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Just after the interview is over the candidate is asked to write a ‘resume’ of the discussions he has had with the president and the members of the Board. This is intended to assess the candidate’s powers of composing a synopsis accurately and concisely.

- The time allowed for this purpose is 15 minutes or so. A list of candidates equal in number to the vacancies is at the end prepared and published by the Union Public Service Commission.
- Marks obtained by the candidates in the main examination (written part as well as interview) determine their final ranking.
- The allocation of the candidates to the various services is made on the basis of their ranks in the final examination and their preferences for the various services and posts.

Indian Police Service

- The realities of life in the Indian Police Service (IPS) are not visible to many candidates when they apply for it.
- But soon the difficult service conditions, increasing professional hazards, lack of prestige vis-à-vis the other services and a sense of uncertainty arising from political situations give rise to frustrations.
- Quite often the youth is involved in such conflicts and hostility and feeling of antagonism engendered during such situations are reflected in the prejudice against the Police service as a whole.
- There is persistent public criticism of the Police and its role in society, which is in contradiction to the glamour associated with some other services.

- A service which is thus associated with a high degree of personal risk and professional hazards, which suffers from lack of status because of the very nature of its work and which does not have within its pay structure and service conditions and adequate element of compensation cannot be expected to be popular with young men while choosing a career from among a number of avenues open to them specially when in some services the hazards and risks are negligible, conditions of work are not so exacting, emoluments and benefits are greater and social status and recognition better.
- There are occasions when unpleasant action has to be taken. There are times when personal considerations have to be sacrificed for the public good.
- The general unpopularity of the service is due to an unattractive pay structure not commensurate with the responsibilities and hazardous nature of duties, meagre promotion prospects; lack of social recognition vis-à-vis the other services and a sense of uncertainty arising from political situations.
- Therefore, the Indian Police Service (IPS) has been given lower preference than the Indian Administrative Services candidates.
- In actual practice, even after joining the Indian Police service most officers keep trying for other grade a service and leave the Indian Police Service as soon as they get an opening elsewhere and some of those who fail in these attempts remain disgruntled.
- Attempts should be made to attract the best candidates for Indian Police Service by providing better service conditions, promotion possibilities comparable with those of the best services.

Conclusion

- Under the heading recruitment, the present system of recruitment and the improvements needed in the various aspects of recruitment such as the problems of recruitment, recruitment at Constable level, educational qualification, age, physical and medical qualification, character verification, mental caliber, recruitment of Sub-Inspector level, age, physical standards, character verification, mental caliber, direct recruitment to the Deputy Superintendent of Police/Assistant Superintendent of Police/Assistant Commission of Police, the new scheme of recruitment, preliminary examination, the main civil services examination, compulsory papers, optional papers, interview and Indian Police service have been discussed in the body of the Thesis.

Promotion

- Promotion means moving up an employee from a given position in the hierarchy to a new and higher position usually involving at least some new duties and responsibilities.
- Thus promotion involves change of duties, more difficult work, greater responsibility and change of title and an increase of pay.
- In any Governmental agency promotions are made according to certain laws, rules and practices.
- Promotion is important for several reasons. A good promotional system and promotional opportunities will attract ambitious and capable people to public services.
- It helps to retain talented people in the government service. It acts as an incentive to hard work among the employees.
- An employee who knows that he has got sample promotional opportunities works hard and better.
- Otherwise, he is disinterested in his work and gets frustrated. Such employees may cause unrest in the organization. Such an atmosphere is also not congenial to he efficient working of the organization.