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MOCK Exam (X1)

PUBLIC ADMINISTRATION

Q NO.2

Despite having an elaborate planning mechanism Governments in Pakistan are often criticized for Short-shifting....

Introduction:

Pakistan has a formal planning mechanism including the

Planning Commission Five-year plans and sectoral strategies intended to guide economic and social development. However despite this elaborate framework the country often fails to achieve sustained long term development. Critics argue that government focus more on short term gains, neglecting strategic investments in health, education, infrastructure, and human capital (Planning Commission of Pakistan 2024).

Agreement

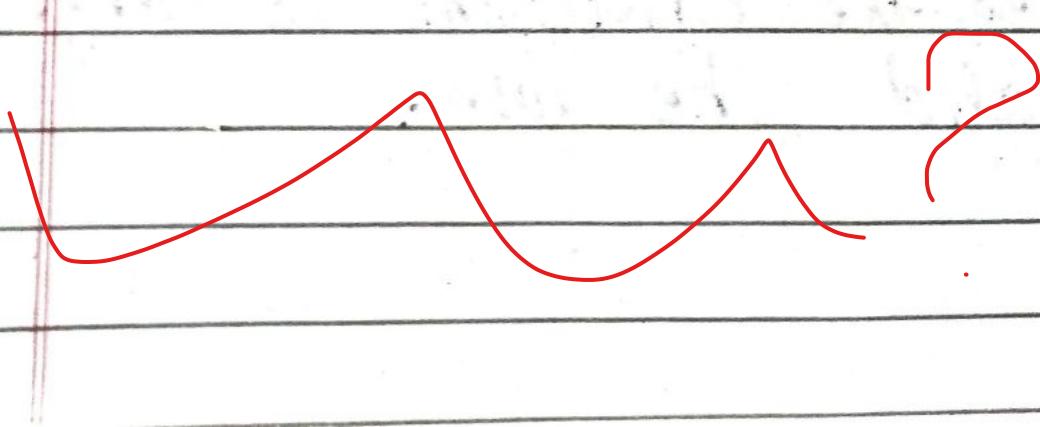
Yes, the criticism is largely valid, because:

Short-term political cycles dominate policy decisions

Frequent policy reversals and lack of continuity.

Resource misallocation

Weak monitoring and evaluation



1 Short-term political cycles

dominate policy decisions

Governments focus on projects that yield immediate visible benefits to win public support.

2 Frequent Policy reversals and lack of Continuity

Changes in governments often lead to abandoning long-term initiatives.

3 Resource Misallocation

Investment is often skewed toward politically sensitive areas rather than economically strategic sectors.

4 Weak Monitoring and Evaluation

Even well planned projects suffer due to inadequate

follow-up and poor implementation (Hussain, 2021)

Fault Areas

The fault lies in multiple structural and institutional issues:

1 Political System and Short-Termism

Frequent changes in government and military interventions disrupt continuity.

Focus on populist policies rather than structural development.

2 Weak Bureaucratic Capacity

Bureaucracy lacks long-term vision, training and motivation.

Over-centralization and excessive red tape slow down reforms.

(Weberian model critique)

3 Planning - Implementation Gap

Elaborate plans exist on paper.

but execution is poor due to.

corruption and mismanagement

poor coordination between federal
and provincial levels.

4 Inadequate Fiscal Discipline

Short-term borrowing and reliance
on aid or loans force governments
to prioritize immediate
needs over long-term
investments.

5 Socioeconomic and

Cultural Constraints

low human capital, weak
institutions and resistance
to reforms further reduce
long-term developmental
focus.

Conclusion

While

Pakistan has a structured planning system, failure to translate plans into long-term outcomes is evident.

The fault lies **primarily** in political short-termism, weak bureaucracy and poor implementation capacity. Addressing these requires:

- Strengthening institutional autonomy of planning bodies.
- Promoting merit-based bureaucracy.
- Ensuring policy continuity beyond political cycles.
- Adopting evidence based budgeting and performance management. **no need to write this suggestion in conclusion**

In sum, elaborate planning without effective implementation leads to ~~short shifted~~ development, validating the **Criticism**.

10/25

Q NO. 4

Suppose you are hired by the government on a project to reform the civil service.

Introduction

Pakistan's Civil Service faces multiple challenges including bureaucratic inefficiency, politicization, lack of meritocracy, and resource constraints.

Effective reform is critical for good governance, efficient

Public service delivery and policy implementation. Keeping fiscal realities in mind, reforms should focus on cost-effective, high-impact measures.

Proposed Reforms

1 Merit-based Recruitment and Promotion

Problem: Political influence and patronage often compromise recruitment and career progression.

Reform: Strengthen Central Superior Services (CSS)

Examinations to ensure competence and integrity. Introduce 360-degree performance appraisals

for promotions.

Encourage lateral entry of specialists in technical areas to fill skill gaps.

impact: Enhances professionalism, reduces nepotism and improves public trust.

2 Performance Management

and Accountability

Problem: Lack of accountability leads to inefficiency and corruption

Reform: Implement Performance-Based Management System (PBMS), linking career progression and incentives to results.

introduce transparent reporting mechanisms, audits, and citizen

feedback systems.

Impact: Motivates bureaucrats to focus on results, efficiency, and service delivery without requiring large fiscal inputs.

3 Capacity Building

and Training

Problem: Civil Servants often lack modern skills in policy analysis, digital governance, and project management.

Reform: Establish continuous professional development programs using cost-effective methods: Online courses, workshops, and partnerships.

with Universities.
promote knowledge-sharing
networks across federal
and provincial administrations.

Impact: Builds human capital, strengthens implementation capacity, and is budget-friendly. Compared to hiring new staff.

4 Structural and process

Reforms

Problem: Over-centralization and rigid hierarchy slow decision-making

Reform: Streamline bureaucratic procedures to reduce tape and enhance efficiency.

Encourage decentralization to empower provincial and district administrations.

Introduce digital governance initiatives for cost-saving and faster service delivery.

Impact: Improves administrative responsiveness and reduces fiscal and time wastage.

Conclusion

Reforming Pakistan's civil service requires targeted, realistic, and cost-effective measures.

By focusing on meritocracy, accountability, capacity building and structural efficiency the government can enhance governance and service delivery without imposing significant

Q. 8

fiscal burdens. These reforms combine institutional strengthening with modern management practices making them both practical and sustainable in the Pakistan context.

8
20

Q NO. 6

Budget is the most important policy instrument available to the government both to manage the economy, and monitor and control the bureaucracy. Explain

Introduction

A budget is not just a financial statement

It is a comprehensive policy tool through which a government plans, allocates and controls resources.

It reflects priorities, policy intentions and administrative control mechanisms. In Pakistan and other developing states, the budget serves a dual purpose:

Economic management and bureaucratic oversight
(Rosen & Crayen 2019)

1 Budget as an Instrument

to Manage the Economy

(a) Fiscal Policy Tool

Budget determine Government's revenue

and expenditures, directly influencing aggregate demand.

Expansionary budgets (higher spending, lower taxes) stimulate economic growth while contractionary budgets curb inflation.

b Resource Allocation

The government channels resources to priority sectors such as health, education and infrastructure.

Through program and performance budgeting, long-term development goals can be aligned with fiscal policies.

c Economic Stabilization

Budgets help manage deficits, debts, and inflation, stabilizing the macroeconomy.

Tools include taxation.

Policies, subsidies and public investment strategies.

2 Budget as a Tool to Monitor and Control Bureaucracy

a) Control over Public

Expenditure

Ministries

and departments can only
spend within allocated
budget ceilings ensuring
discipline.

Over spending or underutilization
signals inefficiency or
mismanagement, prompting
corrective action.

b

Incentive and Accountability

Mechanism

Linking budget allocations to performance indicators motivates bureaucrats to deliver results.

Program budgeting and zero-based budgeting require detailed justification of expenditures, fostering transparency.

C Planning and Coordination

The budget ensures that various ministries work in sync with government priorities.

It acts as a central instrument of control by the Ministry of Finance over administrative units.

3 Practical Limitations in Pakistan

Frequent deviations from budget allocations due to political pressures reduce effectiveness.

Lack of robust monitoring and evaluation system limits bureaucratic accountability.

Over-reliance on development projects with short-term political visibility undermines long-term economic management.

Conclusion

The budget is the most potent policy instrument available to any government. It not only directs economic

activity but also serves as a mechanism to control and monitor the bureaucracy, ensuring alignment of administrative action with national priorities. To maximize its impact, Pakistan must strengthen budget discipline, performance evaluation, and transparency mechanisms.

In essence the budget bridges economic policy and administrative control, making it central to governance and development.

Q NO. 7

1 Differentiation between Allocative and productive Efficiency

ANSWER:

Aspect	Allocative Efficiency	Productive Efficiency
Definition	Resources are used where they are most used in the needed, producing least costly goods/services according to society's preference given inputs.	Resources are used in the way maximizing output from given inputs.
Focus	Effectiveness in achieving desired outcomes	Efficiency in minimizing costs and avoiding wastage

Measurement often measured by cost
by outcome quality per unit and satisfaction of public needs. Productivity ratios.

Example in Public Sector Functioning education conducting a programs where literacy is lowest. health vaccination program with minimal resources per child.

2 Relevance to Public Administration

(i) Allocative Efficiency in Public Administration

Ensures government resources target priority sectors and population.

Helps in policy formulation.
e.g. directing funds to health, education, or infrastructure based on societal needs.

improves public trust by demonstrating responsiveness to citizens' needs.

(ii) Productive Efficiency in public Administration

Focuses on cost-effective delivery of services.

Encourages optimization of administrative processes, reduction of waste, and better utilization of human and financial resources.

Supports performance management and budgetary discipline.

3 Application to Monitor and Improve Civil Service

And Improve Civil Service

Performance

ii) Allocative Efficiency

Applications

Use program and performance budgeting to allocate resources based on strategic priorities and citizen needs.

Evaluate whether departments and ministries are achieving intended social outcomes.

Example: Allocating more resources to regions with poor development indicators rather than politically dominant areas.

iii) Productive Efficiency

Applications

iii) ~~Implement cost-effectiveness analysis to evaluate projects and services.~~

Introduce performance indicators, time-motion studies, and output measurement for civil servants.

Example: Streamline administrative procedures to reduce delays in service delivery.

(iii) Combined Approach

~~Regular Audits and performance reviews based on allocative and productive efficiency help:~~

- Monitor resource use and service outcomes.
- Identify bottlenecks.

► Reward meritorious performance and discipline
inefficiency.

► Ensure citizens receive maximum benefit for public expenditure.

Conclusion

Both allocative and productive efficiency are critical for modern public administration.

Allocative efficiency ensures resources serve public priorities, while productive efficiency ensures services are delivered cost-effectively.

By integrating these principles into budgeting, performance management, and administrative reforms, governments can monitor, evaluate, and

Strengthen the Civil
Service, leading to
better governance and
service delivery.

main ideas of questions are addressed
over all work on presentation skills
content is fine and satisfactory
over all write more coherently
reduce unnecessary explanation in intro
and conclusions
9/20