1) Analyse the constitutional environment of public systems in India.

Ans: The Constitution is the basic law of the land. It not only establishes institutions of government but also lays down the goals of the State Governance, in its political sense means the exercise of legal power and authority vested, in the institutions and bodies of the Constitution to carry out the avowed goals and purposes of the State. The system of governance in India is in accordance with some of the basic objectives having been laid down by the planners in the light of the Constitution of the country. In the context of these objectives, public systems have to be managed. The main thrust of these systems has been on self-reliance, economic growth, industrialization, modernization and social justice.

The Indian Constitution is not merely a document dealing with responsibilities and powers of the Union and the States, it lays down the basic philosophy of governance and provides a kind of direction to administer the country. The Constitution of India is a remarkable document. It occupies an important place not only among the newly emerged States but also in the constitutional history of the world. The Constitution of India deals, in an elaborate manner with the problem of relations between Union and the States, problems relating to public services, special classes like Anglo-Indians, scheduled castes and scheduled tribes. The Constitution embodies an elaborate list of Fundamental Rights and also the Directive Principles of the State Policy. The Preamble of the Constitution declares India to be a sovereign, socialist, secular, democratic republic. A study of its features reveals that it is a unique document in size, form and content.

2) “There are different social factors that affect the organisation and working environment of public systems” - Examine.

Ans: The relationships between individuals in an organization are influenced by many factors. Personalities, ways of working and cultural backgrounds all combine to create a workplace that can be vibrant and exciting or stressful and alienating, depending on how people cope with the challenges of working together. A commitment from all parties to developing positive working relationships is key to creating a successful workplace.

Job Satisfaction
The social environment of any organization is heavily influenced by the levels of satisfaction experienced by individuals. People who are unhappy at their jobs may still make an effort to reach others well, but will just as frequently become sullen, uncooperative and counterproductive. When job dissatisfaction leads to poor interpersonal relationships, those relationships can then contribute to a poor working environment, creating a downward spiral in the social environment. Conversely, when the majority are happy and satisfied at their jobs, they are more likely to contribute positively to company culture and help to create a mutually agreeable environment for everyone involved.

Teamwork
Cooperation in the workplace helps to create a supportive social environment. When people work together on projects rather than competing, they learn that their best interests are shared together, and that what benefits their co-workers also benefits them. Progressive corporate managers are aware of this fact and go to great lengths to foster teamwork amongst their employees. While some jobs will always be more efficiently done by individuals, a dominant culture of teamwork within a workplace helps to create a social environment that is conducive to good work, whether it is done in a team or individually.

Politics
Office politics are notorious for undermining a healthy social environment. Sensitive issues can range from gender relations to religion to race to actual politics, such as co-workers who become excessively adamant about supporting different political parties. Most workplaces have guidelines and rules of conduct designed to prevent this kind of disruption and interpersonal tension. In work situations, employees are expected to refrain from sexist language, aggressive behavior, and demeaning comments about any aspect of other people whom they do not like. The cliche of "not saying anything at all" when you have nothing good to say is very applicable to organizational environments where people need to get along.

Conflict
When conflict does erupt, it has a major effect on the social environment of an organization. Ongoing feuds between one or more people can disrupt the work of everyone around them and lead to decreased productivity, lowered job satisfaction and damaged morale. When friends of conflicting individuals begin to jump into the fray, it can sometimes lead to an office-wide feud that can be very difficult for management to handle. Talented managers are able to sense the seeds of these sorts of conflicts and resolve them quickly before they get out of hand.

3) Write a note on various models of governance.

Ans: Different theoretical basic governance models listed below.

Operational Model: The board manages, governs and performs the work of the organization.

Collective Model: The board and staff operate as a single team when making decisions about governance and the work of the organization. Board members may work with either or both service operations or management functions.

Management Model: The board manages operations through functional committees that may or may not have a staff coordinator.

Constituent Representational Model: An approach used by publicly elected officials. Federations or other constituency-elected boards have the primary responsibility of balancing the interests of their constituents with the best interests of the organization.

Traditional Model: The board governs and oversees operations through committees established along functional lines (finance, human resources, programs) but delegates the management functions to the executive director.