these questionable practices with the team member's inner consciousness.
- ⑧ Risk of losing job at the prospect of dissent v/s risk of being eaten away by ~~the~~ being complicit in such an act

(b)

If I am in the shoes of the
protagonist of this case, I would
be guided by the objective facts which
are: ⇒

(a) The act I am going to be a
part of is non-consensual and
divisive

(b) It is potentially illegal and
violative of EC guidelines

(c) It is immensely ethically ^{& morally} challenged

(d) I have a responsibility towards
my work ethic as well as the
community of which I am a
part.

Available options: ⇒

(1) Stay silent and comply with
the campaign design & implementation

(2) Recuse yourself from the project and
not report on house design.

③ Directly confront the manager
and other stakeholders.

→ I would go for the last option in
directly approaching my immediate
manager.

→ I would let him know my discomfort
and displeasure in the means we have
embarked upon and let him know
my inability to be an accomplice to
this.

This is guided by my firm belief in
corrupting your inner compass and
writhing in pain every night or facing
short term discomfort and sleeping
peacefully for rest of life.

but I will not merely stop at this.

→ I would make a strong case for my team to reconsider the course of action.

→ I would let my manager know that I wish to take this up to the top management, if need be.

→ I would try to persuade them to see the illegality of the act being done.

→ If required, I would let the political heads know the consequences and repercussions thereof if their strategy becomes public or if whistle blowing provisions are used to apprise EC of the same.

Martin Luther King has said that those who watch an injustice happen are equally culpable and I shall unequivocally oppose this nefarious campaign.

8. Case study on manual scavenging . (20)

The case involves the dilemma of an IPS officer who wishes to get immediate repairs made to his office complex, yet is conflicted on the manner it is being done.

(a) Issues that need to be addressed ⇒

① Repairing the sewage related problem in office complex at the earliest lest it shall become a breeding ground of disease → potentially risking health of co-workers.

② Letting manual scavenging operate unaided, thereby, haunting the human rights of the workers

③ Exploiting loopholes in law to further ~~means~~ ends beneficial to the officer & his co-workers → issue of lack of integrity, probity as well as conflict of interest

④ Abuse of public office as power is being used to let an illegal act (as per law) being done

⑤ Contributing to social stigma that marginalizes manual scavengers in the first place

⑥ Not being thorough in commissioning the repair work in choosing correct alternatives

⑦ Lack of sensitization among co-workers who sanctioned such task.

(b) Course of Action :→

As the protagonist, I will follow
a two-pronged approach in this case.

Short-term Measure

In the immediate short term I will
stop the repair work and regroup
my teammates to look for other
alternatives.

I would try to address roadblocks
in other alternatives (eg.→ If there
is issue of money, then, cost-cutting
on frivolous expenses or requisitioning
for more funds which may take time).

Meanwhile, I will look for alternate
arrangements of using washrooms
especially for the female employees.

If the issue is of waterlogging, immediate disinfection measures should be taken.

Long-term measure

In the long term, I will try to sensitize my team members against the perils of manual scavenging.

I would also try to liaison with the District collector in rehabilitation of the manual scavengers through existing government schemes.

A filip can be given to the local WASH infrastructure to overcome the issue as well as through social persuasion via positive community outreach through NGOs and credible Panchayat leaders.

9. Case study on DDO officer & patriarchy. (20)

The case involves a District Development Officer (DDO) who is flummoxed at the manifest patriarchy in a village at one end and the apparent apathy of fellow administrators and village leaders at the other end.

(a)

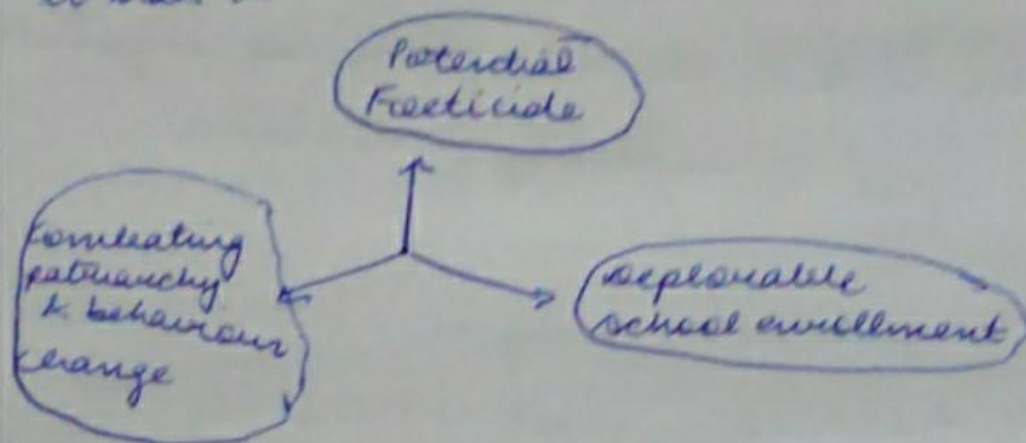
As a firm believer in doing the right thing even in the face of adversity, I believe that I as the main protagonist actor (DDO) in this case do have an ethical duty.

A DDO is responsible for the development and material & non-material well-being of his district.

- Subversion of women to male domination is adversarial to the development prospects of the district
- unchecked female foeticide perpetuates a sense of impunity from crime.
- Manifest patriarchy is at the centre of violence against women viz. foeticide, trafficking, dowry, domestic violence and neglect
- Poor girl enrollment in schools will hamper the development prospects of the district → development that is not engendered is endangered.
- It is wrong to stay silent and witness injustice → you are equally culpable in the perpetration of the atrocity.

(b) Next steps & rationale :-

Since this involves a subtle change,
it has to be handled at three levels



1. Combating foeticide

- ↳ Verify from NGOs and hospital staff about veracity of doubts
- ↳ Enumerate villagers in verifying details
- ↳ Enlist help of local journalists and social workers in a sting operation to see if this is happening
- ↳ Keep law enforcement informed at all stages and nab the perpetrators under PCPNDT Act with their support

2. School Enrollment

- ↳ Identify issues in lack of enthusiasm
- ↳ Check school for relevant amenities and separate toilet for girls
- ↳ Take help from school principle and target women/mothers in persuading them to educate girls
- ↳ use of role models and interaction with credible local girls who have attained great success can break barriers
- ↳ Better implementation of MDM and OPBB yojana

3. Behaviourial Change

- ↳ Leverage help of local panchayat leaders in mobilizing opinion
- ↳ Report non-compliant and lax officers who are complicit
- ↳

10. Case study on gambling and betting.

(a.) what is your opinion on matter?

(b.) Also, identify merits of arguments in opposition to the stand you have taken.

The case involves evaluation of the merits and demerits of betting as a social institution.

(a.) Personally my stand is in consonance of the government's (current) position on betting. As long as betting is done in a game of skill it should be allowed but betting in a game of luck should not be.

Further, I am personally against gambling of money.

- With manifest poverty and social evils, gambling adds to further ruin as elucidated by Gandhiji
- Due to high illiteracy, game of luck and gambling have the potential of exploitation of poor innocent workers
- Element of manipulation, in gambling driven by corporate greed. eg → Tempered casino machines
- Possibility of criminal nexus between politicians & gamblers will threaten democracy
- Prospect of match-fixing & spot-fixing
- On the other hand, game of skill requires a certain informed finesse and is relatively immune to manipulation and match-fixing

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कृपया इस स्थान
में प्रश्न संख्या के
अतिरिक्त कुछ
न लिखें।

UPSC

Answer Questions in NOT MORE THAN the Word Limit specified for each in the Parenthesis.
Content of the Question is more important than length.
(Specimen Answer Booklet - For Practice Purpose Only)

उम्मीदवारों को
इस स्थान में
वही लिखना
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→ game of skills can be a potential
source of revenue. eg → UK has
a solid stream of ~~running~~ through
ladbrokes which is rerouted to the
NHS.

(b) merits of the arguments in
opposition to my stand

Gambling or betting (irrespective
of game of skill or not) should
be altogether made legal.

(i) It will convert an already
existing multi-billion ^{billion} black
-dollar industry
into white → bringing in much
needed fiscal resources for
development

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न लिखना है।
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- ② It will curb the menace of
fixing and manipulation
- ③ 'Best govt. is one that governs
the least' → J. Benethen.
- ④ It is in accordance with
Article 19 of the Constitution and
will give the agency of freedom
of choice to citizens
- ⑤ Our Constitution doesn't discrim-
-inate between individuals →
bolsters right to equality.
- ⑥ We should have faith in wisdom of
citizens who can manage their
earnings without govt. prescribed
norms or mores.

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11. Case study of marketing consultant
& placebo product promotion. (20)

The case involves the dilemma of
a marketing consultant who is
being asked to promote a product
which does not deliver its value
as promised.

(a) Key stakeholders

- ① The marketing consultant
who is up for a performance
review & potential international
stint
- ② The manager who wants this
roll out despite knowing this is
a placebo.

③ Celebrity endorser → whose
brand image may be at risk

④ Company board & stakeholders →
who may lose value & return on
their investments if this information
leaks out

⑤ Customers → who repose their
faith in your company & celebrity
product

(b) Ethical issues in the case :⇒

① Not giving complete information
about the product

② Fabricating false benefits in
consumer research

③ staying complicit in this ~~the~~
and retaining job & good future

prospects vs denying co-operation
and facing manager's blunt

(c)

Key options available : $\Rightarrow$

Firstly, I can ignore my knowledge
on the fudged consumer data and
proceed with the campaign.

Alternatively, I can confront my
manager and display inability to
continue this project & advise resign.

Finally, I can not run away from
confrontation and plan to embark
upon taking this up with the highest
authorities if need be.

I will chose the final alternative.

→ Firstly approach the manager and try to persuade him by telling him about the plausible repercussions

→ If he is unmovning, I can approach his manager and let them know the ethical issue & potential lawsuit that awaits if this becomes public

→ I would also apprise the higher management of blowback not just by customers but also by ~~peo~~ endorser whose brand equity is tarnished

→ Further, I would try to illustrate case-studies on perils of eroded ^{brand} equity through unethical means

UPSC

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इस स्थान में
कोई लिखना
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→ I would let them know that
I am willing to risk my prospects
in the company over this issue and
will take this up with the HR team.

12. Case study on fire incident and
consequent enquiry. (20)

The case presents the issue of an employee who had lied about the soundness of safety protocol in his establishment in preliminary enquiry and is now going for final court case. The protagonist is a Sr. Manager accompanying the employee

in whom he has just confessed
the real details.

(a.) Ethical issues faced

- ① Do nothing and survive in
company v/s ask the employee to
tell the truth
- ② Mute spectator even as there
were casualties of your co-workers
- ③ Ask the employee to tell the
truth to court and at the same
time face action for lying at first
- ④ Shield the management to whom
you have loyalty and affective
ties as peers or expose them for
their faults.

(b) Suggestions ⇒

I would firstly try and enquire why the employee lied in the first place was he under any undue influence or duress?

I would also try to establish the veracity of his confession to me ~~now~~. I would seek material details establishing the realidness of his current claims.

I would try to authenticate these claims and further understand his motivation in informing me now → is he still under duress?

Based on these I would advice
him to tell the truth as lying
before the court is illegal and
he may perjure himself.

I would convince him that truth
has ways of coming out and
repercussions for lying in front of
court will be immense.

Further, a court may take a
lenient stance against him if
he aids the investigation.

I will remind him of his duty
to the deceased teammates and
their families who have been the
most unfortunate in this debacle.

Lastly, I will appeal to his
better senses to be true to himself
and listen to his voice of
consciousness. The court will
aid him in remedying any
undue influence and he shouldn't
buckle under management pressure.