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This just in:

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close



- [Home](#)
- [Blogs](#)
- [Classroom Programme](#)
- [Interview Guidance](#)
- [Online Programme](#)
- [Drishti Store](#)
- [DLP](#)
- 

Language: [EN](#)

[Search](#)

[RSS](#)

[Cart](#)

[Classroom](#)

Menu

- [About us](#)
  - [General Introduction](#)
  - [Drishti - The Vision Foundation](#)
  - [Drishti Publications](#)
  - [Drishti Media](#)
  - [Managing Director](#)
  - [Infrastructure](#)
- [Prelims](#)
  - [About Civil Services](#)
  - [Syllabus & Strategy](#)
    - [UPSC Prelims Syllabus](#)
    - [GS Prelims Strategy](#)
  - [Prelims Analysis](#)
  - [Previous Years Papers](#)
    - [GS Paper-I \(Year Wise\)](#)
    - [GS Paper-I \(Subject Wise\)](#)
  - [CSAT](#)
    - [CSAT Strategy](#)
    - [CSAT MCQs](#)
    - [Previous Years Papers](#)
  - [Prelims Special](#)
    - [Sambhav - 2024](#)
    - [PT Sprint 2023](#)
    - [Sambhav - 2023](#)
    - [Path To Prelims](#)
    - [60 Steps To Prelims](#)
    - [Prelims Refresher Programme 2020](#)
    - [PT Sprint 2022](#)
  - [UPSC CSE Results](#)
- [Practice Quiz](#)
  - [Daily Editorial Based Quiz](#)
  - [Monthly Editorial Quiz Consolidation](#)
  - [Path To Prelims](#)



- [60 Steps To Prelims](#)
- [CA Quiz Consolidation](#)
- [Current Affairs](#)
- [State PCS Quiz](#)
- [Previous Year Papers](#)
- [Economic Survey](#)
- [Weekly Revision MCQs](#)
- [Down To Earth](#)
- [Yojana / Kurukshetra](#)
- [NCERT BOOKS](#)
- [CSAT](#)
- [Mains & Interview](#)
  - [Optional Subjects](#)
  - [Mains Special](#)
    - [Sambhav - 2024](#)
    - [Mains Marathon 2023](#)
    - [Sambhav - 2023](#)
    - [Mains Marathon 2022](#)
    - [Be MAINS Ready](#)
      - [2021](#)
      - [2020](#)
      - [2019](#)
  - [Mains Syllabus & Strategy](#)
    - [Mains GS Syllabus](#)
    - [Mains GS Strategy](#)
  - [Mains Answer Writing Practice](#)
  - [Essay](#)
    - [Essay Strategy](#)
    - [Fodder For Essay](#)
    - [Model Essays](#)
    - [Previous Years Papers](#)
  - [Ethics](#)
    - [Ethics Strategy](#)
    - [Ethics Case Studies](#)
    - [Engage in Ethics](#)
    - [Ethics Previous Years Q&As](#)
  - [Mains Previous Years](#)
    - [Papers By Years](#)
    - [Papers By Subject](#)
  - [Mains Solved Papers](#)
    - [Papers By Years](#)
    - [Papers By Subject](#)
  - [Personality Test](#)
    - [Interview Strategy](#)
    - [Interview Guidance Programme](#)
  - [UPSC CSE Results](#)
- [Current Affairs](#)
  - [Daily News & Editorial](#)
  - [Daily CA MCQs](#)
  - [Weekly Revision MCQs](#)
  - [Sansad TV Discussions](#)
  - [Monthly CA Consolidation](#)
  - [Monthly Editorial Consolidation](#)
  - [Monthly MCO Consolidation](#)
  - [Monthly Editorial Quiz Consolidation](#)
- [Drishti Specials](#)
  - [Inspirational Icons](#)
  - [Manthan](#)
  - [Sambhav](#)



- [2024](#)
- [2023](#)
- [To The Point](#)
- [Infographics and Maps](#)
- [Important Institutions](#)
- [Learning Through Maps](#)
- [PRS Capsule](#)
- [Summary Of Reports](#)
- [Gist Of Economic Survey](#)
- [Study Material](#)
  - [NCERT Books](#)
  - [NIOS Study Material](#)
  - [IGNOU Study Material](#)
- [Test Series](#)
  - [UPSC](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [BPS](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [UPPCS](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [RAS/RTS](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [MPPSC](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [HPSC](#)
    - [Prelims Test Series](#)
    - [Mains Test Series](#)
  - [Other Competitive Exams](#)
    - [CAPE](#)
    - [EPFO](#)
- [State PCS](#)
  - [Bihar](#)
  - [Chhattisgarh](#)
  - [Rajasthan](#)
  - [Uttar Pradesh](#)
  - [Haryana](#)
  - [Jharkhand](#)
  - [Uttarakhand](#)
  - [Madhya Pradesh](#)
- [Videos](#)
  - [Important Institutions](#)
  - [Daily Editorial Analysis](#)
  - [YouTube PDF Downloads](#)
  - [Mindmap For UPSC](#)
  - [Daily Current Affairs](#)
    - [Science & Tech](#)
    - [International Relations](#)
    - [Indian Culture & Historical Events](#)
    - [Polity & Nation](#)
    - [Economic Development](#)
    - [Ecology & Environment](#)
  - [Weekly Practice Questions](#)
  - [Important Government Schemes](#)
  - [Strategy By Toppers](#)



- [Ethics - Definition & Concepts](#)
- [Mastering Mains Answer Writing](#)
- [Places in News](#)
- [UPSC Mock Interview](#)
- [IFoS Mock Interview](#)
- [PCS Mock Interview](#)
  - [UPPSC](#)
  - [BPSC](#)
- [Interview Insights](#)
- [Prelims 2019](#)
- [Study Plan](#)
- [Product Promos](#)
- [Quick Links](#)
- [Drishiti Store](#)

close

- [Blog](#)

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- [About Civil Services](#)
- [Syllabus & Strategy](#)
  - [UPSC Prelims Syllabus](#)
  - [GS Prelims Strategy](#)
- [Prelims Analysis](#)
- [Previous Years Papers](#)
  - [GS Paper-I \(Year Wise\)](#)
  - [GS Paper-I \(Subject Wise\)](#)
- [CSAT](#)
  - [CSAT Strategy](#)
  - [CSAT MCQs](#)
  - [Previous Years Papers](#)
- [Practice Quiz](#)
- [Weekly Revision MCQs](#)
- [60 Steps To Prelims](#)
- [Prelims Refresher Programme 2020](#)



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- [Mains Syllabus & Strategy](#)
  - [Mains GS Syllabus](#)
  - [Mains GS Strategy](#)
- [Mains Answer Writing Practice](#)
- [Essay](#)
  - [Essay Strategy](#)
  - [Fodder For Essay](#)
  - [Model Essays](#)
  - [Drishti Essay Competition](#)
- [Ethics](#)
  - [Ethics Strategy](#)
  - [Ethics Case Studies](#)
  - [Ethics Discussion](#)
  - [Ethics Previous Years Q&As](#)
- [Mains Previous Years](#)
  - [Papers By Years](#)
  - [Papers By Subject](#)
- [Mains Solved Papers](#)
  - [Papers By Years](#)
  - [Papers By Subject](#)
- [Be MAINS Ready](#)
- [Awake Mains Examination 2020](#)
- [Personality Test](#)
  - [Interview Strategy](#)
  - [Interview Guidance Programme](#)

## Current Affairs

- [Daily News & Editorial](#)
- [Daily CA MCQs](#)
- [Weekly Revision MCQs](#)
- [Sansad TV Discussions](#)
- [Monthly CA Consolidation](#)
- [Monthly Editorial Consolidation](#)
- [Monthly MCQ Consolidation](#)

## Drishti Specials

- [To The Point](#)
- [Mind Map](#)
- [Important Institutions](#)
- [Learning Through Maps](#)
- [PRS Capsule](#)
- [Summary Of Reports](#)
- [Gist Of Economic Survey](#)



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- [NCERT Books](#)
- [NIOS Study Material](#)
- [IGNOU Study Material](#)
- [Yojana & Kurukshetra](#)

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- [Bihar](#)
- [Chhatisgarh](#)
- [Rajasthan](#)
- [Uttar Pradesh](#)
- [Haryana](#)
- [Jharkhand](#)
- [Uttarakhand](#)
- [Madhya Pradesh](#)

## Test Series

- [UPSC Prelims Test Series](#)
- [UPSC Mains Test Series](#)
- [UPPCS Prelims Test Series](#)
- [UPPCS Mains Test Series](#)
- [BPSC Prelims Test Series](#)
- [RAS/RTS Prelims Test Series](#)

## Videos

- [Important Institutions](#)
- [Daily Editorial Analysis](#)
- [YouTube PDF Downloads](#)
- [Strategy By Toppers](#)
- [Ethics - Definition & Concepts](#)
- [Mastering Mains Answer Writing](#)
- [Places in News](#)
- [UPSC Mock Interview](#)
- [IFoS Mock Interview](#)
- [PCS Mock Interview](#)
- [Interview Insights](#)
- [Important Government Schemes](#)
- [Prelims 2019](#)
- [Study Plan](#)
- [Product Promos](#)



## Be Mains Ready

- [Home](#)
- Be Mains Ready

Show Menu

[All GS Paper 1](#) [GS Paper 2](#) [GS Paper 3](#) [GS Paper 4](#) [Essay](#) [Revision Tests](#)

- 23 Aug 2019 [GS Paper 4 Theoretical Questions](#)

**Examine how an organisation's work culture impacts or imparts ethics towards society at large. (250 words)**

### Approach

#### Approach

- Write about the Work culture of an organisation.
- Explain the factors influencing the ethics of society at large.
- Define work culture and explain with examples of how it impacts societal ethics.

#### Introduction

- The work culture of any organization significantly impacts ethics of society at large. Work culture is regarded as a set of practices, values and shared beliefs within an organization. It has a significant role in the way an organization functions. It is a way of life at the workplace, the way culture is a way of life of society.
- Ethics form an essential part of the foundation on which a civilized society is built. Ethics of



society is shaped not only by individual factors like values, attitudes of people but also by other situational factors like cultural norms, industry and organizational norms.

## Body

The work culture of an organization impacts society in the following ways:

### Quality of Human Resources

- Private organizations (MNCs) promote efficiency, workmanship, professionalism and a spirit of innovation among the employees which are critical for the growth of any society.
- Similarly, the public sector in India is known for its service motive and social ethos which helps in creating a socially just society.
- Competition within a hierarchical framework of any organization helps in nurturing leadership through rewards, punishments and incentives.

### Foundational Values of Organization

- *Organizations* with elite orientation or aristocratic mindset and complacency or '*chalta hai attitude*' inculcate similar attitude among the employees which is reflected in their behaviour outside the organization as well.
- Many organizations promote sensitivity towards marginalized sections by sensitive training targeted towards women, persons with disabilities, etc.
- Enforcement of Corporate Social Responsibility (CSR) norms in private organizations promotes the altruistic and egalitarian society. Moreover, CSR works oriented towards environment and nature conservation helps in promoting climate change sensitivity.

### Ends and Objectives of Organization

- Organizations working purely on a profit basis neglecting the societal impacts of their work tend to create unethical attitude among people.
  - For eg.: Companies indulged in liquor and tobacco products work purely on profit basis without considering negative externalities.

### Quality and Service Delivery

- The attitude and mindset of leaders of organizations tend to reflect on society as a whole.
  - For eg.: Japan's Total Quality Movement (TQM) of the 1930s initiated by Walter A. Shewhart implemented at Western Electric Company created the basis for Japan's rapid industrialization.
  - Similarly, it was the vision of Metro man of India, E Sreedharan which created one of the most successful metro projects ever, which is known for its service delivery and efficient working.

## Conclusion

Thus, both society and the organization's work culture have a direct correlation. Both influence the ethical framework of people and are relevant to the social fabric of any society.

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- ['+title+'](#)

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'Test 2', 'Essay Test 2', 'Indian Society', 'Modern India', 'India After Independence + World History', 'Art &
Culture', 'Geography', 'Test 3', 'Essay Test 3', 'Indian Society', 'Modern India', 'Post Independence', 'Art &
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& Ecology', 'Internal Security', 'Science & Technology', 'Disaster Management', 'Test 5', 'Essay Test 7',
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state-default").on("mouseenter", function() { var dayprefix=""; if(parseInt($(this).text())
= 1) { clearInterval(fadeInInterval); } else { opacity += 0.1; form.style.opacity = opacity; } }, 20); //
Adjust the interval as needed for the desired speed // Add click event listener to document to close form
when clicking outside document.addEventListener("click", closeFormOnClickOutside); } function
closeForm() { var form = document.getElementById("myForm"); var opacity = 1; // Gradually decrease
opacity to 0 var fadeOutInterval = setInterval(function () { if (opacity
```



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if(current_location > screen_middle){ box.style.left = (screen_width_resize_after-xx) + 'px'; } else {
box.style.left = x + 'px'; } } var screen_width_resize_before = screen_width_resize_after; });
document.addEventListener('scroll',(event) => { var box_top=parseInt(box.style.top, 10); var
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window.innerWidth : screen.width; if(width >= 700){ setTimeout(function(){ $(".float-tg" ).show("slow");
},10); } setTimeout(function(){ $(".float-cross" ).show("slow"); },10); $(".float-fb").animate({ top:
"+=8%", }, 500 ); $(".float-tw").animate({ top: "+=16%", }, 600 ); $(".float-rs").animate({ top: "+=24%",
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}, 700 ); $(".float-ig").animate({ top: "+=32%", }, 800 ); $(".float-pn").animate({ top: "+=40%", }, 900 );
$(".float-wp").animate({ top: "+=48%", }, 1000 ); if(width >= 700){ $(".float-tg").animate({ top:
"+=56%", }, 1000 ); } sessionStorage.setItem("remove_social_icons", "0"); }
$(document).ready(function(){ var value = sessionStorage.getItem("remove_social_icons"); if(value ==
'1'){ remove_social_float_icons(); } }); // function to close the popup function closePopup() { var modal =
document.getElementById("myModal"); modal.style.display = "none"; } // function to open the popup
function openPopup() { var modal = document.getElementById("myModal"); modal.style.display =
"block"; } // Added the code - If user click on anywhere outside the popup $('body').click(function(e) {
$('#myModal').hide(); }); $('#popclose').on('click',function(e) { $('#myModal').css('display','none'); }); //
automatically open the popup on page load window.onload = openPopup; $(document).ready(function(){
if(screen.width { button.addEventListener('click', btnEvent => { // console.log(button.id); $.ajax({
method: "POST", url: "https://www.drishtiiias.com/search/", data:{ 'id': button.id, 'search': search },
headers: { 'X-CSRF-TOKEN': $('[name = "_csrfToken"]').val() }, success: function(result){
$('body').html(result); }, error: function(error){ console.log(error) } }) }) $(document).ready(function(){
//alert(getCookie('isLogin')); if(getCookie('isLogin')==1) { $('#myAccountDiv').css('display','inline-block');
$('#loginLink').css('display','none'); $('#registerLink').css('display','none');
$('#makeNoteLoginLink').css('display','inline-block'); $('#makeNoteLink').css('display','none');
$('#makeNoteOptionDiv').css('display','inline-block'); } else { $('#myAccountDiv').css('display','none');
$('#loginLink').css('display','inline-block'); $('#registerLink').css('display','inline-block');
$('#makeNoteLoginLink').css('display','none'); $('#makeNoteLink').css('display','inline-block');
$('#makeNoteOptionDiv').css('display','none'); } }); function getCookie(name) { var match =
document.cookie.match(RegExp("(?:^|;)\s*" + name + "=(.*)")); return match ? match[1] : null; } var
regex = /^[a-zA-Z0-9_+]+\@((([a-zA-Z0-9-])+\.)+([a-zA-Z0-9]{2,4})+)$/; var phonex = /^[0-9 ]+$/;
$('#newsletterfrm').submit(function(e){ var msg=true; var txtname=$('#txtname').val(); var
txtname=$('#txtname').val(); $('#nmsg').html(""); //$('#input-error').remove(); if(txtname.trim()==){
$('#txtname').addClass('input-error'); msg=false; }else{ $('#txtname').removeClass('input-error'); }
if(txtname.trim()==){ $('#txtname').addClass('input-error'); msg=false; }else
if(!regex.test(txtname)){ $('#txtname').addClass('input-error'); msg=false; }else{
$('#txtname').removeClass('input-error'); } if(msg){ var form=$('#newsletterfrm').serialize(); $.ajax({
type: "POST", url: "https://www.drishtiiias.com/pages/newsletterfrm", data: form, success: function(data){
if(data=='already'){ $('#nmsg').html('Email address already in use'); }else if(data=='add'){
$('#nmsg').html('Thank you for subscribing to our newsletter. '); $('#txtname').val("");
$('#txtname').val(""); }else{ $('#nmsg').html('Oops! something went wrong, Please try again'); }
//$('#nloader').hide(); }, error: function(error,errortype,errorstatus){ alert(errortype);
//$('#nloader').hide(); } }); } e.preventDefault(); }); $('#smsalertfrm').submit(function(e){ var msg=true;
var txtmobile=$('#txtmobile').val(); $('#nmmsg').html(""); //$('#input-error').remove();
if(txtmobile.trim()==){ $('#txtmobile').addClass('input-error'); msg=false; }else
if(txtmobile.trim().length!=10){ $('#txtmobile').addClass('input-error'); msg=false; }else
if(!phonex.test(txtmobile)){ $('#txtmobile').addClass('input-error'); msg=false; }else{
$('#txtmobile').removeClass('input-error'); } if(msg){ var form=$('#smsalertfrm').serialize();
//$('#nmloader').show(); $.ajax({ type: "POST", url: "https://www.drishtiiias.com/pages/smsalertfrm", data:
form, success: function(data){ if(data=='already'){ $('#nmmsg').html('Phone number already in use');
}else if(data=='add'){ $('#nmmsg').html('Thank you for subscribing to our SMS Alerts. ');
$('#txtmobile').val(""); }else{ $('#nmmsg').html('Oops! something went wrong, Please try again'); }
//$('#nmloader').hide(); }, error: function(error,errortype,errorstatus){ alert(errortype);
//$('#nmloader').hide(); } }); } e.preventDefault(); }); $('#subscriptionfrm').submit(function(e){ var
msg=true; var txtname=$('#name').val(); var txtname=$('#emailaddress').val(); var
txtmobile=$('#phone').val(); $('#contactmsg').html(""); //$('#input-error').remove();
if(txtname.trim()==){ $('#name').addClass('input-error'); msg=false; }else{
$('#name').removeClass('input-error'); } if(txtname.trim()==){ $('#emailaddress').addClass('input-
error'); msg=false; }else if(!regex.test(txtname)){ $('#emailaddress').addClass('input-error'); msg=false;
}else{ $('#emailaddress').removeClass('input-error'); } if(txtmobile.trim()==){
$('#phone').addClass('input-error'); msg=false; }else if(txtmobile.trim().length!=10){
$('#phone').addClass('input-error'); msg=false; }else if(!phonex.test(txtmobile)){
$('#phone').addClass('input-error'); msg=false; }else{ $('#phone').removeClass('input-error'); }
if($('#dailyupdates').prop("checked") == false && $('#examnewsletter').prop("checked") == false &&
$('#fullnewsletter').prop("checked") == false && $('#sms').prop("checked") == false) {
$('#contactmsg').css('display','block'); $('#contactmsg').addClass('error'); $('#contactmsg').html('No
option selected, please select at least one option. '); msg=false; } if(msg){ $('#loader').css('display','block');
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var form=$('#subscriptionfrm').serialize(); $.ajax({ type: "POST", url:
"https://www.drishtiiias.com/subscription", data: form, success: function(data){
$('.loader').css('display','none'); if(data=='success'){ $('#contactmsg').css('display','block');
$('#contactmsg').removeClass('error'); $('#contactmsg').html('Thank you for subscribing to our
subscription. You will hear from us soon. '); $('#name').val(""); $('#emailaddress').val(""); $('#phone').val("");
}else{ $('#contactmsg').css('display','block'); $('#contactmsg').addClass('error');
$('#contactmsg').html('Oops! something went wrong, Please try again'); } }, error:
function(error,errortype,errorstatus){ $('.loader').css('display','none'); alert(errortype);
//$('#nloader').hide(); } }); } e.preventDefault(); }); $('#testseriesfrm').submit(function(e){ var msg=true;
var txtnname=$('#firstname').val(); var txtnemail=$('#emailaddress').val(); var
txtnmobile=$('#phonenumber').val(); $('#contactmsg').html(""); //$('#input-error').remove();
if(txtnname.trim()==""){ $('#firstname').addClass('input-error'); msg=false; }else{
$('#firstname').removeClass('input-error'); } if(txtnemail.trim()==""){ $('#emailaddress').addClass('input-
error'); msg=false; }else if(!regex.test(txtnemail)){ $('#emailaddress').addClass('input-error'); msg=false;
}else{ $('#emailaddress').removeClass('input-error'); } if(txtnmobile.trim()==""){
$('#phonenumber').addClass('input-error'); msg=false; }else if(txtnmobile.trim().length!=10){
$('#phonenumber').addClass('input-error'); msg=false; }else if(!phonex.test(txtnmobile)){
$('#phonenumber').addClass('input-error'); msg=false; }else{ $('#phonenumber').removeClass('input-
error'); } if(msg){ $('.loader').css('display','block'); var form=$('#testseriesfrm').serialize(); $.ajax({ type:
"POST", url: "https://www.drishtiiias.com/test-series-registration", data: form, success: function(data){
$('.loader').css('display','none'); //alert(data); if(data=='success'){ $('#contactmsg').css('display','block');
$('#contactmsg').removeClass('error'); $('#contactmsg').html('Thank you for choosing our test series. You
will get an email and message soon. '); $('#firstname').val(""); $('#lastname').val("");
$('#emailaddress').val(""); $('#phonenumber').val(""); }else{ $('#contactmsg').css('display','block');
$('#contactmsg').addClass('error'); $('#contactmsg').html(data); } }, error:
function(error,errortype,errorstatus){ $('.loader').css('display','none'); alert(errortype);
//$('#nloader').hide(); } }); } e.preventDefault(); }); $('#allnotes').click(function(){
$('.fixbtn.notes').removeClass('open'); $('.fixbtn.mynotes').toggleClass('open'); });
$('.mynotes,.notelist').on('click','readmore',function(){ var noteid=$(this).attr('data-noteid');
$('#note_id').val(noteid); $.ajax({ type: "POST", url: "https://www.drishtiiias.com/articles/setnote", data:
'note_id='+noteid, success: function(data){ if(data){ tinymce.get("mynote").setContent(data);
$('#mynotemsg').html(""); $('.fixbtn.notes').toggleClass('open'); }else{ alert('Oops! something went
wrong, Please try again'); } }, error: function(error,errortype,errorstatus){ alert(errortype); } }); });
$('#notelink').click(function(){ $.ajax({ type: "POST", url: "https://www.drishtiiias.com/articles/removenote",
success: function(data){ if(data=='removed'){ $('#note_id').val(""); tinymce.get("mynote").setContent("");
$('#mynotemsg').html(""); $('.fixbtn.notes').toggleClass('open'); $('.fixbtn.mynotes').removeClass('open');
}else{ alert('Oops! something went wrong, Please try again'); } }, error:
function(error,errortype,errorstatus){ alert(errortype); } }); });
$('.mynotes,.notelist').on('click','removenote',function(e){ if(confirm('Are you sure want to remove
note?')) { $('.loader').css('display','block'); var noteid=$(this).attr('data-noteid'); $.ajax({ type: "POST", url:
"https://www.drishtiiias.com/articles/deletenote", data: 'note_id='+noteid, success: function(data){
$('.loader').css('display','none'); if(data=='removed'){ $('#note-list #' +noteid+' ,.notelist
#' +noteid).css('display','none'); }else{ alert('Oops! something went wrong, Please try again'); } }, error:
function(error,errortype,errorstatus){ $('.loader').css('display','none'); alert(errortype); } }); }
e.preventDefault(); }); $("#commentfile").change(function(){ $("#file-name").text(this.files[0].name); });
$(document).ready(function(){ $('.list-toggle').click(function(){ $('.list-category').toggleClass('active');
$(this).toggleClass('active'); $('.value').text(function(i, text){ return text === "Hide Menu" ? "Show Menu"
: "Hide Menu"; }); }); $('#aside button.close').click(function(){ $('.list-category').toggleClass('active');
$('.list-toggle').toggleClass('active'); }); $('.fixbtn .btn').click(function(){ $('.fixbtn
.btn').not(this).parents('.fixbtn').removeClass('open'); $(this).parents('.fixbtn').toggleClass('open'); });
$('.fixbtn a.close').click(function(){ $(this).parents('.fixbtn').removeClass('open'); }); $('.note-
btn').click(function(){ $('.fixbtn.notes').toggleClass('open'); }); $('.viewmore a').click(function(){
$('.hide').slideToggle('active'); $(this).text(function(i, text){ return text === "View More" ? "View Less" :
"View More"; }); }); }); $('#learning-program .subheading').click(function(){ $(this).next().slideToggle();
$(this).toggleClass('open'); }); $(document).ready(function(){ $('#a.register-btn').colorbox(); });
$('#interview-slider').slick({ autoplay: true, arrows: false, dots: true });
$('#bookSession').on('click',function(e){ $.ajax({ type: "POST", data: { 'course':
$('#bookSession').data('course') }, url: "https://www.drishtiiias.com/book-online-session", success:
function(json){ var obj = JSON.parse(json); if (obj.status==200) { alert(obj.message); } else {
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alert(obj.message); window.location.reload(); } }, error: function(error,errorType,errorStatus){
alert(errorType); } }); e.preventDefault(); }); $(".popup").colorbox({iframe: true, innerWidth: 790,
innerHeight: 530}); if(screen.width = 500) { $("#scroll-top").addClass("show"); } else { $("#scroll-
top").removeClass("show"); } }); function showarchive(year,month,day=null) { // alert('be-mains-ready-
daily-answer-writing-practice-question'); return; var
url='https://www.drishtias.com/archives/'+year+'-'+month+'-'+day; location=url;
//alert(url+'/archives/'+year+'-'+month+'-'+day); }
```

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