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Subjective, part - II

QNo-3 It is blamed that the bureaucracy of Pakistan is and serves interest of the regime more than public interest. Discuss the need of service neutrality in development administration. Suggest measures for achieving its political practical application in Pakistan.

Ans. 3Introduction

The purpose of bureaucracy is to serve the public. Bureaucracy is working a tool and as a bridge between state policies and laws and the citizens. The law made by the law makers are interpreted by the judiciary and implemented by bureaucracy. The Role of bureaucracy is to implement rule of law. That every citizen is equal in front of law and no one is allowed to break the laws what so ever his position and authority. All are

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equal before law. So, the purpose of bureaucracy is to implement the law on public equality. And all the actions taken by bureaucracy are for the betterment of the society and not for the betterment of a person or political party. And this equality will lead to development of the nation and state.

Situation of Bureaucracy in Pakistan.

Laws of Bureaucracy and theories of Bureaucracy are talking about non-intervention of politics in bureaucracy. However, in Pakistan each political government are interfering in the functions of bureaucracy. Every political party which are in Regime are want there mind matching bureaucracy. If a bureaucrat is performing according to the function of bureaucratic demand and if this working style is against the

mind of current political govt. Due to non-qualifying on govt political interest, the bureaucrats get transferred. The function of the bureaucrats get suffered and put negative impact on the performance of the bureaucrats in future as well.

The appointments of Bureaucrats in Pakistan on political basis.

The appointments of Top rank bureaucrats are should be according to the Constitution of Pakistan. But here the case is different in practicality.

Every govt appoint Chief-Secretary, IGP and other higher position bureaucrats according to the will of their own interest. So, at lower level of bureaucracy the Command are followed as directed and if any bureaucrat does not align with, He or she get transferred. And may be the transfer of that bureaucrat affect the performance of others and it would affect.

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Effects on public interest

The political appointments of bureaucrats are directly effect the public interest. The public of the same party (govt) may get benefits, while the opposite support public may suffer more.

Following are the effects caused by political appointments of bureaucrats

- (i) Decreasing the efficiency of sub-ordinate bureaucrats.
- (ii) Instead to serve public, serve political demand will reduce trust of public on government.
- (iii) Law and order situation get worsts.
- (iv) public development processes and projects delays.
- (v) Harm public interest.

Any many more impacts.

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Suggestions for practical implications in Pakistan.

Bureaucrates are public servants while politicians are elected by the public for making laws in interest of public. This is ideal case only. The practical is different in Pakistan upto some extent. Some politicians are doing their job well.

Also, some bureaucrats are performing well. But, mostly there seem flaws in both.

Here are some suggestions for improvement.

- (i) Political intervention in bureaucracy can be minimized upto its low value if there be the rule of law.
- (ii) Judicial activism can perform its role if there something happen against law.
- (iii) Election system and electing criteria for MNA's and MPA's should need to be review.
- (iv) MNA's / MPA's and Senator could be a person with no criminal record.
- (v) Established organization and watch ward duty performance
- (vi) Strong parliament.

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Should be increased.

Conclusion.

Conclusively it can be said that, The political interventionism in Bureaucracy harm public interest upto very high degree. And this high degree harm is a very big barrier in National development.

Most of the funds are stopped or more funds are allocated to specific areas for specific purpose which cause an unbalance in the Society. Pakistan is facing this problem a lot. Its need minimization and every department and person should perform its role what is in his duty. So Pakistan will move forward very quickly.

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Q No - 6Bureaucracy of Pakistan
- Stem Introduction

The bureaucracy of Pakistan was once called "the Steel frame of India" which was kept the British India intact and under control.

Same in Pakistan the bureaucratic structure given by or adopted from British system is working as a steel frame for Pakistan. It keeps Pakistan intact and continues to run smoothly.

The purpose of bureaucracy is to run country smoothly in day to day activities.

As democratic laws are implemented by bureaucrats.

And bureaucrats working as a tool b/w state and citizens.

But this bureaucracy which is like a binding power between state and citizen/public, society and organization does not perform its role in Pakistan.

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Key drawback in Civil Services of Pakistan.

Every system smooth functioning is necessary to perform efficiently and effectively. Same is the case for bureaucracy in Pakistan. As its performance is declining every day. This decline in the Civil Services of Pakistan is due to some reasons and drawback in Civil Services of Pakistan.

Some of them are as under

- (1) Red tapes
- (2) Long procedures.
- (3) Corruptions.
- (4) Political intervention
- (5) Individuality.
- (6) Poor motivation.
- (7) Poor working conditions.
- (8) Low checks and balances.
- (9) Lack of public interest.
- (10) Lack of financial resources.

All these drawbacks affect the services of the bureaucracy and the performance declining gradually.

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Suggestions for improvement of civil services of Pakistan.

The policies under which Pakistan civil services are operating are outdated and from British time. This causes the performance of the bureaucracy very badly.

Some suggestions to improve the civil services of Pakistan are given below.

- (i) Old laws renewal as per current requirement to ease the processing method and to reduce the time of decision making.
- (ii) Organizational restructuring.
- (iii) More training during service for improved human resources management skills.
- (iv) Enhance pay and benefits by increasing the budget of civil services to motivate the performance of the bureaucrats.
- (v) Smart and easy office and less depend on paper work.
- (vi) Transparency and corruption reduction.

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Checks and balance and accountability of bureaucrats, (vii) performance based promotions.

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Q No - 8

Introduction

Authority comes with responsibility, and responsibility are accountable.

The more the authority, the more will be the responsibility and the more will be the person responsible the more will be accountability.

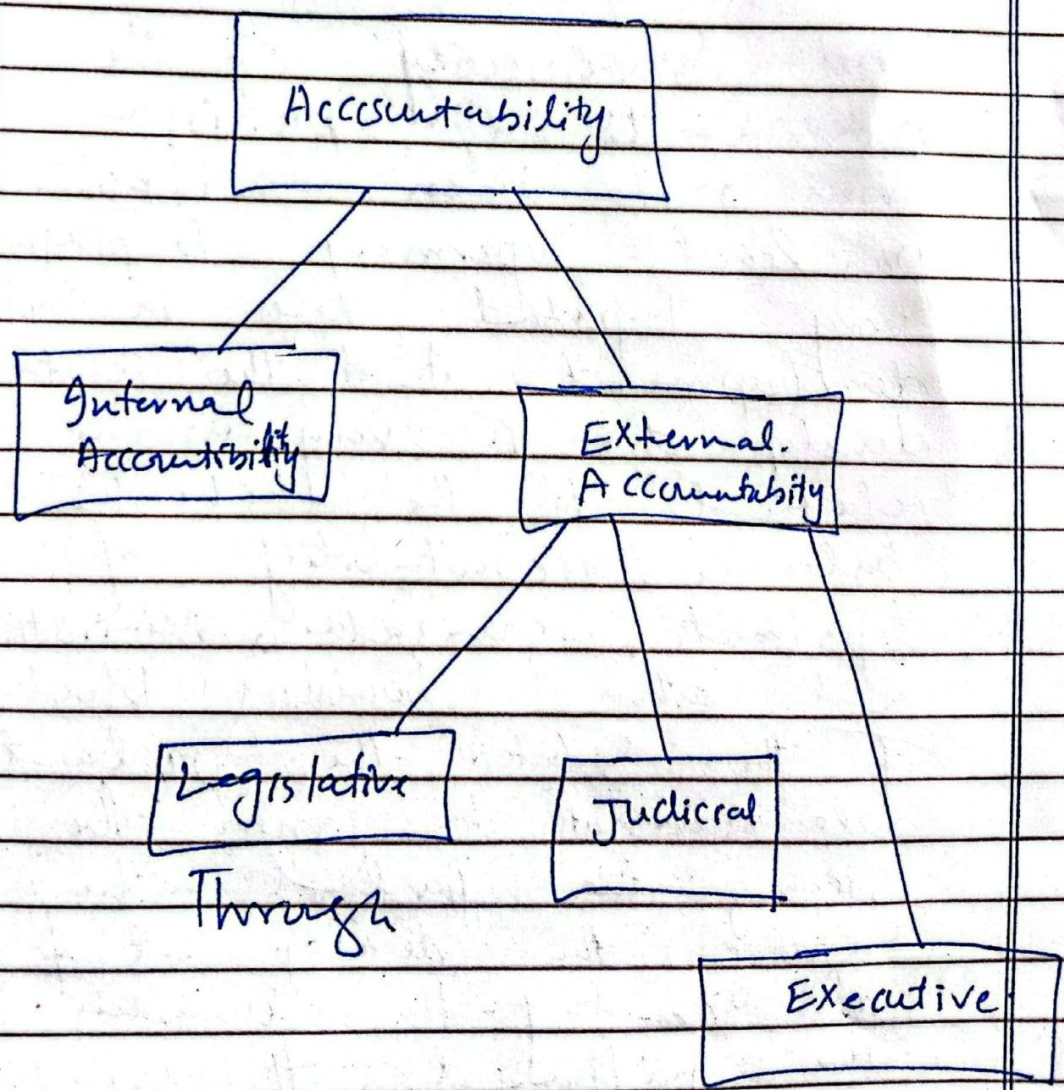
Same case is to bureaucracy and other power holding offices. The accountability can be performed through internal or external accountability procedure. The internal accountability procedure is different than the external accountability procedure.

Although things are passing through different processes during execution phase,



But still there need final checks to ~~control~~ control the transparency process. As the transparency is much more required thing for success of any project or task / procedure performed.

Accountability



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Importance of Legislative accountability.

All type of accountability have its own importance on its place, But parliament/ Legislative accountability is very much power full as the parliament is the Supreme to all all other. That why Legislative accountability is ~~the~~ having much importance.

Why Supremacy of the parliament of Pakistan has not been established.

parliament Supremacy is playing very important role in country development. And the country development is very much related to the checks and balance / accountability of departments, organizations, ministries and other building blocks of the State. The parliament role cannot be ignore. The strong the parliament, the strong the development of the country. The weaker the parliament, the weaker be the development of the country.

The parliament is elected through election. They are law maker. They represent the citizen. They make laws according to the interest of public.

Strong parliament will make strong laws while weak parliament will legislate which will be compromise. Pakistan parliament doesnot get Supremacy due to following reasons.

Reasons

- (i) Election are not Fair
- (ii) Military disturb indirectly.
- (iii) Weak government
- (iv) Compromised politicians.
- (v) Weak judiciary.
- (vi) personal interest of Legislator dominate public interest.
- (vii) No - continuation in policies.
- (viii) political Conflicts.
- (ix) External pressures.
- (x) No - govt complete its tenure.

Concluesim

Due to personal interest the parliament getting weaker. Need focus on national interest instead of personal interest.

Ans Q No - (7)
Reason The Scientific management movement of Taylor was considering human as a machine. And human is not a machine. That's why scientific management caused the discovery of Hawthorn effect.

Hawthorn effect

Hawthorn effect is that "The manager behaviour and leadership approaches affect the worker performance".

The better the environment, the better will be the performance and vice-versa.

The better the behaviour of leader, the better the output and vice versa.

Behavioral School thought in Today's organisation context.

Today organisations employee performance can increase through Behavioral School.

- Manager behaviour affect performance
- Gap b/w worker and manager can affect performance
- flexibility & performance