



Decentralized Human Resources Management and Capacity

By Aliyou Wudu

VDM Verlag Aug 2011, 2011. Taschenbuch. Book Condition: Neu. 220x150x7 mm. This item is printed on demand - Print on Demand Neuware - The major objective of this study was to examine the performance of Basona Worana Woreda in terms of decentralized HRM capacity building since 2002. To achieve this objective, literature on the subject and the existing personnel rules and directives and proclamation No. 74/2002 have been thoroughly examined. It has been discussed that the proclamation, the rules and directives are the major pillars that laid the ground for decentralized HRM within the framework of accountability. Besides, to successful achievement of the strategies and the plans, the capacity of civil servants and councilors in terms of number, educational qualifications, and trainings received have been analyzed. Data for this research were collected also from primary sources with the help of questionnaires, interviews and focus group discussions. The study was conducted in one selected Woreda in North Shoa Zone, ANRS. The total sample size of the research was 87, and 7 experts and 18 civil service committee members were also approached to supplement the responses to the questionnaires. 116 pp. Englisch.

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