Ethics & Morality · GS - IV

Discipline generally implies following the order and subordination. However, it may be counter-productive for the organisation. Discuss.

EXAM YEAR	PAPER	SUBJECT
2017	GS - IV	Ethics & Morality

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Organisational discipline; hierarchy; unquestioning obedience; suppression of dissent; groupthink; innovation; constructive criticism; ethical leadership

Model Answer

Introduction

Discipline promotes coordination, accountability and adherence to organisational rules. However, rigid obedience and excessive subordination can undermine institutional effectiveness.

How Discipline Can Become Counter-Productive

- **Suppression of dissent:** Employees may hesitate to question incorrect or unethical orders.
- **Reduced innovation:** Rigid hierarchies discourage creativity and independent thinking.
- **Groupthink:** Unquestioning conformity can produce poor decisions by excluding alternative perspectives.
- **Ethical failure:** Blind obedience may lead employees to implement unlawful instructions.
- **Low morale:** Excessive control reduces motivation and employee participation.

Way Forward

Organisations should maintain clear rules while encouraging respectful disagreement, open communication and evidence-based decisions. Leaders must distinguish constructive criticism from deliberate indiscipline and protect employees who raise genuine ethical concerns.

Conclusion

Effective discipline means responsible adherence to legitimate rules, not blind submission. Organisations succeed when hierarchy ensures coordination while allowing integrity, initiative and constructive dissent.

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