

Civil service reforms

- Civil service reforms in comparison with Administrative and Governance Reforms
 - Administrative reform focuses on rationalizing structures of government
 - Governance reform refers to improvement of legal and policy frameworks, participatory systems for citizen involvement and transparent systems for accountability
 - In both administrative and governance reforms, **civil service reforms are essential to reshaping the behaviour of human beings in initiating and managing all these changes sustainably**
- Civil service reforms aim at **strengthening administrative capacity** to perform core government functions and to **raise the quality of services** to the population

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Public Personnel Management Jay M. Shafritz, 1975 Monograph on personnel management in the civil service of the USA covers the merit system and the results of the administrative reform incl Political aspects and proposes a new emphasis on system improvement through development of human resources and job enrichment Bibliography pp 155 to 174 and references

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The Federal Civil Service--history, Organization, and Activities United States Civil Service Commission. Library,1977

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