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Prelims PYQ, Mains model answers, and copy evaluation. Write to the desk for this paper, a doubt, or the AI waitlist.

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Q13

Case study. A private company is known for its efficiency, transparency, and employee welfare. The company though owned by a private individual has a cooperative character where employees feel a sense of ownership. The company employs nearly 700 personnel and they have voluntarily decided not to form a union. One day suddenly in the morning, about 40 men belonging to a political party gatecrashed into the factory demanding jobs in the factory. They threatened the management and employees and also used foul language. The employees feel demoralized. It was clear that those people who gate-crashed wanted to be on the payroll of the company as well as continue as the volunteers/members of the party. The company maintains high standards in integrity and does not extend favors to civil administration that also includes law enforcement agencies. Such incidents occur in the public sector also. (a) Assume you are the CEO of the company. What would you do to diffuse the volatile situation on the date of gate-crashing with the violent mob sitting inside the company premises? (b) What could be the long-term solution to the issue discussed in the case? (c) Every solution/action that you suggest will have a positive and a negative impact on you (as CEO), the employees, and the performance of the employees. Analyze the consequences of each of your suggested actions.

UPSC Civil Services Mains 2015 · GS IV · 20 marks · Ethics Case Studies

Case Studies on above issues.

Facts & figures for this PYQ only.

Numbers move. Confirm the latest Budget, Economic Survey or census round. This sheet is for revision, not a substitute for the model answer.

<https://wrapexams.com/upsc/mains-answers/gs-4/2015/case-study-a-private-company-is-known-for-its-efficiency-transparency-and-employee-welfare-the-company-though-owned-by-a-private-individual-has-a-cooperative-character-where-employees-feel-a-sense-of-ownership-the/>

Criminal trespass and intimidation

Occupation of a factory with threats is a police matter; a private firm cannot be asked to self-insure against a party mob.

Equal protection of laws

Article 14: a company that does not bribe still has a right to the same law-and-order service as one that does.

Fair recruitment

Advertised criteria beat both nepotism and a political list of forty.

Labour law and unions

Workers may later unionise lawfully; a party militia on the rolls is not a substitute for that right.

Written escalation to DM and SP

Creates a trail when a local station is slow; essential for a firm that has refused informal favours.

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