

(Please do not write anything except the question number in this space)

कृपया इस स्थान में प्रश्न संख्या के अतिरिक्त कुछ न लिखें।

UPSC

Answer Questions in NOT MORE THAN the Word Limit specified for each in the Parenthesis.
Content of the Question is more important than length.

(Specimen Answer Booklet - For Practice Purpose Only)

उम्मीदवारों को इस हारि ए में नहीं लिखना चाहिए।
Candidates must not write on this margin

Day 16
15/6/23

Q2.

F.W. Taylor may prove a more useful prophet for our times: ~~for~~ ... for underdeveloped countries, but the need to study SMT anew and apply it is greater for developed countries

The "Father of Scientific Management Theory (SMT)" F.W Taylor introduced SMT to solve the problem of Economy & Efficiency in the 20th Century Industrial Revolution (IR).

100 years since SMT remains relevant not just for developing but for developed countries too:

Significance for DEVELOPING world

① Falling labour productivity (25% average) in majority countries in Asia Pacific (developing)

- ILO

∴ Wage Payment system & differential piece rate system

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may address productivity decline.

Eg: MNREGA uses piece rate system

②. Growing discontentment with managers among employees.

Eg: Kingfisher employees, Airports Association of India employees

protests

→ Needs mental revolution to turn "discord into harmony" - Taylor

③. Motion, Time, Work study for

fair remuneration and goals

Eg: Zomato employees & public
furore over 10 minute or free
delivery policy which led to
accidents of delivery staff

④ Digital divide in developing countries

→ need for scientific training

Eg: Digital literacy of Gram Panchayats
in India

⑤ Tussle ~~between~~ ^{over} reservation in India:

→ scientific recruitment, keeping in mind efficiency and welfare

both - Supreme Court

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Significance for developed countries

- ① Gender wage gap: 25% in USA
→ need for Standardisation (SMT)
- ② "50% jobs ~~in~~ will be lost to automation" - WEF
→ need for scientific training
- ③ Discontent among employees at Silicon Valley over Data privacy of their customers ~~is~~ under violated due to top managerial orders
→ need for distribution of responsibility and authority
- ④ Rising global inequality → Top 1% hold global 50% wealth - oxfam
→ need for "mutual cooperation" for mutual prosperity
- ⑤ Calls for "America first" protests against H1B visa of Indians → need for scientific recruitment.

In Industry 4.0 revolution too, Taylor's SMT remains relevant to solve issues ~~of~~ ensure shared prosperity

