

## Trust in Power is the Key Motive of BCS Inclination in Bangladesh

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### ABSTRACT

The Civil Service in any country is liable for completion of core national policies and action plans, and is thus the backbone of its government. The time-honored civil Services in Bangladesh however need to be rationalized in order to facilitate them to cope with the up-to-the-minute challenges and to carry out their functions efficiently and effectively. To fabricate a proficient civil service scheme, government must make certain that talented, competent and faithful persons are recruited in the civil service. But it is very untoward that sound recruitment system for civil service does not subsist in Bangladesh. Ensuring merit in public appointment is an imperative ingredient of worth civil service. Reservation of posts, politicization of bureaucracy and defective assessment system are destroying the reputation of recruitment and selection process to be a fair and echo system. If these procedures are transparent and unbiased then there is possibility to recruit brilliance human resources in our public services. And in this study it is like to find out the existing recruitment and selection process of Civil Service in Bangladesh, what is the key motive of BCS inclination in Bangladesh, their setback and also present some recommendation that how to get rid of these problems.

**Keywords:** Civil Service, Recruitment, Problems, Quota, Bureaucracy.

### INTRODUCTION

Bangladesh common help contains huge scope gatherings of workers of the nation[1]. For running the business of government, Bangladesh civil service (Reorganization) order 1980 established 28 cadres and sub cadres. All these different cadres have different roles to play and with the active involvement of these 27 cadres along with other branches of the government, Bangladesh is moving forward. Firstly, BCS (Taxation) cadres has its own importance as the officials of their cadre work continuously to expanding the tax network and to collecting revenue for the government formulating relevant policies adopting different skills, techniques and pragmatism[2]. That's why most of the students want to exercise the power over the country and they feel more secure being a part of Bangladesh civil service because there are huge facilities are given to the civil servants in our country where they can lead

a safe and certain life. The students are supposed to dedicate themselves to their academic study, but they are often found studying BCS materials in the library or reading rooms even from the very early days of their university life[3]. Let alone research work, a large number of students focus more on BCS related studies than their respective academia study. Bangladesh Civil Service all the more famously known by its abbreviation BCS, is the common help of the Government of Bangladesh[4].

It started from the Central Superior Services of Pakistan[5]. Since freedom it has been referred to by Act as Bangladesh Civil Service. Bangladesh Public Service Commission (BPSC) is the primary strategy setting and enlistment assemblage of BCS. BCS has 28 framework administrations[6]. Strangely, numerous alumni sit tight quite a while in anticipation of the BCS test, doing nothing meanwhile[7]. All their time

is spent remembering from BCS manuals, not in any event, considering any beneficial wellsprings of salary. Curiously, open libraries are a mainstream hotspot for BCS examinees to attempt to shake it and make it[8]. The report states, "shares in the previous decades, Brazil has pushed for the development of dam extends over it's the amazon bowl. Endeavors will be made to remember applicable subjects for pakistan's higher learning, with an oceanic college scheduled to be built up[9]. willful targets are desirable over required amounts the proposition to acquaint an obligatory standard framework with put ladies in financial decision-making jobs is key inquiry is to what extent do the impacts of shares last[10]. quantities and other governmental policy regarding minorities in society arrangements plan to improve balance of chance and increment assorted variety by tending to the under-portrayal of minority bunches in a scope of various areas, for example, legislative issues, advanced education and the executives. A conversation of the advantages and disadvantages of portions and other[10].

Equivalent compensation to all representatives accomplishing work requiring a similar level of insight and limit, equivalent open doors for headway, similarly positive conditions and equivalent interest in retirement recompenses, and sets equivalent expectations upon the workers[11]. The terms administration and common help are prevalent utilized as equivalent words. Organization is a general structure which includes representatives. It runs the organization of the state as per the strategies and laws of the legislature political executive. In a tight sense the term organization is utilized to indicate those significant and more elevated level community workers who possess top level situations in the state organization. Ration or common assistance assumes a key job in running the open organization[12]. It runs the organization of the state as indicated by the approaches and laws of the legislature political executive. In a restricted sense the term organization is utilized to mean those significant and more elevated level local officials who possess top level situations in the state organization[13]. workers other than holders of political and legal workplaces, who perform common capacities in light of a legitimate concern for the overall population and who are paid by the legislature[14]. The main objectives of the research are identifying the key motive of BCS inclination, evaluating the power-relation with

BCS cadre chooses of candidates, identifying the long-term consequences of this inclination and identifying the solutions to come out from this problem.

### METHODOLOGY OF THE STUDY

For the purpose of this study, both quantitative and qualitative methods have been used. The field work for this study was carried out in two phases. In first phase, we went to the students of our university and talked directly conducting a questionnaire survey. Here, they expressed their views and opinion about trust in power is the key motive of BCS inclination according to questionnaire. In second phase, the study focus on the semi-structured questionnaire, conversations, and interviews were used as tools for this phase. The data are processed analyzed by various computer techniques like Microsoft office, excel, SPSS and statistical tools.

Bangabandhu Sheikh Mujibur Rahman Science & Technology University has been selected for this study which is located in the southern part of Bangladesh at Gopalganj district, Dhaka division. In this study, 50 respondents were selected to collect information about the research.

This study is based on both primary and secondary data in accordance with the objectives and activity chart as developed with the research proposal

Primary data collected by taking interview from study area using random sampling method. The study mostly based on primary data and it includes exploration of the field. A sample of 50 respondents of the university has been selected randomly. Both interview and observation techniques are applied to see trust in power is the main reason of BCS trend. Secondary data collected from the related books, reports, newspapers, enactments, statutes, project documents, social statistics, annual reports, official directive papers, grey writing and periodical articles.

### RESEARCH FINDINGS

Bangladesh Public Service Commission a constitutional body established primarily recruit persons for various services and posts in the government. It is also involved in decision processes relating to other service matters such as promotion, posting, transfer, discipline, and appeal of the government servants.

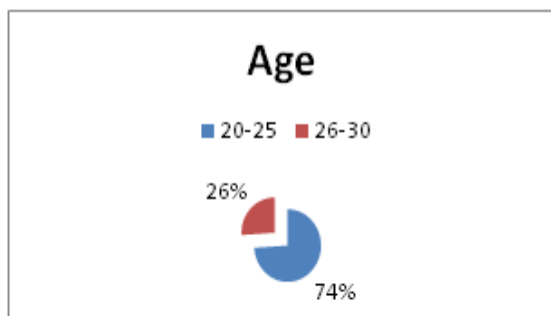
#### Age Distribution of the Respondent

In this statement shows that, maximum respondent age lined between 20-25 years, on the other

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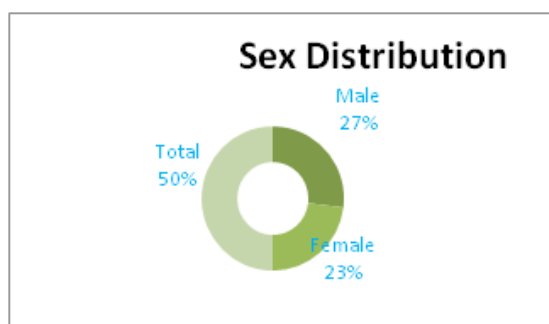
hand respondent are 26-30 years where belonged to 74% & 26% are respondent.

The Figure 01 relating to age distribution of the respondent in the study area has been shown. It was observed that that the highest numbers of the people age were 20- 25.



**Figure1.** Age distribution of the respondent

### Sex Distribution of the Respondent

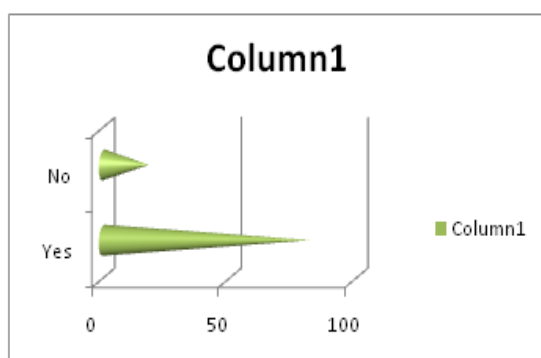


**Figure2.** Sex distribution of the respondent

The survey was shows that 54% respondent were male while 46% respondent were female in the study area. Figure 02 related to sex distribution of the respondent in the study area has shown. It is found figure that majority of respondent was male in study area.

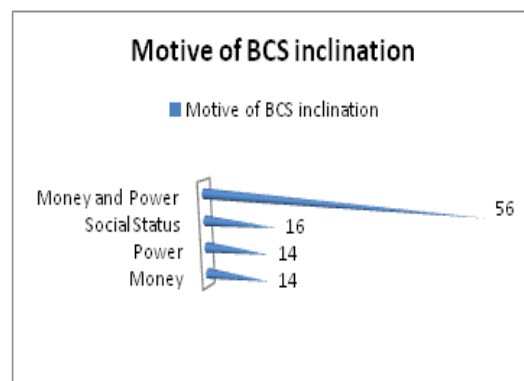
### Interested in BCS Exam

The survey Figure 03 was shows that 82% respondent were Yes while 18% respondent were No in the study area. It is found figure that majority of respondent want to give BCS examination



**Figure3.** Interested in BCS exam

### Motive of BCS Inclination

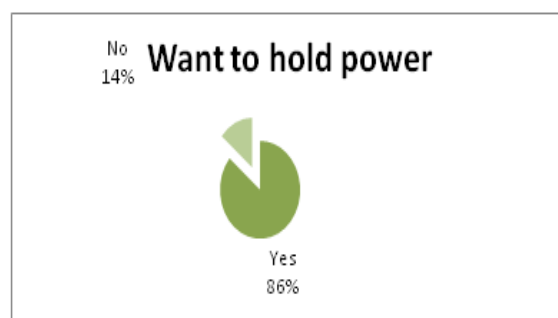


**Figure4.** Motive of BCS inclination

In this statement, Figure 04 represent that most of the people are want to attend on BCS exam. Basically they are interested for money & power of ratio are 56%.on the other hand money, power and social status are respondents on 14%, 14% and 16%. It is found that above the figure that money and power was the most reason of interest in BCS exam.

### Causes of Interest in BCS (Power)

In this study most of the people are seems to BCS cadre are hold on power. This research found that 86% people are agreeing to want to be BCS cadre for hold power. Figure 05 relating to most of the people are agreed to BCS cadre is the best way to hold power. In the study area has shown. It is found that maximum is interested in power exercise.

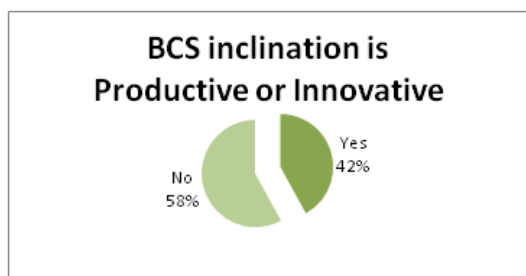


**Figure5.** Causes of interest in BCS (Power)

### Causes of Interest in BCS (Productive or Innovative)

In this study two types of respondent were observed in our area. It found that most of the people are seems this BCS inclination are not productive and innovative. The Figure 06 show that 58% people are seemed these processes are not productive and innovative. The respondent in the study has shown. The figure shows that maximum agreed the BCS process as productive

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**Figure6.** Causes of interest in BCS (Productive or Innovative)

### OPEN ENDED QUESTIONS

#### What is your first priority of cadre choice?

Maximum respondents are attracted to the admin cadre or police cadre as their first choice and minimum respondents wanted to take the tax cadre or custom cadre or others cadre services as their first choice.

#### Why have you chosen this specific service?

Respondents expressed their opinion as they interested to get government job because of it gives social status, power, money, permanency and this job gives them the scope to work for country directly they can serve the people etc.

#### How can we come out from this inclination?

Most of the respondents said that the BCS system must be changed like as the question pattern, specialization and some have stated that we never come out if the government is not be moderated like politicization, lack of separation of power etc.

### RESULT AND DISCUSSION

Who showed no interest among them some respondents wanted to go aboard, some were interested to do private job or some were frustrated. The main motive to sit for BCS exam is to hold power and money about 54% and wanted only money and only power is respectively the same about 14% and social status was about 16%. If they have chance to hold power then they wanted to hold power was about 86% and 14% never want to hold power. Some respondents who wanted to hold power thought it is the ultimate goal of desiring to be BCS cadre. They thought that power is the ultimate thing after achieving other things like money, car, home, land and etc come automatically. Most of the respondents about 52% thought that the examination system of BCS was not innovative or productive and about 48% respondents disagreed with this. To select the cadre most of the respondents first gave priority on which cadre have more opportunities to earn money and power

like police, administration and taxation rather than service and different BCS cadre like education, BCS agriculture, Ansar, BCS health and technical cadre get less priority because they thought this cadres have less scope to access power, money, opportunities and social status. Most of the candidates gather their experiences from society that there are four royal cadres in Bangladesh BCS that are the BCS Administration, BCS Economic, BCS Police and Foreign cadre.

### RECOMMENDATIONS

- Government should stringently embark upon the mishandling of power and cultivate a sagacity to serve up the people and generate a sense that they are the servants of the republic and citizens are person over them.
- Above all, the government should make an effort to pledge one and the same rights and opportunity of every employee of government as well as private sector of Bangladesh by ensuring balance development and make sure that to serve up the people are the superior above all.
- The BPSC should give the real autonomy that would be able the BPSC to take action independently and make sure the recruitment of meritorious as BCS official. Corruption in evaluation and viva exam against them to uphold their image.
- A government needs to act out a down-to-earth and encircling Civil Service Act that reflects the expectations of citizen without any disputes to provide service.
- Merit-based recruitment and promotion system in civil service is a must for a competent and energetic administration.
- The Government should set up a permanent pay commission that will update the salary of the public employees time to time taking the economic indicators of our country into consideration.
- This issue requires more research and examinations, so researchers, experts, and academicians should come forward with more analysis and recommendations that can enhance the administrative wheel or research based organization of our country and also reduces the concept of misuse power.

### CONCLUSION

In fine, it may be said, if we wish for to establish an impartial and well-organized civil service for the betterment of the nation, we have to implement the above recommendations. For

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government, from running the day- to- day activities to implement long-term goals, government officials, especially the civil servants are essential with an efficient set of civil servants, the catalyst, a nation can go a long way. That is why, it is obvious that the main goal of a civil servant is and should be to serve the nation from every possible angle. Previously, we couldn't see the inclination of BCS cadre in our country but at present there are massive facilities given to the civil servants for that reason numerous students of our country want to BCS cadre because power is exercised by the civil servants in our country.

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