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**Assignment: HR in public sector**

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

Ans: if these reforms will implemented in actual form then there would be seen much difference in performance of civil servant as compare to existing performance.

If government review the performance of civil servant impartially and neutrally then government employee try to bring effective in their performance, the fair of review make the performance of government employee will effective and efficient.

Through this reform government employee bound to perform their duties outside their home province, due to which it increase the productivity of government servant and also less chance of nepotism and fraudlant activities.

It is necessary for the promotion of grade19, the government servant must provide their services in hard areas e.g. Gilgit baltistan and Balochistan for the two years, it will change the future of these hard zones like other province of Pakistan.

1. 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.

Ans: **positive point:**

* government servant performance review .
* option to retire after 20 years performance review.
* Psp/pas officer perform their duties outside of domicile province rather than their home province.
* Under these reform psp and pas officers unable to perform their services more than ten years in province and Islamabad.

**Negative points:**

* the only negative point for this reform long period of 20 years for the performance review.

So, I also suggest to reduce 20 years period into maximum 3 years, otherwise that’s all performance review reform just consider as political point securing for current 5 years tenure of government.