Q2 Define **Normative and Empirical** 10
approaches of Public Administration
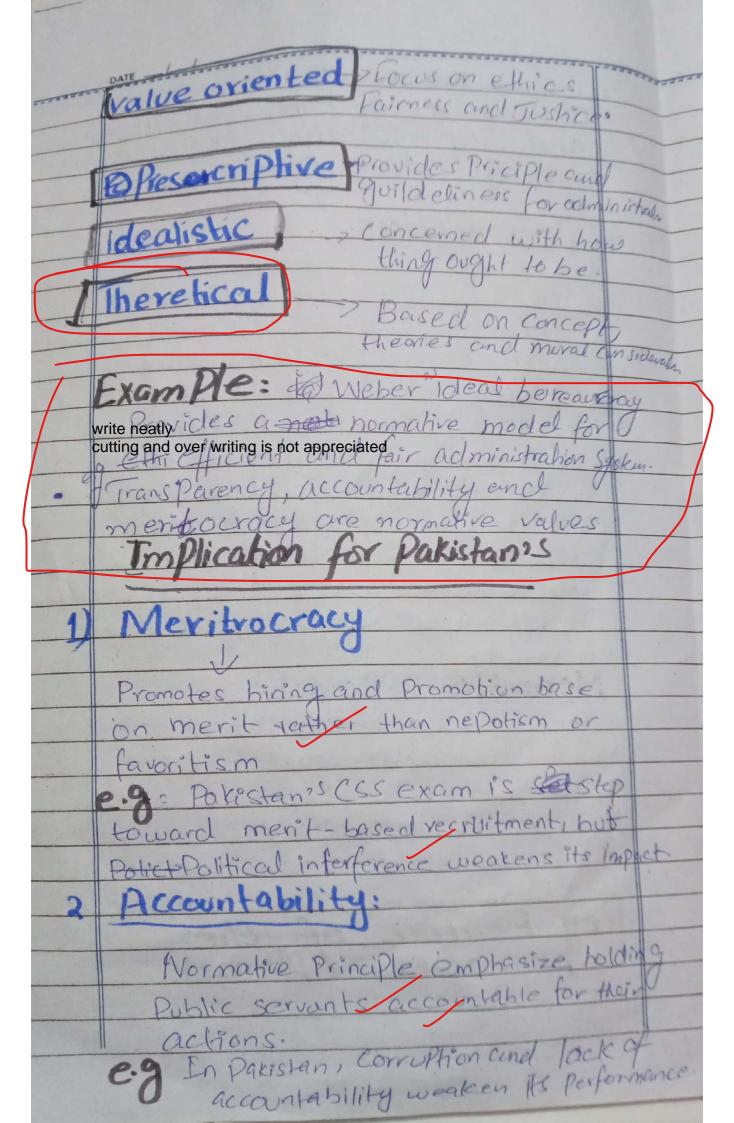and their implications to Pakistan's 10
administrative system.

Ans: **Introduction:**

Both normative and empirical approaches
are critical for improving Pakistan's
administrative system. In. Normative approach
we see what ought to be rather
that what actually exists. It focus
on ethics, fairness and justice. and
Concepts, theories and
moral consideration. While Empirical
approch focuses on what actually
exist in reality. It relies on
data, evidence and real - life observation.
Avoids moral judgment and focuse
On reality.

rephrase

Normative approach

It focuses on what ought to be
rather that what actually exists. It
deals with value, Principle and ideals.
of Public administration. It Prescribes
how administrative system should operate
to achieve fairness, Justice and efficiency.

Key Feature of the Normative Approach

value oriented ➜ Focus on ethics
Fairness and Justice.

② Prescriptive ➜ Provides Priciple and
guidelines for administr...

Idealistic ➜ Concerned with how
thing ought to be.

Theretical ➜ Based on concept
theories and moral consideration

ExamPle: ⓐ Weber "ideal bereaucracy
Provides a ~~neta~~ normative model for
~~ethi~~ Efficient and fair administration System.
• ⓐ Transparency, accountability and
meritocracy are normative values

write neatly
cutting and over writing is not appreciated

Implication for Pakistan's

1) Meritrocracy
↓
Promotes hiring and Promotion base
on merit rather than nepotism or
favoritism
e.g: Pakistan's CSS exam is ~~set~~ step
toward merit-based recruitment, but
~~Polic~~Political interference weakens its impact

2 Accountability:
Normative Principle emphasize holding
Public servants accountable for their
actions.
e.g In Pakistan, Corruption and lack of
accountability weaken its Performance.

3) Transparency

Administration should operate openly with Clear rules to avoid corruption.

Example: Introduction of Right to information law Promotes transparency.

4) Public welfare:

This approach stresses that Public administration Should focus on Serving citizens.

Issue: Many administrative system In Pakistan are Slow and inaccessible, delaying Public Services.

2   Empirical Approach

The empirical approach focuses on what is rather than what Should be. It studies Public administration as it exits in real life, Using facts observation and evidence to understand System and Processess

Key features

1) **Fact Based** → Relies on data, evidence and real-life Observations.

2) **Desriptive** → Describes how administration actually work in Practice.

3) **Practical** → Focuses on solving real world Problems.

4) **Objective:** → Avoids moral Judgments and focuses on reality

Example: Sharing the performance of government offices through surveys and statistics.

→ Analaysis of level of corruption, delays and inefficiency in public services.

Implications for Pakistan's

The approach helps identify weakness and improve the administrative system through evidence based reform.

1) Measuring Efficiency:

It hightlight the delays and erinefficiencies in public service delivery.

Example Surveys of land revenue department show how red tape and corruption delay services like land tranfers.

2) Identifying Corruption:

It show how corruption impact Goveram Governance and economic growth

Example Reports by Transparency Internation highligh Pakistan's corruption ranking helping identify problem areas.

3) Performance Monitoring:

Empirical methods like key performance indicators, measure the performance of government officials and departments.

Example: Monitoring systems like Punjab Citizen Portal provide real-time data on complaint resolution

4) Policy Reforms

Empirical research provides evidence for designing practical policies.

Example studies on e-governance success in other countries encourage digital reform in Pakistan to reduce ~~red~~ red tape.

Comparison b/w both

	Normative Approach	Empirical Approach
Focus	What ought to be	What actually exists
Nature	value-based and Prescriptive	Fact-based and descriptive.
Example	Merit-based recruitment and fairness	Surveying corruption in offices
Key Contribution	Setting ideal Principle for reform	Identifying ~~React~~ Practical challenges

Conclusion: By balancing both these approaches, Pakistan can develop a public administration system that is efficient, tranparent, and citizen focused. For example, reform like digitalization of services and accountibility mechanisms align normative values with empirical evidence, ensuring sustainable improvements.

answer is fine but your presentation skills are very poor
need improvement in writing ans is too short for 20 marks material content must be 7 8 sides
8/20