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# Public Administration & Current Affairs



*Opening up the Public Administration  
Dimension in Current Affairs*

Interlink of Paper 1 with Paper 2

## HIGHLIGHTS

1. CAPF vs IPS
2. One Year of Bharatiya Nyaya Sanhita (BNS)
3. Custodial Death- Sivaganga (Tamil Nadu)
4. Chief Minister of Karnataka tries to slap Police Personnel
5. 8 years of GST
6. Three Language Formula- NEP 2020
7. Telangana Model of Development



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**Volume 1**  
July 2025

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# UNDERSTANDING PUBLIC ADMINISTRATION THROUGH CURRENT AFFAIRS

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## 1. CAPF Vs IPS

**Context:** In the Supreme Court ruling of May 23, 2025, CAPFs (Central Armed Police Forces like CISF, CRPF, Assam Rifles etc.) have now been legally deemed 'Organized services'- granting their Group A officer's parity in service treatment with IPS.

Prior to this ruling, the Supreme Court in a judgment given in 2019 had asserted that CAPF is an organized Group A Service.

### What's happening now?

The Supreme Court in its Judgment given in May ordered cadre review within 6 months and mandated that phasing out of IPS deputation in senior CAPF roles (up to IG rank) within two years.

Despite the Court's ruling, at least 8 IPS officers have still been appointed to senior CAPF roles.

## PUBLIC ADMINISTRATION PERSPECTIVE

CAPF vs IPS issue can be understood through the following Public Administration theories:

### Motivational Thinkers

#### a. Abraham Maslow: Hierarchy of Needs

Human motivation progresses through five levels- physiological, safety, love/belonging, esteem and self-actualization.

- Promotion acts as a motivating force for people to perform better. In this case, the CAPF officials have no motivation as higher posts are kept for IPS Officers. CAPF Group A officers take approximately 25 years to reach Commandant rank, additionally, with 20% of DIG and 50% of IG positions reserved for IPS, promotions are bottlenecked. These factors lower the morale of CAPF officials.
- Promotions boost the self-esteem of workers. When promotions are bottlenecked, the self-esteem of CAPF people is not satisfied, when an IPS officer is given preference in appointment over a Group A CAPF official, the latter's self-esteem is hurt because they're considered lower than IPS officers.

### **HERZBERG: Two-factor Theory of motivation**

According to Herzberg there are two set of factors which influence motivation of workers. These two factor are:

- **Intrinsic factors:** related to job satisfaction and nature of work itself.

These factors include- achievement, recognition, responsibility, advancement and growth.

- **Hygiene factors (extrinsic factors)** includes salary, working environment, job security, working conditions.

In this issue, the CAPF officials do not get job satisfaction. There is absence of job enrichment, growth and thus achievement.

### **ERG Theory**

This theory was given by Clayton Alderfer as an improvement and simplification of Maslow's Hierarchy of needs. ERG stands for

- **Existence of Needs**
- **Relatedness needs**
- **Growth Needs**

According to this theory, the CAPF officer's growth needs are compromised when he is not appointed to high post despite being equally deserving. The ERG theory suggests that if higher-level needs like growth are frustrated, individuals may regress to satisfying lower-level needs.

### **Process school of Motivation**

The Process School of Motivation focuses on how motivation occurs rather than what motivates people. This theory is vital for designing systems that promote fairness, goal, clarity and rewards that drive performance in government employees.

Disparity in status, career growth, pay and recognition, limited promotion opportunities and structural subordination by IPS officers has led to growing dissatisfaction among CAPFs especially around motivation, equity and organizational justice.

### **Administrative thinkers**



### **Chester Bernard: 4 types of inducements and 4 types of incentives**

4 types of inducements include:

- Material inducements (wages, bonuses etc.)
- Personal Non-material inducement (opportunities for personal growth and learning)
- Desirable physical conditions of work (safe, clean environment of work)
- Ideal benefaction (meaning and purpose)

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Ideal benefaction: it talks about loyalty to the organization and recognition. When this inducement is not satisfied, there is absence of ideal benefaction, people may not remain loyal to the services. CAPF personnel resign from services, as they aspire to join the IAS or IPS.

This can also be connected to one of Henry Fayol's 14 principles of management which is Equity, justice in the organization.

### **Elton Mayo: human relation theory**

If morale comes down of the CAPF, and supervision is strict the productivity of a person will naturally decline.

Other side of the coin: why must IPS appointments to high posts in CAPF continue?

More experience: since the IPS mans the law and order throughout the country they have more experience and a broader perspective of law and order, therefore the top position should go to someone who has more experience.

Parity with the IAS: there are very few avenues for central deputation for IPS officers, as compared to the IAS. Therefore, the IPS officers need opportunities to boost their morale and the CAPF provide them with right avenues.

### **Victor Vroom's Valence-Expectancy theory:**

This theory says that people are motivated to act in a certain way if they expect that their effort will lead to a desirable outcome.

## **2. One year of Bhartiya Nyaya Sanhita (BNS)**

**Context:** The Union Home Minister Amit Shah stated while addressing a programme in New Delhi to mark the successful completion of one year of the new criminal laws namely Bharatiya Nyaya Sanhita, Bharatiya Nagarik Suraksha Sanhita and Bharatiya Sakshya Adhiniyam.

He further added **that the new laws will replace the fear of 'What will happen if I file an FIR' with the confidence that 'Filing an FIR will lead to immediate justice.**

The three laws put together aim at changing the criminal justice system in India, which simply means doing away with the British legacy. However, the horrific details of custodial death of a poor young man in Sivaganga who was accused of theft has raised questions on BNS and if it will change the criminal justice landscape in the country.

Prakash Singh, a former IPS officer **himself said, that what we have is a ruler's police but what we need is a people's police.**

**This incident brings to light:**

- **Continuation of the British Legacy**
- **Ineffective administrative reforms**

### 3. Custodial death- Sivaganga (Tamil Nadu)

**Context:** a young man accused of theft was brutally tortured by police causing his death.

This incident also questions the massive reforms in the Criminal justice system in the form of Bhartiya Nyaya sanhita (BNS)

What makes this incident significant from Public administration's point of view?

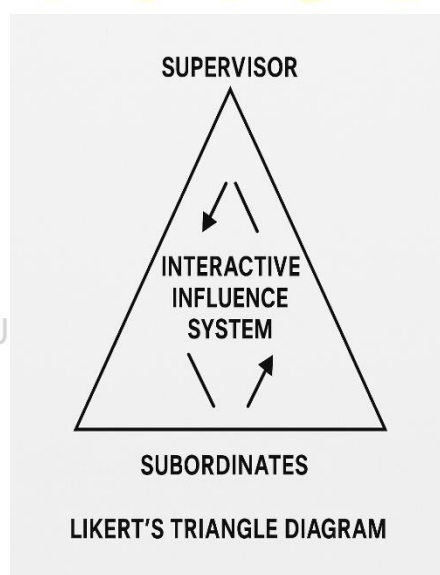
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The questions that emerged after this horrific incident:

- Are administrative reforms in name of BNS really working?
- Police is not court. We need people's police not jungle force.
- Administrative reforms have brought structural changes (zero FIR), change in process (e-governance) but behavioral change?

Public administration perspective

- Participative school of Management:  
The **Participative School of Management** in **Public Administration** emphasizes **employee involvement** and **democratic decision-making** in organizational functioning. It aligns with human relations and behavioural approaches that value motivation, morale, and group dynamics.
- Rensis Likert: Rensis Likert's **Interactive Influence System** is part of his broader framework of management systems, specifically system 4 theory. According to this theory, there should be **interactive influence** between superiors and subordinates.



- Chris McGregor: Transactional influence model  
According to Transactional Influence Model It refers to the exchange-based relationship between leaders and followers, where influence is exercised through clear rewards, punishments, and performance expectations.

BNS if implemented in right spirit it embodies that the manager will not yield traditional authority but he will influence his subordinates through trust and mutual support. For this to happen, the manager should follow theory Y not theory X.

- Chris Argyris: sensitive training/ T group  
Sensitivity training, also known as T-group (Training Group) or laboratory training, is a method used to improve interpersonal awareness, emotional intelligence, and group dynamics by encouraging individuals to reflect on how they interact with others.

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Police personnel should be given sensitive training to bring about behavioral changes in them.

## 4. Chief Minister of Karnataka tries to slap police personnel

Context: during a Congress protest rally in Belagavi, Karnataka Chief Minister Siddaramaiah, visibly angered by BJP workers waving black flags and chanting slogans, summoned ASP Narayana Baramani to the stage to address a crowd-control lapse. The CM tried to slap the police officer, the gesture was caught on camera.

Public Administration aspects in this incident:

- Motivation and morale of the police officer
- Relationship between a civil servant and a politician
- Administrative ethics

Politician	Civil servant
Elected	Merit based
Mostly rural background	Elite (highly educated, works in secrecy)
Non-permanent	permanent
Non-professional	professional

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### ARC II Recommendations:

For civil servants:

- There is a code of conduct but no code of Ethics

For politicians:

- There is code of Ethics but no code of Conduct

### Mary Parker Follet:

- She rejected the notion of hierarchical, coercive “power-over.”

- Instead, she advocated “power-with” – a cooperative, co-active process of shared power.
- Applied to civil servant–politician relations: **Neither should dominate the other; instead, they should co-create policy and implementation frameworks.**
- Authority arises from expertise and function, not just position.
- Thus, a civil servant has legitimate authority in technical or administrative domains, while a politician holds authority in policy direction and public representation.

## 5. 8 years of GST

Context: GST completed 8 years on July 1, 2025. It was introduced as a Big Bang Reform based on rational Policy making.

Incremental changes were introduced. These changes reflect an adaptive and evolutionary approach to tax reform in India.

### Punctuated Equilibrium Model:

It refers to a model of policy and institutional change where long periods of stability are interrupted by short, intense bursts of significant transformation. It is drawn from evolutionary biology and adapted to explain public policy and administrative reforms.

Punctuated equilibrium explains how bureaucracies, institutions, and policies evolve through:

- Administrative reforms
- Digital Governance
- GST Implementation
- Bhartiya Nyaya Sanhita

Policy Stability ———  Sudden Shift (Punctuation) ——— Stability at New Level



Trigger: Crisis, Media, Leadership, Ideological Shift -Civil Services Reforms

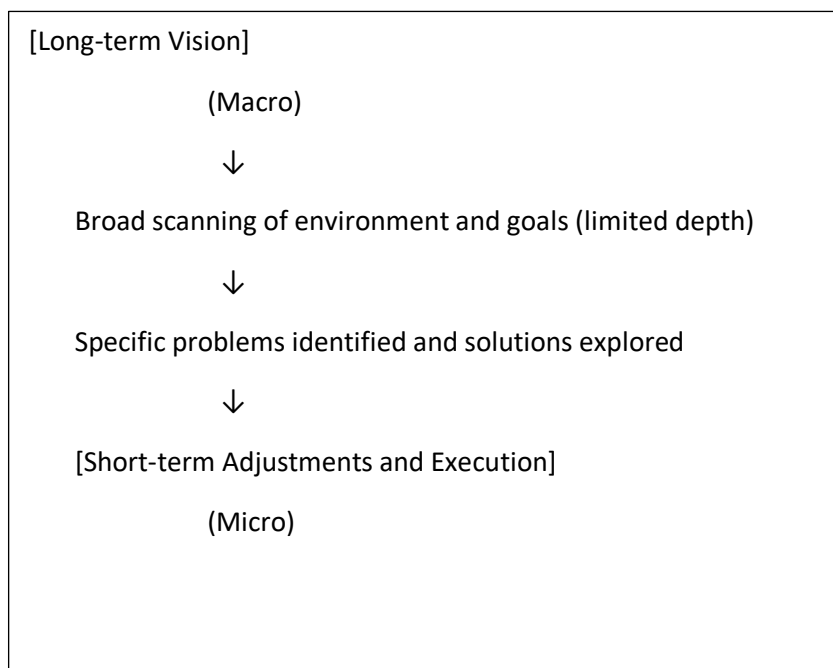
**Incremental changes + Rational policy making = Mixed Scanning Model by Amitai Etzioni.**

**Mixed Scanning Model:** decision-making model that blends the rational-comprehensive and incremental approaches to achieve realistic yet flexible policy decisions.

The Mixed Scanning Model proposes a dual-level approach:

- Fundamental (macro) decisions are made using rational-comprehensive scanning.
- Incremental (micro) decisions are made within this broader framework using limited, short-term analysis.





### **GST as Public Policy**

GST Council works on Interactive Influence model given by Likert. Where state and centre share 2/3<sup>rd</sup> and 1/3<sup>rd</sup> decision making. But India is a quasi-judicial body, where states control 75% decision making power.

Integration of conflict: Mary Parker Follet

Unlike compromise or domination, integration seeks to resolve conflicts by finding a win-win solution that satisfies the underlying needs of all parties.

Conflict is not inherently negative, but a natural and even constructive force that, if handled creatively, leads to growth, innovation, and better relationships.

Follett's Concept	Manifestation in GST Council
Conflict is natural and constructive	States have diverse needs (e.g. differing revenue loss concerns), and the Council is a platform to air and address disagreements constructively.
Integration over domination/compromise	GST Council avoids "winner-loser" outcomes; seeks consensus decisions, not impositions.
Face-to-face interaction & dialogue	Meetings bring finance ministers together regularly for open discussion and joint problem-solving.
Law of the situation	Tax rates, exemptions, and compensation are contextually evaluated, not based on Centre's authority alone.
Mutual understanding	Frequent revisions (e.g. on tax slabs, e-invoicing) reflect mutual accommodation and a spirit of shared governance.

## 6. Three Language Formula- NEP 2020

**Context:** The Maharashtra Government scrapped the three language formula recommended by NEP 2020.

Public administration Aspect:

- Federal Issue
- Education is part of concurrent list but M.M Punchhi commission all items in concurrent list should be transferred to states except few items.

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**Resolution of three language formula conflict with states:**

- Government should establish a forum like GST Council to integrate differences

(Mary parker Follet)

- Transaction influence model

## 7. Telangana Model of Development

**Context:** The Telangana Chief Minister unveiled Telangana's Model of Development based on three elements

- Development
- Welfare
- Good Governance (Public Administration Syllabus)

This model is heavily influenced by Pragmatic Neo-liberal Model given by World Bank.

Pragmatic Neo-Liberal Model:

**It is a revised form of neoliberalism that:**

- Accepts the importance of markets for efficiency and growth
- But also acknowledges the need for a capable and accountable state
- Supports state-market-society partnerships rather than outright privatization or minimal state

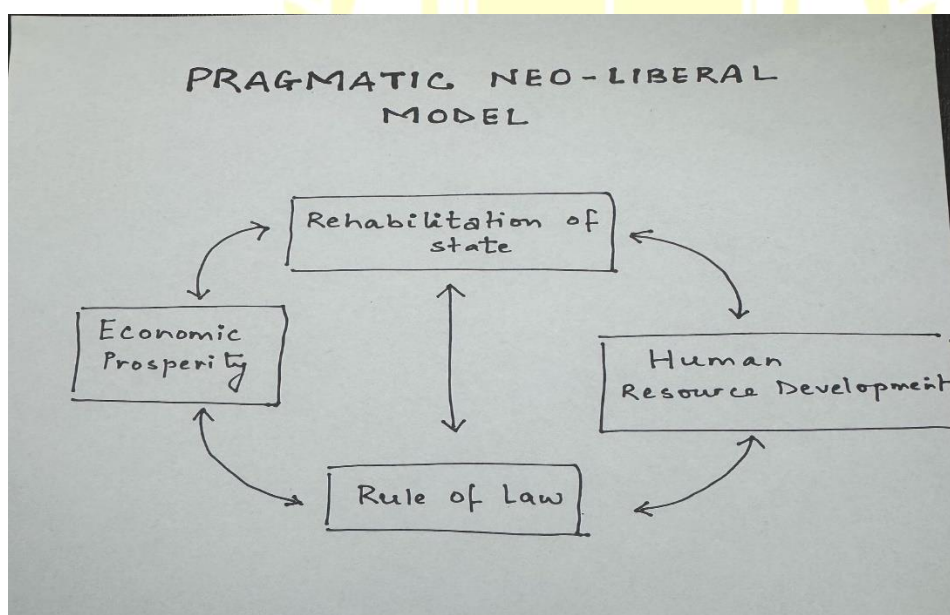
4 components of the Pragmatic Neo-liberal Model:

- **Rehabilitation of the State**
  - Calls for the state to perform essential functions (law enforcement, regulation, infrastructure, basic services) rather than abandoning the field entirely.
  - 
  - The state is seen not as an obstacle, but as an enabler of development.
  - Examples: Strengthening regulatory bodies like SEBI, RBI; state capacity-building missions.
- **Human Capital Development**
  - Investment in education, health, and social protection is crucial for inclusive growth and long-term development.
  - The model promotes targeted public spending on human development, especially for the poor and marginalized.

- Examples: Sarva Shiksha Abhiyan, Mid-Day Meal Scheme, National Rural Health Mission.
- **Economic prosperity**
  - Advocates open, rule-based, and predictable economic systems, which are critical for investor confidence and fair competition.
  - Examples: RTI Act, Public Financial Management System (PFMS), e-governance.
- **Rule of Law**
  - Legal institutions must be strong, impartial, and accessible.
  - Examples: Judicial reforms, Lokpal institution, police and judicial accountability reforms.

**Rehabilitation of state+ Rule of Law= Good Governance**

**Economic prosperity = development Human capital= welfare**





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Thank you, Monish Sir, for your consistent guidance. Your daily feedback on my GS 2 and GS 4 answers helped me identify gaps and improve steadily. Greatful for your time and support.

**- Madhav Agarwal, AIR 16**

Expressing my gratitude to Monish Sir. I wrote daily GS 2 and GS 4 answers before prelims under his guidance. It helped me to identify mistakes early on.

**- Suramya Sharma, AIR 281**

Monish Sir helped me improve the quality of my answers. The personal attention given by Sir on my answer copies with detailed feedbacks helped me a lot. I thank Sir for my success.

**- Gaurav Singh, AIR 859**





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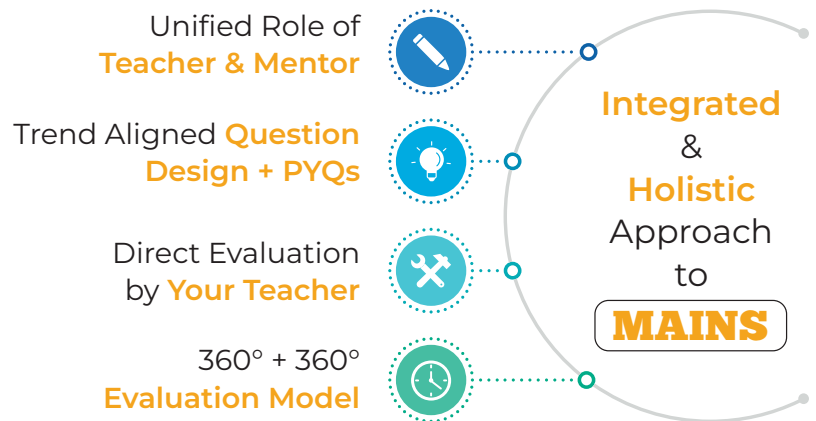
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