

TARGET MAINS 2022

CASE STUDIES DISCUSSION

ETHICS, INTEGRITY  
AND APTITUDE-2



**Case study 1** – Rakesh works as a head of a company that manufactures a rare road construction equipment used by big construction organisations. The company has submitted bid for the supply of equipment to a state road construction department. The quality and cost of the offer of the company, both, is better than other competitors bidding for the same.

A government officer of higher rank in the said department demands a hefty bribe for approving the tender. Getting the order is important for the company as well as for Rakesh. If the company doesn't get the order, it will cause huge loss because that equipment cannot be sold to small organisations. It may also affect Rakesh's own career.

Rakesh comes to you to seek advice considering you an intelligent person having good understanding of ethics. What suggestion will you give him to get out of this trouble?

To give the bribe

Merit

- 1) the company will get the tender
- 2) no loss to the company
- 3) no personal loss as well

Demerit

- ~~1) Wrong as per law.~~
- ~~2) not right as per deontology~~
- ~~3) promotion of corruption~~

70-80

70-80

Not to give the bribe

Merit

- 1) Clear conscience → no guilt.
- 2) right as per deontology
- 3) It will set a right precedent.

Demerit

- 1) your company may not get the tender. ✓
- 2) It will cause both financial loss ✓
- 3) Personal hardship. ✓

Int. Dept.



80% :-  
100-120

- 1) Report it to the required/appropriate authority. ↓
- Action will be taken → Company will get the order.
- You will get protection under Whistleblower act, 2014





**Case study 2** – You have been working as an Assistant Commissioner of Police (ACP) in a big city of India. Similar to other cities in India, this place also faces severe traffic problems. In order to resolve traffic jams due to large concentration of population and growing business activities, the state government has come up with a PPP Model, in which government uses private sector for investments and expertise. In turn private companies levy toll on the commuters.

However, there have been many protests in past few months due to increased road tolls. A state level political party along with local people recently attacked some toll booths which lie under your jurisdiction. This led to some minor level of violence but large destruction of property. People in the city are angry over the tolls; and public sentiment is in the support of the said political party.

What options are available to you?

Which option will you chose and why?

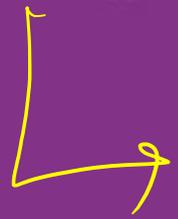
## taking action against pol. party

### Merit

- 1) No such action will be repeated.
- 2) Respect for law and order among people will increase.
- 3) It will set a right precedent.

### Demerits

- 1) Public sentiment will not be rational. / go against.
- 2) They may start protesting
- 3) Public value will be compromised. ✓



- Sol<sup>n</sup> -
- 1) Persuade people / pol. party not to indulge in violence.
  - 2) try to recover the loss / monetary penalty
  - 3) Write to the org → to →

## ~~not to take any action against pol. party.~~

### Merit

- 1) Public sentiment will not be hurt.
- 2) Public value may be created.
- 3) Pol. party may not act against you.

### Demerit

- 1) Law and order will be corrupt.
- 2) Violence will get legitimised / approved.
- 3) more such cases may arise.
- 4) ~~Developed world~~





**Case study 3** - You are working as head in a real estate company. The organisation has reputation for doing quality work. One day a colleague tells you that another colleague who happens to be your subordinate, Mr. X, is infected with HIV. Mr. X has a family in which there are two children, wife and his old parents. His sister preparing for medical entrance also resides with him. He is the only earning member in the family.

When other office members come to know about it, they start pressurizing you to fire or transfer him as they fear they may get the disease. They go for strike and claim they will not work till the affected person is sacked or transferred. Their strike creates a toll on you as you are already burdened with a lot of work.

What are the options available to you?

How will you tackle this problem?

To fire/transfer Mr. X

Merit

Demerit

- 1) Strike will end.
- 2) Work will resume.
- 3) Company won't face loss/problem.

- 1) Insensitive act toward Mr. X / unethical
- 2) not right as per HIV/AIDS Act, 2017
- 3) not right as per law/dematology

not to fire/transfer Mr. X

Merit

Demerit

- 1) It shows empathy
- 2) right as per law
- 3) Organizational ethics

- 1) Staffs won't come back → work will be affected
- 2) Work load will increase/loss to org.
- 3) It may question your career/ability.  
↳ personal hardship.

explain

1) Sensitization workshop/Seminar for staffs

↳ persuade them

↳ provision of law

2) Special care for Mr. X can be ensured.

8014





**Case Study 4** – Ramesh has been appointed recently as the District Magistrate in a caste-sensitivity area. Just after his appointment, there arises a situation which may lead to caste clashes. A 21-year-old upper caste girl eloped to marry a 25-year-old dalit boy last week and now both of them at police headquarters asking for the protection. A self-styled caste panchayat in the village had earlier ordered the dalit man to send his wife back to her parents, but the woman has refused to leave her husband. The upper caste community is angry and situation is very tense. Girl's mother has filed a case in court alleging that the girl has been illegally confined and should be produced in court. Ramesh is appointed by the state home secretary to give a counselling session to the couple.

What according to you should be the advice given by Ramesh to the couple. And what course of action should he follow?

Cast

functional

- # marriage alliance
- # Community feeling
- # kinship with

dysfunctional

- # centrality → AA-17
- # hierarchy

SC/ST Act 1989  
POA, Act

to ask them to go back to village / disolve marriage

Merit

- 1) tense situation will be resolved.
- 2) peace will prevail
- 3) No law and order problem.

Demerit

- 1) Against Special Marriage Act.
- 2) not right as per deontology
- 3) supporting the practice of untouchability

Art 17  
SC/ST ACT

Sol<sup>n</sup>: → 1) Persuade villagers / family members ←

↳ religious people

↳ NLD / eminent personalities etc.

2) through law → against law.

to continue and security being provided

Merit

- 1) Deontological right
- 2) Right as per law
- 3) FR is provided.

Demerit

- 1) tension in the village
- 2) Conflict may arise
- 3) threat to lives of couple.



**Case study 5** - A manufacturing company provides jobs for many people in a small town where employment is not easy to find. The company has stayed in the town even though it could find cheaper workers elsewhere, because workers are loyal to the company. Over the years, the company has developed a reputation in the town for taking care of its employees and being a responsible corporate organisation.

The manufacturing process used by the company produces a by-product that for years has flown into the town river. The by-product has been considered harmless but some people who live near the river have reported illnesses. Though the company doesn't violate any law but there is a growing concern over the discharge of the by-product in the media as well.

What are the ethical issue involved in the case study? What should it do?

1) The company is doing a good job by not only focussing on its profit.  
↳ encourage Bonus

2) Investigation for the cause of illness.  
↳ If it is responsible then  
↳ 80

→ proper treatment of the by-product before discharging in the river should be ensured.

③ Outdated laws should be updated.

↳ authorities should be informed about it.

80



