



ETHICS AND VALUES OF PUBLIC SERVANTS: AN ANALYSIS

Dr. Karantothu Swamy naik

Department of Public administration, Osmania University, Hyderabad, Telangana.

Abstract

Professional Ethics is belief in Truth, Logic, Rationality and Public Safety, It requires updating, up-keeping and up-holding the values of the profession, ecological requirements and Public good.

Organizational Ethics expects its employees to adhere to the prescribed Code of conduct and ethics and comply with compliance to law, equity and social acceptance along with competence, good customer care, quality, value addition and public relations. Public Service Ethics stresses the Five Es of efficiency, effectiveness, equality, equity and ethos. The present paper deals with ethics and values of public servants in theoretical approach and analysed with principles.

Key words: *Professional ethics, Social aspects, Efficiency, effectiveness, equality.*

Introduction

Ethics, in simple language is the basic and the eternal values held dear, by a society, but interpreted according to the prevailing moral standards. Work ethics like ethics would have to be related to the work environment and the objectives that have to be achieved. No work-ethic will however succeed unless it ensures the development of a human being and makes work productive and fulfilling.

Professional Ethics is belief in Truth, Logic, Rationality and Public Safety, It requires updating, up-keeping and up-holding the values of the profession, ecological requirements and Public good.

Organizational Ethics expects its employees to adhere to the prescribed Code of conduct and ethics and comply with compliance to law, equity and social acceptance along with competence, good customer care, quality, value addition and public relations.

Public Service Ethics stresses the Five Es of efficiency, effectiveness, equality, equity and ethos apart from Indian-ness, Integrity, Objectivity, Impartiality, Openness and adherence to the tenets of duty and service to the citizens. Service or 'SEVA' represents Selflessness, Empathy, Voluntarism and Attentiveness.

Idea of ethics

The idea of ethics inevitably depends on sincere political aspiration. Thus, there is enough room to create a comprehensive moral code that is inclusive and well-organized. Steps taken in isolation are useless. One can address ethical dilemmas, challenges, and other situations by evolving specific systems for moral functioning. It is also desirable to promote the development of tools and methods that can foresee ethical challenges and advantageous to put up answers in a more pleasant way. When faced with a difficult choice, the decision-maker is not only given undesirable and incongruent options; to make matters worse, they are also distinct in that one can only be satisfied if the other is neglected because they cannot be matched. As a result, a dilemma scenario might result in a situation in which choosing one deserving replacement is always supported by rejecting the other.



Naturally, complex systems have a lot of issues that are challenging to fix. As a result, when state officials and civil servants encounter challenging circumstances, they are powerless to help but feel confused and ashamed. In this instance, public governance veers off course and instead deteriorates into a chaotic and uncertain state. This situation may lead to unrestrained skepticism and a cynical attitude due to moral ambiguity and a lack of clarity regarding larger principles that guide decisions and tasks in trying circumstances. Complex organizations inevitably face many problems, but they are unable to address them successfully. State officials and public workers are frequently forced into states of uncertainty and embarrassment without their will, and as a result, they can barely help but give in when faced with difficult decisions. In situations like these, public administration degenerates into a state of confusion and ambiguity rather than operating as a well-ordered system with real goals. This is when the issue of ethical ambiguity and a lack of consensus on fundamental principles that should direct behaviour and judgment in "challenging instances" in administration arises. The rights and obligations of both individuals and public employees cannot be taken seriously if everything is up for discussion and anything goes.

Ethical Criteria For Public Servants

The following are the main factors that affect administrative conduct in the public sector:

- 1) The political system to which public officials belong
- 2) The legal system
- 3) The officials and government workers in charge of delivering public services.
- 4) The members of the civil society, including the people who consume public services.

First, mental attitude; professional values; ethical decision-making skills (Richardson and Nigro, 1987); and public/civil workers' individual traits are the determinants of ethics in public administration (Van Wart, 1998).

Clear accountability, collaboration arrangements, disagreement channels, and participation procedures explain the organizational structure dimension (Denhardt, 1988; Thomson, 1985). Third, artifacts, assumptions, and beliefs are all part of the political organizational culture (Schein, 1985).

The creation, preservation, and adaptability of organizational culture all depend on leadership (Scott, 1982; Schein, 1985; Ott, 1989).

When an organization's culture prioritizes personal standards and employee education, stresses the truth, and routinely brings employees together to debate ethical issues, ethical behaviour is encouraged (Bruce, 1995, 1994).

Last but not least, societal expectations include government regulation, legislation, and policies.

- 5) Professional integrity;
- 6) Responsiveness to civil society; and
- 7) Democratic accountability of administration make up the advanced set of essential principles or standards that unify the process of dealing with ethical challenges in public administration. This is what the ALIR1 model of ethical reasoning in public administration looks like.

Additionally, this will support the moral and practical extension of the following four practical ideas:

- 1) Public bureaucracy's accountability, which aids in establishing the connection between lawful actions and their connection to administration.



- 2) The rule of law and legality, according to which the law ought to control public administration.
- 3) The ideas of autonomy and professional integrity among public managers, which will ultimately aid in the promotion of the meritocracy principle.
- 4) Public administration's notions of accountability and prompt action toward its constituents. A particular administrative system or public institution's capacity for developing and upholding a certain sort of ethical reasoning will be demonstrated by how skillfully it applies such a set of moral requirements to specific events and circumstances.

Ethics of the provision of commodities

Furthermore, it is clear that the sovereign good's ethical principles are primarily driven by the market. Reciprocal trade is fundamental to how products are serviced. In essence, it is based on the supposition that individuals are rational and free to select the goods and services they desire. As a result, if a person likes a specific commodity or service, they can make a deal with a reliable trader regarding the terms of buying the same good or service. The individual can trade goods and services for money to reimburse the trader for their labour and materials. This is a peaceful process that is only hampered by failure to deliver the items in accordance with the terms agreed upon. The social good will decrease as a result of this.

However, when things are going well, what is beneficial to the individual also benefits the group as a whole. Numerous inquiries have been made on the morality of the provision of goods. Questions about the assumption of self-interest and people's capacity to recognize their genuine interests are frequently posed. These issues are viewed as problematic for logical and empirical grounds. Viability is a problem, contend various academics (Bauman, 2001, 2005; Catlaw, 2009), because the sovereign good's ethics tend to justify everything as long as it fosters trade, which over time tends to erode even the most basic stability. For a world that makes sense and has higher ethics, there must be this steadiness.

The essential for integrity

According to Chapman (1959), the addition of professional ethics to the administrative sphere increased the need for research into public administration and a definition of its parameters and factors. The European nation states have led the way in terms of professionalizing their governments, among other places. The bureaucracy is under the direction of ministers and operates within the bounds of the law. (based on the European code of ethics and the ethics framework). They are picked in accordance with specific standards and guidelines that control their hiring, career path, discipline, and scope, among other things. Integrity and acceptance of the government's hierarchical domination come with professional virtue, but it also obeys the law. According to Argyriades (1996), in Parliament, the transient politicians' permanent officers are the civil workers. They are able to assess the situation on the ground, advise the parliament, and effectively carry out public policies in the public interest thanks to their proficiency in experience, knowledge, depth, and other areas.

Responsiveness is Essential

Hegel (1967) claimed that public employees only served the interests of the state, not society, since society was what ultimately influenced the choices of its members. Hegel contrasted this society with it by viewing it as a composite of distinct and conflicting wishes. Later, this developed into the realm of the particular, of concrete individuals with their own special demands and efforts to satisfy them.



A New Ethical Setup

This accomplishment is supported by actual ethics-based politics that are standardized and uniform. For the benefit of all, a shift away from coercive bureaucratic requirements and toward more consensus-based behavior is required. Therefore, for the current situation, creative solutions and a combination of strategies are needed. Therefore, we suggest that a moral framework for public governance could include the following components: 1) Accountability tools 2) Using internal and external question forms for monitoring systems 3) Development of advantageous laws that reward moral conduct and promote moral attitudes 4) Using intergovernmental auditing techniques 5) Professionalization (such as structure, information, and direction); 6) Carefully establishing channels for reporting wrongdoing 7) A more forceful appeal for citizenship. 8) Outlining management responsibilities 9) Effective conversation.

Values and ethics in public service

Ethics and values are frequently conflated, especially when discussing how to combat corruption or poor administration, but this conflation is problematic. For instance, the creation of an Office for Public Service Values and Ethics in Canada distinguished between the two. Here in India, a similar distinction is required.

Values by themselves lack agency, or the capacity to take action. Instead, the way ethical standards are applied to values will determine a person's behavior. For instance, while civil servants may hold the value of integrity, it is their behavior and actions that put this value into practice.

Therefore, ethics are in fact the laws that apply values to daily life. All facets of ethical decision-making, ethical judgment, ethical choice, and ethical behavior are influenced by values.

Additionally, it is incorrect to distinguish between "positive" and "negative" values because values cannot be either positive or negative. Value application is something that can be viewed from both negative and positive angles. For instance, the value of confidentiality may be interpreted positively (essential for national security) or negatively (Inhibits transparency).

Ethics guidelines for government officials and employees

The Executive Order 12674 of April 12, 1989, as amended by Executive Order 12731, contains the following Principles of Ethical Conduct. All federal employees are subject to these principles.

Let's quickly review the principles of public service. Of course, there are many qualities that are expected of a public servant, such as impartiality, transparency, courage of conviction, probity, accountability, empathy for underrepresented groups, etc. But let's concentrate more on a few that the UPSC used to list.

1. Integrity is the quality of being trustworthy and possessing high moral standards. It is the attribute of being flawless and unbroken. A person with integrity adheres scrupulously to a set of moral or ethical principles.
2. Perseverance: Perseverance is the ability to continue doing something in the face of difficulty or a delay in success. It is a trait that enables someone to persist in doing something even when it is challenging.
3. Spirit of service: A dedication to serving others without regard for personal gain.



4. The act or quality of dedicating oneself to a cause, activity, etc.
5. Convictional courage is the mental or spiritual state that enables one to face danger or fear with self-possession, assurance, and resolve. The term refers to a type of bravery or courage that enables one to make courageous decisions without concern for the consequences. The courage of one's convictions compels one to acknowledge mistakes and condemn the false actions of others.

Importance of ethics & Values in Public Administration

To check the arbitrary actions of civil servants

To promote the sense of administrative responsibility

To establish & promote good relationships between citizen and civil servants

To preserve & promote social wellbeing & common good

To control administrative power

To improve efficiency & effectiveness

To strengthen legitimacy & credibility

To maintain morals among civil servants

To control corruption

Summary

Ethics and values are frequently conflated, especially when discussing how to combat corruption or poor administration, but this conflation is problematic. There fore, ethics must allow for a reasonable amount of latitude when it comes to formulating a wise choice with regard to public administration. It is clear that government employees are better suited to address a person's needs. Therefore, it is imperative that morals and ethics come first in today's public administration. Ethics and values among public servants is very much significant in present administration.

References

1. Kelly(2015) Code of ethics and ethical guidelines, The institute of library of ethics, law & technology
2. Kedarnath Tiwari(2017) Indian ethical thought, Motilal banarasi publications
3. Indrani Jaiswal (2015) Ethics and culture some reflections, Decent books
4. Martinez (2016) Code of ethics for public administration, 21st century publications
5. Glen stahl (22009) public and personal administration, Harper brothers publication
6. Paul H Appleby (1952) Morality and administration in democratic government, Cambridge university press
7. Prabhat kumar, (2018) “Public Service Ethics – A Quest for Naitik Bharat.