

CHAPTER 4: CONCLUSION

As complexities are on the rise, expectations have risen exponentially. Developing countries like India, which have struggled to quickly bridge the gap between colonial legacy and stepping into the modern world, are relying heavily on Public Administration to fulfil the needs and aspirations of the teeming millions. Development projects are expected to bring about upliftment of the neglected masses and of the country. Public Administrators hold the key to policy making and also to the successful implementation of these development projects.

So far, the process has received mixed reactions from the citizens, who with increasing awareness have expected better performance and quicker results. At the base of this is the Public Administrator who is found lacking suitable skills at best, or is found indulging in unacceptable practices, at the worst. Public demands have peaked while role models have dwindled. In these turbulent times, when individual capabilities have to match organisational goals and societal expectations it is expected that self-realization when understood as concept and its techniques when practiced by Public Administrators would help improve their inner awareness, understanding the strength and weakness of the individual concerned, and in turn would bring out their full potential and help them in

facing the ever-growing challenges and improve the quality of decision-making and service delivery system of the country.

Public Administrators are expected to be the catalyst of change and development and are responsible for maintaining the 'administrative structure' of the country. While strictly adhering to 'rule of law' in formulating and implementing policies and programmes, as well as working zealously as the 'custodian of the rights' of each and every citizen of this democratic republic and for the establishment of good governance, the Bureaucracy in general and the Public Administrator in particular, has to understand and imbibe the philosophy of 'self-realization' in letter and spirit, so that, the best potential can be realized and can take a concrete shape in the administration.

Governance, as an issue, has undoubtedly emerged as one of critical issue in our country at the present juncture. We can plan, mobilize investments, train manpower, raise financial resources, induct the most modern technologies and set for ourselves the goals of economic development, equity, social justice and better quality of life for all. We can also, time and again, reaffirm our resolve to wash off the last tear drop from the eye of the weakest and the humblest and can evolve policies and programmes keyed to the goals of the state, but it is to be

remembered that, good governance is the indispensable enabling condition for converting fine intentions into concrete actions. That condition would apply with equal force and validity to our political systems, our administrative systems, and especially to the bureaucratic systems, which enables governments to ensure peace and order, design policies, implement programmes, enforce laws and achieve the designated social and economic goals, as desired by the framers of the constitution of the country.

and deprivation

In short, professionalization of Public Administrators is the *sine qua non* for "Rule for Law" and "Constitutional Government". The spirit of good governance is apparently guided by the desire to make the administration more effective, objective, impartial and accountable to the needs to the people. However, there is one important aspect to the issue of bureaucratic autonomy. In a parliamentary democratic system, the ultimate power rests with the elected representative of people which means the legislature and the cabinet, that man the government. It seems that the perception of many in the government is that granting full autonomy to an organized administrative structure may amount to lessening of control by the civil government and thereby giving rise to several negativities, difficulties and problems. Here, we have a situation where there is apprehension of the political class on the one hand, while on the other, there is a definite need

to improve professionalism in Public Administration and to insulate it from unnecessary interference and pressures.

The political executive, the instrumentalist of public administration and the bureaucrats are, in a manner of speaking, at crossroads. People have begun to lose faith in the government and the governmental institutions. The question often asked is "whose reality counts?" An intensifying polarization has developed in the society between "privilege and deprivation, between security and vulnerability and between power and impotence". There is so much talk about democracy, decentralization, empowerment, accountability and the securing of people's rights and freedom. Yet, the common citizen often finds himself trapped between the dual vice of state power on the one hand, and market forces on the other. There is need to set things in order. And, to mount as much pressure as possible through collective action, debate, dialogue, media articulation and by all other legitimate means for speedy political and administrative reforms to ensure good governance. The present times have brought to the fore characteristics of intolerance, confrontory ethos, fear and distrust. We not only must restore our systems, institutions and values, we need to look forward for new ways to manage the rapid changes. At this hour what is required is statesmanship in politics, firmness, discipline, transparency, accountability and responsiveness in administration and sagacity in people.

Discipline, commitment to public service, work ethics, ethos and honesty must confirm all the instruments of governance. Professional integrity needs to be internalized by all cadres of the Civil Services. Hence, the relevance of the concept of 'self-realization' in Public Administration and which, therefore, needs to be understood and imbibed by all Public Administrators.

on the subject by Swami Niranjanananda Saraswati