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Heads Up: Long post, I felt that if I dont include some of the smaller questions, it wouldn't make any sense as one ques led to another, even small things that I said became questions, eventually

Q.

CM:

Mr.XYZ, (reads out my educ, work) why, what are you lookin for?

Sir, the plan was always to go for the services, I did by post grad because I was very curious about the MBA degree, about IIMs and other premier institutions

But, I found that at the entry levels, the private sector offers a very restrictive domain, while the civil services offers wide exposure across departments, right from the beginning.

So, you were not happy?

No Sir.

No issues with the profit making objective of private companies?

No Sir, I think profit is the objective of private companies, there's no reason for them to exist without profit, but I do think that companies must adopt a Triple Bottom Line kind of an approach, where they combine objectives of planet, people with profit (interrupted)

Lets talk about Siachen, you have an idea?

Yes Sir.

Siachen dispute began with Operation Meghdoot by our armed forces where we occupied the vantage position before our friendly neighbour could. Today our positions are demarcated by the AGPL. It is strategically important because it connects Aksai Chin to PoK. Recently there was an avalanche which led to the death of quite a few Indian soldiers.

So only our soldiers died ?

I am not aware of the exact numbr on the other side , but the terrain is such that there have to be casualties on the other side as well.

Should we retreat from the glacier then?

Immediately? I don't think so because of its strategic importance.

But if we build trust with our neighbour and employ technological measures like lasers, satellite based Geotagging for ground positions then we can.

CM: Okay, lets shift to something totally different then,shall we? (Yes Sir)

What do you think about the issue of bar girls?

I cannot recall the issue exactly Sir, but I can talk about it.

So should it be banned?

I think it cannot be banned immediately because it is definitely a source of employment for women who do not have an alternative source of income

But if on inspection we find that they have been pushed into this by human trafficking as children or otherwise, there has to be a complete ban.

Otherwise all we can do is counsel and make efforts to provide a dignified

opportunity of work by providing skills like stitching, teaching and ors
But we must also keep in mind that our definition of dignity might be completely different from what they think and we cannot impose what we think is better
It must be left to their own choice.

Okay , so if there is no coercion, then it cannot be banned by force, is that it?
Yes Sir.

M1:

You know there are three types of skills (I was nodding sheepishly), went ahead and told me what these 3 skills were, then said .."So how do you build a concept?"

Sir, I think bookish knowledge will not work and it should be supplemented by practical application, learning by doing is the best way.

I am sorry Sir, you are talking about academic concepts, right?

Any concept, no issues.

Yes Sir, for example we can teach a child that Fire is hot but before he can actually stay away he needs to ..I mean we should not deliberately force a burn but without it (interrupted)

Lets say you are given a task of which you know absolutely nothing? How will you get it done?

Sir, I think if I don't know then it does not mean that no one knows, someone somewhere will know. I'd consider consulting peers, seniors who are experts or experienced in similar situations.

But there will be temporal and spatial differences, say something is applicable in Maharashtra will not be applicable in MP? Won't it?

Yes Sir you are absolutely correct that there will be spatial and temporal differences. In that case I will seek the help of local people who might be in the know and take action based on advice combined with my own knowledge.

Do Mechanical Engineers have some exposure to management studies?

Yes Sir. We had an elective called Industrial Management in 4th year Mech Engineering

Why do a PGDM then? What is missing in that course (Industrial management in Mech 4th Year) ?

Sir I think it's a wonderful course with a lot of things squeezed in those 6 months but it is a little outdated with a disconnect from the current trends in the industry.

That's where PGDM scores, especially at MDI (my Post grad college), teachers there are consultants as well so apart from the stock studies, there is constant updation.

But you know Elton Mayo did a study...*pause* do you know what that was?

Yes Sir, the Hawthorne Studies.

Tell me about it?

Sir HS were based on studying the impact of light settings at the work place on labour productivity.

So you see his observations may not be applicable today as they were based on concept of scientific management.

Yes sir.

What is new in Human Resource Management these days, since you keep bringing up outdated curriculum as an issue...

Sir I am not aware about some technical change, but I do have read about something else.

Please go ahead.

Sir, in today's work force, millennials are being replaced by baby boomers, you know the people born in the 1960s, 70s as opposed to the 1990s and later. It has brought about the need to change existing practices.

But that is a structural change...what does it imply?

Yes sir, I agree that is a structural change but it has led to different kind of attitude by the workers today who demand 3 things:

- Clear set of deliverables
- Sacrosanct ground rules
- and timelines

micromanagement of the past will not be relevant.

M2:

You said that the IAS offers wide domain in terms of work, but you know as you move up the ladder, your area of work may become narrower, lets say when you reach the secretary level...how will you cope then?

I agree Sir that such a situation might arise but I have read recently that the Secy DIPP was transferred to the position of CEO of the NITI Ayog which is like from being a specialized position to the NITI which is like a Planning Commission sans a Planning Commission dealing with everything.

You are right about that, but it might not be case with you don't you think?

Yes Sir, but I would like to cross that bridge when I get to it Sir.

What is that one are you would like to work if given a choice in the IAS?

Sir, although I have no qualms about any sector, but as I have worked as the (major fumble) Campus Ambassador for UN Water, I have little more understanding of water and sanitation issues.

Okay so GOI has a programme, tell me something about it ...

Yes Sir, the programme is the Swachh Bharat Abhiyan

It has two components : the Urban and the Rural

Its objective to make India ODF - Open defecation free by 2019

It has 3 pillars..1.Infrastructure of household toilets, community sanitary complexes

2. Awareness and information campaign, behavioural change

3. Subsidies for producers of sanitaryware and equipment

Lets talk about its first pillar, infrastructure, so is it justified that GOI spends so much money to help build personal toilets? Is it not their own responsibility?

Yes Sir, because the multiplier effect on the society of a toilet is much larger. Women don't have to go out, there are less infections

But they are not using it are they?

I agree Sir that many of them are not using it but as the Finance minister in his Budget Speech said that 60% households have toilets now, Economic Survey also says the more women than men have started using toilets at home, I think behavioural change is .

No, No..I am talking about spending on infrastructure only..

Yes Sir, I think behavioural change is directly connected with usage of infrastructure

So lets say you are incharge, how much will you spend on Infra, awareness and other aspects if you have say 100 bucks...

Sir, I think it should be based on what is the status in a particular area. Lets say that some place doesn't have toilets so the spending should be balanced between awareness and infra. Step by step spending can be ramped up on awareness and behavioural change.

But we have reached 2017, 2019 is near, only 60% households have toilets, is it possible? People are not using constructed toilets, must be some reason ..

I can remember a video I saw being with the UN, about a NGO Gram Vikas working in Odisha where all toilets were constructed, pipes were laid..

Could you please be a little faster, you know.. (Pointed to the remaining members)

Yes Sir, I am sorry sir, it'll take just a moment. Can I please say it in Hindi, you know Sir the video was in Odia with Hindi subtitles (nice laughter all around)

Yes please

So there is this frail old man, who says 'Haan toilet to hai, paani bhi aata hai, par hum to baahar hi jaaenge'

Hearty laughter again, even the CM broke into one.

So age is an issue...

Yes sir, it is one of them, as the population profile changes, I think the situation will improve.

M3:

You know ISRO has reached MARS?

Yes sir we have our own orbiter

orbiter yes, but we have been successful

Yes sir

Do we make engines for aircrafts in India?

I don't think so Sir, I believe most of our aircrafts and equipment is either imported or used

Who makes these engines?

Rolls Royce

And?

Boeing, Lockheed Martin

Where are these located

Um..Sir..

Certainly not in India, isn't it?

Yes Sir

We can send 104 in orbit but we can't make commercial aircraft engines, why?

I am not aware of the technical details Sir, but ISRO specializes in launch vehicles, and they are yet to perfect their spacecraft tech

Should we start making engines here?

We are already doing it in some capacity like the Kaveri Engine

What is this Kaveri?

Sir, it was a project by HAL (should have said DRDO and HAL), to design and manufacture engines for LCA..Light Combat Tejas, but it couldn't be done due to some difficulties and right now it also incorporates imported engines. But work has started on the GHATAK engine which will hopefully be successful

I am talking about commercial engines?

Sir we have already allowed 100% FDI in aviation, Air India already has a borrowed fleet, GOI has other priorities, aviation requires huge capital, I think it'll be

like re-inventing the wheel?

Something like that yes Sir, it'll be duplication of resources

But then why are we investing in making KAVERI type engines? It is important from our national security point of view, considering 80% of our equipment and other requirements are imported. We absolutely need indigenization

What are your preferences for the services?

IAS, IFS, IRS(IT)...

Foreign services..so talk a bit about India Japan relations..

Japan, in the initial years after WWII and independence helped us for long with its ODI OADÍ sorry Official development AssistanceÍ but after the two nuclear tests, 1974 and 1998, distance between our countries grew.

But some developments like the Civil Nuclear Agreement with the United States, self imposed moratoÍ moratoramÍ moratorium on nuclear tests and the recent NSG waiver has helped mend relations, moreover, it now understands that our commitment to No First Use is non-negotiable and development of our nuclear programme is imperative because of the situation that prevails in our neighbourhood and is based on deterrence with no intention of a first use.

Deterrence, you have explained quite a bit, but there is a specific phrase for it, do you know it? I cannot recall

MAD? Mutually Assured Det...

Yes Sir

But why is India Japan cooperation annoying China?

Sir, China believes that our closeness with allies of the US is a shift in ou foreign policy

Plus developments like the Malabar excercises, South China Sea and US Asia Pivot doctrine furthr fuels his, I am sorry, its fears

SO China is not happy, is it? You can say that sir

Is China or Japan more important to us?

Dpends upon which aspect are we comparing the two, China being our immediate neighbour cannot be neglected that is for sure

What should we do then?

Sir, I think we should stick to our traditional strategic autonomy stance, keeping our domestic and strategic interests in mind, keep good relations with both countries and keep their critical sentivities in mind.

M4: Maçam. I think I dont remember her first few questions...nevertheless

You took Geo? Why?

First thought about Management, but I relaized Geo has so much in common with GS, and later that it is not just about rivers and mountains as we were taught in school

So what is geo, aprt from rivers and mountains?

Its everything that can be represented on a map, its the study of patterns, not the phenomenon themselves but their patterns say..literacy, HDI, rainfall etc.

Maps, do you know any techniques of map making?

I can recall only Mercator's Projection Ma'm

Okay Mercator, so what is the issue with that

3D to 2D projection, bound to be distorted but I dont know about technicalities of the same

You know some time back they were trying to increase the the size of Europe and the Poles in the Mercator depiction of the world?

No Ma'm Ihaven't come across that

No issues, tell me why would they want to do that

I havenø read about it but Iødl tryÍ so, Maám are they trying to decrease or increase the area?

Making adjustments...

Maam I think because Mercator was given in the 16th century when extreme North and South areas were not really of significance, so to better represent the world of today we need to do that

That is all very well, but something else ..What area ? (Land water bodies ó *hilariously stupid answer...just hilarious,like say..what did you do in the morning..you say I woke up..hilarious just pure friggin hilarious*) **Why would the distortions arise anyway?**

Well, Maam I have not read about the technicalities but I think as we move away from the Equator to the Poles, the distance between the longitudes decreases, so to incorporate that adjustments in its 2D projection may have to be made

Lets say you dint get you top 2 preferences, what would you do?

I'll give the exam again SAY 2-3 times until I get it and if I finally don't, then 'll take up whatever is offered and I am sure I'll find a way to do my best there.

But even if you do get ..say the IAS, don't you feel there is too much hierarchy?

I 'm sorry mam if I ever gave the impression that I am against a hierarchical structure

Oh no...I 'm sayin, lets just say that you are stuck in a remote area and cannot do much without getting clearance from above and above ?

Yes Maam but that is one more thing that attracts me to the IAS, I think the IAS empowers people to do the small things better, say improving punctuality, be more responsive to people in terms of services like documents, certificates if 100 of us do the small things better, then the whole system would improve eventually and I believe there is enough horizontal movement that'll keep me occupied even if vertical growth is not forthcoming for some time

Okay Dont you think, this engg, pgdm, work, then civil services...is a very..if I may use the word, inefficient way of getting here? I mean you could've done your engg and then straightaway a BA, MA in Geo or whatever that could help you with it?

Yes, Maam I think you have correctly observed that it is an inefficient way, but I think it has given me clarity as to what do I want to do and a stint in the private sector with the premier institutions have made sure that I won't be swayed by the usual "Ohh you are so intelligent, should have given the CAT, there so less money in the services".

You said that you always wanted to be in the services but your profile seems very job oriented..engg mba, as if you were preparing for the private sector ?

So wha made you change your mind, I mean the final point where you decided

Yes Maam but as I said before about the reason for doing an MBA was just curiosity and I would say my internship with Dabur India Ltd. Gave me a lot of clarity about what sort of work the private sector offers, About my job, I would say it was more due to the feeling of Unfinished business, I mean I did not get it as part of the placements but as part of the continuation of Live Project,MDI offers opportunities to work on some industry problem while studying, so 2 of us in that project were hired as Trainees other 4 were taken as Assitant Managers.

So as soon as I finished the work I left it.

Okay, (big smile), Thank you Mr.XYZ.

Thank you Maam.

CM: I think we are done here.

Thank you for your time Sir, Maam.

40mins give or take a few 5 mins. I dunno if they saw my DAF (but thats just my inexperience I guess, this being my first attempt and all).