

Day: Tuesday

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Date: 24. Dec - 2024

Mock-6

CSS-2025

Public Administration

Question No : 2

Introduction :-

Public administration is the implementation of government policies, focusing on planning, organizing, directing, coordinating and controlling governmental operations. It ensures that needs of society are met by translating laws and policies into actionable programs. As an academic discipline, it studies governance, bureaucracy and public management, emphasizing both theory and practical application.

Nature of public Administration

1. Interdisciplinary approach:-

Public administration draws from sociology, political science, economics and

and management.

2. Dynamic and Evolving:-

It adapts to social changes, technological advancements and political developments.

3. Goal-Oriented:-

It seeks to achieve societal goals, like justice, equality and economic development.

4. Accountability and transparency:-

Public administrators are answerable to citizens, legislatures and judiciary systems.

Scope Of Public Administration:-

1. Policy Implementation:-

Translating policies into programs to address public concerns.

2. Regulatory functions:-

Enforcing laws and maintaining social order e.g. environmental and labour regulations.

3. Service delivery:-

Health, education, public safety and infrastructure development.

4. Crisis Management:-

Addressing natural disasters, economic challenges and pandemics.

5. Development activities:-

Implementing projects for economic growth and poverty alleviation.

Difference Between Public and Private

Administration:-

Aspect	Public Administration	Private Administration
① Objective	Public welfare and societal development.	Profit maximization and organizational growth.
② Accountability	Answerable to the public, legislature and judiciary	Answerable to stakeholders and shareholders.

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Aspect	Public administration	Private administration
③ Decision-making	influenced by political, social and ethical considerations.	Driven by market dynamics and profitability.
④ Nature of operations	Non-competitive and monopolistic in many sectors.	Competitive and efficiency-driven.
⑤ Funding	Funded by taxes and public resources.	Funded through private investments and revenue.

Strengths of Public Machinery in Pakistan:

1. Comprehensive Policy Framework:-

Public administration covers diverse areas like education (HEC), health (sehat schools Program) and social welfare (Ehsaas Program).

Example:- The Ehsaas Program supports marginalized communities through cash transfers and healthcare subsidies.

2. Decentralization initiatives:-

Provincial autonomy through the 18th amendment enhances localized governance.

3. Strong Bureaucratic system:-

Pakistan's bureaucracy has historically

driven significant developmental projects, such as the construction of motorways and large dams.

4. Role in crisis management:-

Successful management of disasters e.g. the National Disaster Management Authority (NDMA) during floods and earthquakes.

Weaknesses Of Public Machinery in Pakistan:-

1) Corruption and Inefficiency:-

Frequent allegations of corruption and misuse of resources weaken governance.

Example:- Transparency International ranked Pakistan poorly on the Corruption Perceptions Index.

2) Bureaucratic Red Tape:-

Slow decision-making due to excessive formalities and outdated procedures hampers efficiency.

3) Lack of Innovation and modernization:-

Overreliance on traditional methods with minimal integration of technology. E-governance remains underdeveloped compared to regional counterparts.

4) Political interference :-

Frequent Political meddling undermines the autonomy of public administrators.

Example:- Appointments and transfers often favour political affiliations over merit.

5) Resource Constraints :-

Limited fiscal resources and high debt burden restrict development programs and service delivery.

Conclusion:-

Public administration is the backbone of governance, serving a conduit between policies and public welfare.

In Pakistan, it has significant strengths in policy formulation and crisis management but struggles with corruption, inefficiency and lack of modernization. Reforms in accountability mechanisms, adoption of e-governance and merit-based bureaucratic systems can strengthen public administration, ensuring better service delivery and economic progress.

References :-

- 1) Introducing Public administration by J.M Shafritz.
- 2) Pakistan governance indicators by World Bank 2021.
- 3) NDMA reports.

Question No: 3

Introduction :-

The scientific school of thought in administration, also known as scientific management, emerged in the early 20th century as an effort to bring systematic, empirical approaches to organizational and administrative processes. Championed by Frederick Winslow Taylor, it focuses on optimizing efficiency, productivity and task specialization through standardized methods and objective data analysis. This school emphasizes decision, discipline and accountability in administration, offering solutions to inefficiencies in governance structures.

The Scientific School of thought: Core Tenets :

1) Standardization of tasks:-

Tasks are broken into smaller, measurable components and standardized for uniformity.

Example:- in administration, setting specific procedures for filing documents reduces delays.

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2) Specialization :-

Employees are assigned roles based on their skills and expertise, increasing efficiency and reducing duplication of effort.

3) Time and motion studies :-

Taylor introduced time studies to identify the most efficient ways of performing tasks. This principle can be used in governance to streamline services such as the issuance of licenses or handling of public complaints.

4) Management of objectives :-

Clear, measurable objectives are set for individuals and teams, ensuring alignment with organizational or national goals.

5) Incentive systems :-

The concept of linking rewards to performance can motivate employees and reduce corruption or negligence in public offices.

Instrumental Role Of Scientific
Management in Good Governance
in Pakistan :-

1. Improving Efficiency in Bureaucracy:-

Pakistan's bureaucracy is often criticized for being ~~overly~~ complex and slow. Implementing standardized procedures and workflows can minimize red tape and improve service delivery. For instance, the use of streamlined systems for land records.

2. Accountability and Transparency:-

Scientific principles advocate for documentation and monitoring of administrative processes. Digital governance platforms, supported by clear benchmarks and periodic audits, can ensure transparency in spending.

3. Data-Driven Policy Formulation:-

Governance in Pakistan often suffers from ad hoc decision making. A scientific approach would emphasize evidence based policy formulation, where decisions are backed by data, such as demographic trends or economic metrics. e.g. Ehsaas Program through data analytics.

4. Workforce Optimization:-

Assigning government officials roles based on merit and skill, rather than nepotism, aligns with the scientific principle of specialization.

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5. Public Service Delivery:-

The application of time and motion studies can optimize essential services such as healthcare and education. For instance, optimizing appointment schedule in hospitals and introducing digital classrooms in rural areas.

6. Reducing Corruption:-

By introducing performance linked incentives and accountability mechanisms, public officials would be encouraged to act in the public's best interest.

Example:- transparent appraisal system for law enforcement agencies to reduce bribery.

Challenges to implementation in Pakistan:-

1) Resistance to change:-

Entrenched bureaucratic culture often resists reforms. Overcoming this requires strong political will and widespread stakeholder engagement.

2) Lack of Resources:-

Implementing scientific management requires significant investment in technology, training and infrastructure which might strain Pakistan's budgetary constraints.

3) Political Interference:-

Scientific administration demands impartiality, which is often disrupted by

Political influence in Pakistan.

4) Skill gaps:-

Pakistan's workforce often lacks the technical expertise to effectively implement data driven solutions.

Examples from other Countries:-

1) Singapore:-

The country transformed its governance through the application of scientific principles, focusing on meritocracy, data-driven policies and e-governance.

2) South Korea:-

By using scientific management in its industrial policies, South Korea emerged as an economic powerhouse.

3) Estonia:-

Estonia's digital governance model, based on standardization and automation, serves as a blueprint for efficient public service delivery.

Recommendations for Pakistan

1) Adopt E-governance:-

Digital platforms can standardize administrative tasks and enhance accessibility.

For example:- digitizing public sector records could streamline land disputes

2) Training Programsa-

government officials should be trained in data analysis and management techniques.

3) Merit-based appointments:-

A system of recruiting and promoting officials based on performance rather than political affiliations must be enforced.

4) Pilot projects:-

Introducing scientific management through small-scale pilot projects in specific sectors such as health or education, can demonstrate feasibility and benefits.

Conclusions:-

The scientific school of thought in administration provides a robust framework for improving governance in Pakistan. By emphasizing efficiency, accountability and evidence-based decision-making, it offers solutions to many of the systemic challenges faced by the country. While the road to implementation may be fraught with challenges, a phased, deliberate approach can ensure successful integration.

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References-

- 1) Principles of scientific Management by F.W.Taylor (1911).
- 2) United Nations Development Programme (UNDP) (2022), E-governance for development: Global experiences.
- 3) World Bank (2022). Data-Driven Decision Making for Effective Public Administration.