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PUBLIC SECTOR ENTERPRISES

LAST SESSION 04

PAST PAPER QUESTIONS 2000 TO 2022



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ





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Key Challenges & Issues

- 1) *Heterogeneous (متضاد) Governance Regime*
- 2) *Complex Internal Rules & Policies*
- 3) *Structural Issues*
- 4) *Weak Board of Directors*
- 5) *Budget Constraints*
- 6) *Weak Compliance with Corporate Governance Rules*
- 7) *Politicization*
- 8) *Incompetent and uncommitted management*
- 9) *High Inefficiency and lack of discipline*
- 10) *Lack of contemporary Skillsets*
- 11) *Poor employees performance*
- 12) *Absence of Performance Management System*
- 13) *Lack of Performance Audit*
- 14) *Corruption*
- 15) *Outdated organizational culture*
- 16) *Lack of innovation and Advancement*
- 17) *Unadoptibility of Modern Technologies*
- 18) *Personal Goals preference rather than organization goals*

HUMAN RESOURCE MANAGEMENT

REFORMS & WAY FORWARD

Key Challenges & Issues

HUMAN RESOURCE MANAGEMENT

REFORMS & WAY FORWARD



PUBLIC SECTOR ENTERPRISES

PAST PAPER QUESTIONS

Course Outline

- 1) Understanding (What are Public Sector Enterprises)**
- 2) Key Challenges**
- 3) Reforms & Way forward**
- 4) Past Papers Questions/Live Discussion & Soloution**
- 5) Suggested Readings**



FEDERAL PUBLIC SERVICE COMMISSION
COMPETITIVE EXAMINATION-2020
FOR RECRUITMENT TO POSTS IN BS-17
UNDER THE FEDERAL GOVERNMENT
PUBLIC ADMINISTRATION

Roll Number

TIME ALLOWED: THREE HOURS	PART-I (MCQS)	MAXIMUM MARKS = 20
PART-I(MCQS): MAXIMUM 30 MINUTES	PART-II	MAXIMUM MARKS = 80
NOTE: (i) Part-II is to be attempted on the separate Answer Book. (ii) Attempt ONLY FOUR questions from PART-II. ALL questions carry EQUAL marks. (iii) All the parts (if any) of each Question must be attempted at one place instead of at different places. (iv) Write Q. No. in the Answer Book in accordance with Q. No. in the Q.Paper. (v) No Page/Space be left blank between the answers. All the blank pages of Answer Book must be crossed. (vi) Extra attempt of any question or any part of the question will not be considered.		

Q. No. 4. Describe the role of government in HRM at enterprise level. Elaborate key challenges in Public sector enterprises in Pakistan and way forward. **(20)**

Q. No. 8. Write comprehensive notes on the following:- **(10 each) (20)**

(a) Public Business Re-Engineering



FEDERAL PUBLIC SERVICE COMMISSION
COMPETITIVE EXAMINATION FOR
RECRUITMENT TO POSTS IN BS-17
UNDER THE FEDERAL GOVERNMENT, 2015

Roll Number

PUBLIC ADMINISTRATION

TIME ALLOWED: THREE HOURS	PART-I (MCQS)	MAXIMUM MARKS = 20
PART-I(MCQS): MAXIMUM 30 MINUTES	PART-II	MAXIMUM MARKS = 80
NOTE: (i) Part-II is to be attempted on the separate Answer Book . (ii) Attempt ONLY FOUR questions from PART-II . ALL questions carry EQUAL marks. (iii) All the parts (if any) of each Question must be attempted at one place instead of at different places. (iv) Candidate must write Q. No. in the Answer Book in accordance with Q. No. in the Q.Paper. (v) No Page/Space be left blank between the answers. All the blank pages of Answer Book must be crossed. (vi) Extra attempt of any question or any part of the attempted question will not be considered.		

Q. No. 3. Critically examine the structure and functions of public corporations. What are the major causes of wide spread inefficiencies in the public sector enterprises of Pakistan? **(20)**

HRM (ORG & PSE)	Public Administration CSS 2010	<p>Q.7. Human Resource Management (HRM) is a contemporary approach to managing people in business organizations. What are the salient features of HRM model? Do you think this model is being applied to reform public personnel system in Pakistan?</p> <p>Q.8 Discuss the functions and organizational structure of Federal Government of Pakistan including administrative relations between federal ministries and federal bodies such as commissions, authorities, boards and state-owned enterprises.</p>
HRM (ORG & PSE)	Public Administration CSS 2009	Q.5. How and why governments implement public programmes by hiring the private sector to do work for them. In writing your answer also discuss the concepts of privatization and public private partnership. (20)
HRM (ORG & PSE)	Public Administration CSS 2006	Q.5. What is the importance of Public Private Partnership in Effective Governanace? Discuss the concept of Public Private Partnership with exmample from Pakistan.
HRM (ORG & PSE)	Public Administration CSS 2001	Define the Term Privitaziation in the context of Pakistan. How can privitaziation be useful in transforming the manufacturing and service sector of Pakistan? Answer this question in the light of the Privitaziation Policy of Govt of Pakistan

HRM	Public Administration CSS 2002	Write short notes on any Two of the following Crises in Public Corporation of Pakistan
HRM	Public Administration CSS 2005	Public Corporations are created because Govt departments are not conducive to initiative and flexibility required in modern times. Discuss as to what extent these objectives have been achieved by public corporation in Pakistan. give examples where possible?

HRM (ORG & PSE)	Public Administration CSS 2010	Q.7. Human Resource Management (HRM) is a contemporary approach to managing people in business organizations. What are the salient features of HRM model? Do you think this model is being applied to reform public personnel system in Pakistan?
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- ❖ HRM is a contemporary approach to managing people in business organizations.
- ❖ What are the salient features of HRM model?
- ❖ Do you think this model is being applied to reform public personnel (Employees) system in Pakistan?

HRM (ORG & PSE)	Public Administration CSS 2010	Q.8 Discuss the functions and organizational structure of Federal Government of Pakistan including administrative relations between federal ministries and federal bodies such as commissions, authorities, boards and state-owned enterprises.
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- ❖ Discuss organizational structure of Federal Government of Pakistan
- ❖ Discuss functions of Federal Government of Pakistan
- ❖ Describe administrative relations between federal ministries and federal bodies such as commissions, authorities, boards and state-owned enterprises.

HRM (ORG & PSE)	Public Administration CSS 2009	Q.5. How and why governments implement public programmes by hiring the private sector to do work for them. In writing your answer also discuss the concepts of privatization and public private partnership. (20)
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- ❖ How governments hire the private sector for the competition of public Projects.
- ❖ Why governments implement public programmes by hiring the private sector to do work for them.
- ❖ In writing your answer also discuss the concepts of **privatization** and **public private partnership**.

HRM (ORG & PSE)	Public Administration CSS 2006	Q.5. What is the importance of Public Private Partnership in Effective Governanace? Discuss the concept of Public Private Partnership with exmample from Pakistan.
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- ❖ What is the **importance** of **Public Private Partnership in Effective Governanace**?
- ❖ Discuss the concept of Public Private Partnership with exmample from Pakistan.

HRM (ORG & PSE)	Public Administration CSS 2001	Define the Term Privitaziation in the context of Pakistan. How can privitaziation be useful in transforming the manufacturing and service sector of Pakistan? Answer this question in the light of the Privitaziation Policy of Govt of Pakistan
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❖ Define the Term **Privitaziation** in the context of Pakistan.

❖ How can privitaziation be useful in transforming the **(Business Sector)** manufacturing and service sector of Pakistan?

❖ (Answer this question in the light of the **Privitaziation Policy** of Govt of Pakistan)

HRM	Public Administration CSS 2002	Write short notes on any Two of the following Crises in Public Corporation of Pakistan
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❖ Crises (Issues) in Public Corporation /(Companies) of Pakistan

HRM	Public Administration CSS 2005	Public Corporations are created because Govt departments are not conducive to initiative and flexibility required in modern times. Discuss as to what extent these objectives have been achieved by public corporation in Pakistan. give examples where possible?
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- ❖ Public Corporations are created because Govt departments are not conducive to initiative and flexibility required in modern times.
- ❖ Discuss as to what extent these objectives have been achieved by public corporation in Pakistan.
- ❖ Give examples where possible?



- QnA