

Third Questions Paper
Indian Polity, Social Justice
and International Relation
UKPSC MAIN EXAM (MAY 2015)
SAMPLE QUESTION ANSWER

PAPER -III

Q.Explain the administrative system prior to the Mughals? (500 Words)(Most Expected UKPSC MAIN 2015)

ANS:MAURYAN AND GUPTA ADMINISTRATION

As mentioned earlier, Indian administration can be traced to the Indus Valley Civilization which is about 5000 years old that forms the basis of our civilization and culture.

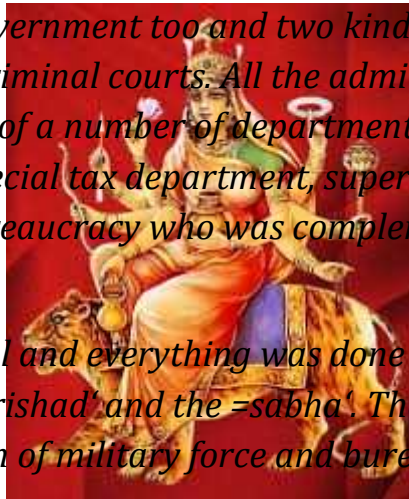
In the ancient period we know of the Magadha, Mauryan, and the Gupta Ages. Kautilya's Arthashastra, a political treatise on ancient Indian political institutions, written sometime from 321 to 296 B.C., examines statecraft, gives an account of State administration, and reflects the rule of the Mauryan kings. Arthashastra, a treatise through Kautilya, a Brahmin Minister under Chandragupta Maurya, is written in Sanskrit. It discusses theories and principles for effective governance.

It comprises fifteen books dealing extensively with the powers and obligations of the king; major organs of the state including the King, the Ministers, the Janapada [territory with people settled on it], the Durga, the Treasury, and the Army; Revenue administration; and personnel administration. A thorough analysis of the Arthshastra brings to light the following principles of Public Administration: welfare orientation; unity of command; division of work; coordination; planning, budgeting and



accounting; decentralization; recruitment based on qualifications laid down for each post; paid civil service; hierarchy; and delegation of authority.

In the Mauryan administration, the State had to perform two kinds of functions. The constituent (component) functions related to maintenance of law and order, security of person and property and defense against aggression. The ministrant (welfare) functions had to do with provision of welfare services. All these functions were accepted out through highly organized and elaborate governmental machinery. The empire was divided into a Home Province under the direct control of the central government and 4 to 5 outlying provinces, each under a Viceroy who was responsible to the Central Government. The provinces had considerable autonomy in this –feudal-federal kind of organisation. Provinces were divided into districts and districts into villages with a whole lot of officials in charge at several stages. There was city government too and two kinds of courts corresponding to the modern civil and criminal courts. All the administrative work was distributed in the middle of a number of departments, a very significant department being the special tax department, supervised through an efficient and highly organized bureaucracy who was complemented through the army and the secret police.



The king was all-powerful and everything was done in his name. He was assisted through the =parishad' and the =sabha'. The administrative system was a secure combination of military force and bureaucratic despotism.

Outstanding characteristics of Mauryan administration was that the State, through a new class of officials, recognized as =dharma mahamantras' accepted out the policy of moral regeneration of the people. Ashoka, the great Mauryan King, set up a new department described the Ministry of Morals.

The Guptas sustained the legacy of the Mauryans in several respects. The divine character of the king was upheld and the king controlled all the stages of the administrative machinery. The empire was divided, like the Mauryan, for administrative purposes into units styled as =Bhukti', =Desa', =Rashtra', and =Mandala'. Villages had their own headmen and assemblies and towns and cities had special officers described =nagarapatis' and even town councils. The king had the help of several functionaries to share the burden of

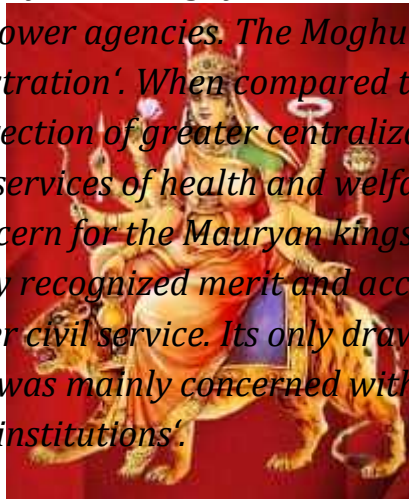
administration. Separately from the confidential adviser, there were civil and military officials, feudatories, district officers and several others.

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Q.Explain the Mughal administration which was through and large inherited through the East India Company? (500 Words)(Most Expected UKPSC MAIN 2015)

ANS:ADMINISTRATION

The Moghuls upheld the earlier traditions in political and administrative matters. The Moghul emperor was a perfect autocrat and the administration was =a centralized autarchy'. The king symbolized the state and was the source and centre of all power agencies. The Moghuls did succeed in structure up a =monolithic administration'. When compared to the Mauryas, the Moghuls moved in the direction of greater centralization. They did not pay much attention to social services of health and welfare as also morals which were areas of special concern for the Mauryan kings. But the Moghuls had an efficient civil service. They recognized merit and accepted Hindu intelligentsia in the higher civil service. Its only drawback was that it was =land-based'. It means it was mainly concerned with revenue functions and was a =highly urbanized institutions'.



Role of the King

Administration was personalized. It has aptly been described as paternalistic. The whole administrative machinery revolved around the king who was viewed as a =father figure' or a =despot' through his people. Mainly of the time the king was seen as a benevolent despot who worked for the welfare of his people. The theory upheld was that of absolute monarchy based on the divine right to rule. The king was everything to his people. He was the source of all authority and the fountain-head of justice. The administrative system was highly centralized and personalized. Hence, when Aurangzeb showed himself as a religious bigot and indulged in religious persecution of the worst type, while indulging in endless wars in the South, central authority weakened, efficiency suffered, and administration collapsed.

Rajputs, Marathas, Jats, Sikhs, and other local elements sought their independence and therefore set into motion, forces of disintegration.

Bureaucracy

Organisation of the administrative machinery was unstable. It depended on the whims and fancies of the king. Recruitment was on the basis of caste, kin, heredity, and personal loyalty to the king. Administration was based on fear of force. In the name of the king, the officials struck terror in the hearts of people. They wielded much awe and respect in the middle of the people.

Officials were primarily engaged to maintain law and order, safeguard the interests of the king from internal uprisings and revolts, defend and extend the boundaries of the empire and collect revenue and other taxes.

Every officer of the State held a mansab or official appointment of rank and profit and was expected to supply a sure number of troops for the military service of the State. Hence, bureaucracy was essentially military in character.

Officials or mansabdars were classified into 33 grades, ranging from Commanders of 10 to those of 10,000 soldiers. Each grade accepted a definite rate of pay, out of which its holder had to give a quota of horses, elephants, etc. State service was not through hereditary succession, nor was it specialised. Officers received their salaries either in cash or through jagirs for a temporary period. The officers did not have ownership of lands in their jagirs, but only the right to collect the revenue equivalent to his salary. The jagir system provided scope for use of the masses and gave undue power and independence to the holders of jagirs. These evils were hard to check when the Emperor was weak.

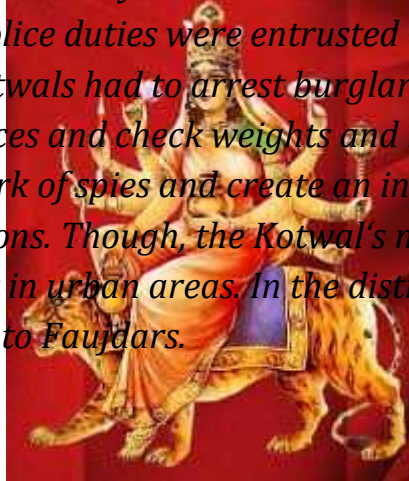
Army

The army necessity is understood largely in conditions of the Mansabdari system. In addition, there were the supplementary troopers and a special category of —gentlemen troopers// who were horsemen owing exclusive allegiance to the king. The army had cavalry which was the mainly significant unit, the infantry, made up of townsmen and peasants and artillery with guns and navy.

The Moghul army was a mixture of diverse elements. As it grew in numbers it became too heterogeneous to be manageable. The soldiers did not owe direct allegiance to the Emperor but were more attached to their immediate recruiters or bosses and as such were busy with their bitter rivalries and jealousies. Above all, the pomp and splendor of the army proved to be its undoing. The army on the move was like a vast moving city, with all its paraphernalia of elephants, camels, harem, bazars, workshops, etc. Soon indiscipline set in and the inevitable deterioration was fully manifest at the time of Jahangir. No longer capable of swift action, the Marathas, under Shivaji, could score over the Moghuls in battles.

Police

In the rural areas, policing was undertaken through the village headman and his subordinate watchmen. This system sustained well into the 19th century. In the cities and towns police duties were entrusted to Kotwals. In the middle of their several duties Kotwals had to arrest burglars, undertake watch and ward duties, regulate prices and check weights and measures. They had to employ and supervise work of spies and create an inventory of property of deceased or missing persons. Though, the Kotwal's main job was to preserve peace and public security in urban areas. In the districts, law and order functions were entrusted to Faujdars.



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Q.Critically examine the process of bills passed in the Parliament? (125 Words) (Most Expected UKPSC MAIN 2015)

ANS:The process of passage of bill passes through 3 stages in each house of the Parliament also known as the three readings. First it is introduced by the Minister or a private member depending on whether the Bill is a government Bill or a private member Bill. As per the norm being followed presently, the concerned ministry publishes the draft bill for public scrutiny in the Official Gazette. The citizens can make suggestions to the draft. After this it is referred to a Select Committee which scrutinizes it. after the report of the Committee the Bill is subjected to discussions, amendment and voting in the respective Houses after which it is passed to the President for his ascent.

However, the fact of publishing the bill in the Official Gazette not known to many in India. Therefore, it ultimately helps to fulfill the formality of bringing the draft in public domain. If the recommendations of the committee of secretaries and National Advisory Council are implemented then the draft bill would be published in the internet and social media. Therefore, more people will have access to it, and the draft would get many more constructive suggestions. The common people will get to know more with their inclusion in the legislative process which would empower them.

If the draft would contain financial, environmental implications, its impact on fundamental rights, livelihoods of people etc. then it would be possible to make required changes at the draft level itself which would reduce the complication of changing it at a later stage.

Therefore, bringing about transparency and public participation in the legislative process is very important.

Q.Critically Examine SAARC is failed Organisation?(125 words) (Most Expected UKPSC MAIN 2015)

ANS:SAARC stands for South Asian Association for Regional co-operation formed in 1985, including 8 members Bhutan, Bangladesh, India, Nepal, Pakistan, Sri-Lanka, Maldives and Afghanistan.

GOAL: To increase the progress of economic and social development through joint actions in agreed areas of co-operation & environment and human welfare issues concerned. But later it trimmed down its goal and merge into only for Better communication, smooth progress of trade and environment, expand tourism, assign powers to endorse private sector. But sooner prospect of united economy and political unity, regional co-operation turned to fade away because many political, social and economic factors . .

IMBALANCE IN ECONOMIC STRUCTURE : India is mixed economy and promotes foreign investments but SAFTA agreement 2006 didn't perform well in reducing tariff barrier as there were many political grounds and ambition sensitive issues which led to conflict, and there is also indifferent economies not formed any specific foreign policy and matured approach to resolve issues and unstable economies and democracies like Nepal and Afghanistan, Bangladesh facing militant revolution and lacking in official negotiations



which does not promote unity but envy in their intentions and economic integration.

REGIONAL/ETHICAL CONFLICTS :Maldives, Pakistan ,Bangladesh ,Afghanistan formed Islamist approach fundamental orthodoxy lack of education un adequate leadership in their political negotiations ,regional & social differences which un deliberately make different choices at final ,biasing preferred state and inclined the interest of co-operation with choices of their regional ethical taste.

BORDER CONFLICT: Sri -Lanka /India ,India/Pakistan, Afghanistan/Pakistan border issues which led to disunity among nations and prevail restrictions of free movements of people , goods and capital. it is also seen that before colonial period south Asian regions have same root in past after becoming independent nations they ~~could not detach themselves~~ with past and that pre occupied mind set is still carry on and over looking matured approach to re unite for co-operation , as it seen influence of US in south Asia ,making falsehood of Indian superiority over rest, playing role of OBERVER.

To making any successful organization like EU there should be free movement of people, goods and capital ,free from constraint of visa except(India & Nepal have free restraint access to each other territories) resolving inter border conflict within defence community and SAME CURRENCY, similar nature of culture religion and preferences all these factors will add to it for making successful of SAARC.

Q: Write the importance of Human Resource Management ?

Ans: *The importance of HRM is discussed below:*

1. At the enterprise level:

(a) Good HR practice can help in attracting & retaining the best people in the organization planning alerts the company to the types of people it will need in the short, medium of long run.

(b) It helps in training people for challenging roles developing right attitude towards the job & the company, promoting team sprit among employee & developing loyalty & commitment through appropriate reward schemes.

2. At the individual level: Effective management of HR helps employee thus:

(a) It promote team work & team spirit among employees.

(b) It office excellent growth opportunity to people who have the potential to rise.

(c) It allows people to work with diligence & commitment.

3. At the society level: Society, as a whole, is the major beneficiary of good HR practice.

(a) Employment opportunity multiply.

(b) Scare talents are but to best use. Companies that pay & treat people well always race ahead of others & delivers excellent results.

4. At national level: Effective use of HR helps in exploitation of natural, physical & financial resources in a better way. People with right skills proper way. People with right skills, proper attitude & appropriate values help the nation to get ahead & compete with the best in the world leading be letter standard of living & better employment.

Good HR Practice

- Attract & rationales
- Train people for Challenging role.
- Develop skills & Competencies
- Promote team spirit
- Develop royalty & commitment
- Increase productivity & profit
- Improve job satisfaction

Enhance standard of Living

- Generate employment operating.

Q What are the function of HRM?



Ans. Personal/Human Resource Management – Functions:

P/HRM is concerned with two sets of functions, namely - managerial functions and operative functions.

1. Managerial Functions

The basic managerial functions comprise planning, organizing directing and controlling.

- ***Planning:*** *This function deals with the determination of the future course and action to achieve desired results, Planning of personnel today prevents crises tomorrow. The personnel manager is expected to determine the personnel regarding recruitment, selection and training of employees.*
- ***Organizing:*** *This function is primarily concerned with proper grouping of personnel activities, assigning different groups of activities to different individuals delegation of authority. Creation of a proper structural framework is his primary task. Organizing, in fact, is considered to be the wool of the entire management afford and hence afford to be ignored.*
- ***Directing:*** *This involves supervising and guiding the personnel. To execute plans, direction is essential without direction there is no destination. Many a time, the success of the organization depends on the direction of things rather than their design. Direction then consists of motivation and leadership. The personnel manager must be an effective leader who can create winning teams. While achieving results, the personnel manager must, invariably, take care of the concerns and expectations of employees at all levels.*
- ***Controlling:*** *Controlling function of personnel management comprises measuring the employee's performance, correcting negative deviations industrial assuring an efficient accomplishment of plans. It makes individuals aware of their performance through review reports and personnel audit programmes. It ensures that the activities are being carried out in accordance with stated plans.*

2. Operative Functions

The operative functions of P/HRM are related to specific activities of personnel management, viz; employment development, compensation and

industrial relations. These functions are to be performed in conjunction with managerial functions.

(a) Procurement functions: *The first operative function of personnel management is procurement. It concerned with procuring and employing people who possess necessary skill, knowledge and aptitude. Under its purview, you have job analysis, manpower planning, recruitment, selection placement, induction and internal mobility.*

i. Job analysis : *It is process of collecting information relating to the operations and responsibilities pertaining to a specific job.*

ii. Human resources planning: *It is a process of determining and assuring that the organization will have an adequate number of qualified persons, available at proper times, performing jobs which would meet their needs and provide satisfaction for the individuals involved.*

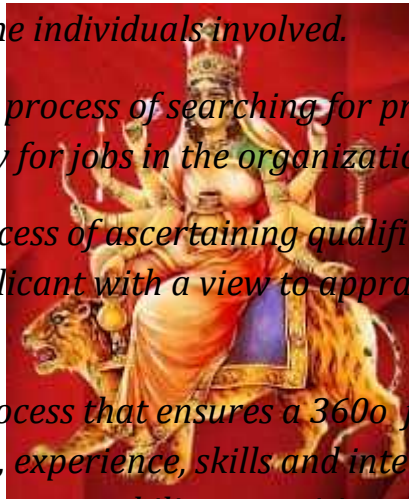
iii. Recruitment: *It is the process of searching for prospective employees and stimulating them to apply for jobs in the organization.*

iv. Selection: *It is the process of ascertaining qualifications, experience, skill and knowledge of an applicant with a view to appraising his/her suitability for the job in question.*

v. Placement: *It is the process that ensures a 360° fit, matching the employee's qualifications, experience, skills and interest with the job on offer. It is personnel manager's reasonability to position the right candidate at the right level.*

vi. Induction and orientation: *Induction and orientation are techniques by which a new employee is rehabilitated in his new surroundings and introduced to the practices, policies, and people. He must be acquainted with the principles which define and drive the organization, its mission statement and values which form its backbone.*

vii. Internal Mobility: *The movement of employees from one job to another through transfer and promotions is called internal mobility. Some employees leave an organization due to various reasons leading to resignation, retirement and even termination. These movements are known as external*



mobility. In the best interest of an organization and its employees, such job changes should be guided by well - conceived principles and policies.

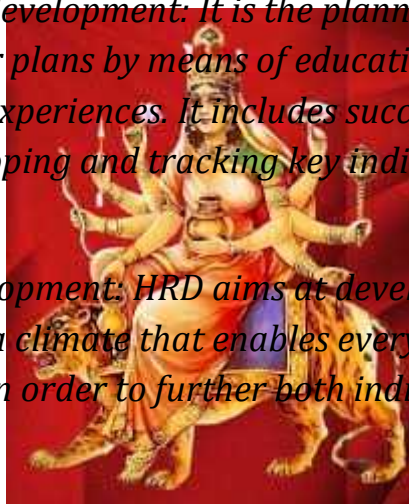
Development : *It is the process of improving, molding, changing, and developing the skills, knowledge creative ability, aptitude, attitude, values and commitment based on present and future requirements both at the individual's and organization level. This function includes:*

i. Trainings: Training is a continuous process by which employees learn skills, knowledge, abilities and attitudes to further organizational and personnel goals.

ii. Executive development: It is a systematic process of developing managerial skills and capacities through appropriate programmes.

iii. Career planning and development: It is the planning of one's career and implementation of career plans by means of education, training, job search and acquisition of work experiences. It includes succession planning which implies identifying developing and tracking key individuals for executive positions.

iv. Human resource development: HRD aims at developing the total organization. It creates a climate that enables every employee to develop and use his capabilities in order to further both individual and organizational goals.



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