# **HRM in Public Sector**

# Final assignment

# Sir Wajahat Gul



Syed Gohar Ali Shah

ID # 15701

MBA-72

**Question #1**

How much of a difference will it actually make in the performance of Civil servants after implementation of these reforms, if any?

**Answer:** It wont be wrong to say that The Civil Service of Pakistan has been the administrative backbone of Pakistan throughout its history. It posseses an undeniable charm for the aspirants who try their utmost best by burning the midnight oil and somehow get themselves into the much coveted circle of Civil service. But all is not rosy about our civil service. Red tapisim and performance slack has often hurt the image of such prestigious service and this ia exactly what has been tried to address in the recent civil services reforms.

In my opinion th le changes in the existing setup of civil service will go a considerable way in improving its standard. For instance, lets consider the two major changes mentioned in the above mentioned article. In the past it has been seen that when fresh aspirants join tje civil service they are very emphatic and purposefull towards their job. They show the much needed passion. But as the time goes by, their energy and committement towards their job languishes a little. They know they have the job security so that further pushes them towards procastination. This in turn has serius repurcussions for their performance. In the recent reforms, a mandatory performance review will be mandatory after 20 years of service and based on that review the Govt will hold the right to retire the employee which is not upto the performance standards. What that'll do is that it'll keep the Govt servants on their toes to not falter on performance standards. When their will be no assured path to the service till 60 years, the Govt servants will work out of their skins to assure such path which will eventually benefit pakistan.

Furthermore, an essential service at Hard areas for promotion is also a very good step. Most competent officers avoid the hard areas and prefer big cities, which keeps such hard area backward. This initiative will go a long way in paving way for prosperity in those areas. They deserve the good officers as much as the big established cities do so in my opinion these changes should have a positive impact on the overall performance standards.

**Questions #2**

In your opinion what are the positive and negative points in these reforms, please state? Suggest any changes you prefer in these reforms to make them more effective.

**Answer:**There are positive and negative aspect in almost everything. The recent civil service reforms are no exception. At the positive front it looks very attractive. The mandatory performance review is the need of the hour to set things straight in the performance spectrum of civil service. Now the civil servants will know seniority alone cant help them to survive in service. They will have to show purpose, gutso and initiative to stay alive and kicking in Civil service. Furthermore, the rotation policy is a breath of fresh air for the much ignored people of the hard area who have hardly enjoyed the services of talented officers. It will finally end the ignorance towards the hard areas. These two postive changes will go hand in hand in ensuring impovments in the existing setup.

Although i dont see a negative aspect to these reforms but the implementation part is always the most impostant thing that gets neglected. You might make all the right reform but if you cannot implement them in true letter and spirit, it'll go invain. This has been a serious problem for us throughout our history.

In my humble opinion, the reforms can further be improved by making slight changes. For instance, the Govt has deemed the performance review mandatory after 20 years of service. But alongside it the yearly performance review system must also be strengthened so that employee do not only rely on their performance when they are closing in on their 20th year.

Furthermore, the rotation policy is great but sending a disgruntled officer to the hars area is not going to make much difference. The Govt must arrange seminars to motivate their employees to volunteer themselves for hard area assignmnets so that they are self driven and motivated to do the job rather tham being forced to do so.