



ASSESSING THE EFFECTIVENESS OF HUMAN RESOURCE MANAGEMENT SYSTEM IN PUBLIC ADMINISTRATION

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Abstract

In contemporary society, the public sector is crucial to a nation's economic growth and development. The subject of this essay's attention and primary focus is public administration's human resources. "The appraisal of persons" is the most crucial chapter to analyze. Based on both academic ideas and their practical application, the analysis for the evaluation, and eventually the professional growth planning of human resources. As a result, we have a thorough understanding of the public administration personnel assessment system as well as their personal growth.

Keywords: HRM, effectiveness of human resource, public sector

Абстракт

В современном обществе государственный сектор имеет решающее значение для экономического роста и развития страны. Предметом внимания и основного внимания данного эссе являются человеческие ресурсы государственного управления. «Оценка людей» — самая важная глава для анализа. Основываясь как на академических идеях, так и на их практическом применении, анализе для оценки и, в конечном итоге, планировании профессионального роста



человеческих ресурсов. В результате у нас есть полное понимание системы оценки персонала государственного управления, а также их личностного роста.

Ключевые слова: УЧР, эффективность человеческих ресурсов, государственный сектор.

Introduction

By adapting to the needs of the expanded EU, globalization transforms the outdated, traditional model of public administration into one that is contemporary and adaptable. The adoption of an efficient organizational model and the needs of the EU administrative model will be combined in the new administration model. The new approach is built on administrative Europeanization and proportionality, which develops formal and informal rules and contemporary public policy procedures that will mold shared values and ideas into particular national policies. Through the use of professionalism, globalization also offers a new rationale for managing human resources, giving special emphasis to the ideals of effectiveness and productivity.

Organizations assess employee performance through performance evaluation. When done properly, the assessment benefits the staff members, their managers, the human resources division, and eventually the company. By using the phrase "public management," it is acknowledged that the public, nonprofit, and private sectors all share some traits. These qualities can be employed as instruments to increase efficiency and effectiveness in the public sector. Additionally, these instruments can be applied to other sectors such as construction, industry, and education.

Methodology

The current study offers a thorough account of how the performance assessment system is managed in the contemporary public sector. The purpose of this essay is to discuss the uses of performance reviews, the techniques of assessment in the public sector, and the analysis of the function of evaluation in strategic management. For this, author is intended to do literature review of past papers and based on that the personal opinion will be given.

Literature Review

Due to market freedom, technical advancements, advancements in the information and communications industries, and rising expectations from people in the modern world, the public administration was deemed to be at a crucial crossroads throughout the second decade of the twenty-first century[1]. The public sector must maintain all of its competitive advantages in order to remain viable, improve its effectiveness and efficiency for the benefit of the people, and avoid total rejection[19].

Despite the recent changes, the public administration's workforce still exhibits flaws like a lack of mobility, a failure to fully utilize the skills and knowledge of employees with higher levels of formal education, a lack of meritocracy, legalism, a lack of strategy and administrative planning, and a lack of a larger organizational framework for the operation of the public sector[4]. In the system, the public



administration has not developed impartial evaluations. The reputation and dependability of public services have been undermined, and the efficiency of public administration has decreased as a result of everything mentioned above[9].

The integration of the personnel assessment system within a larger framework of public administration strategy will determine how well it is established and applied[20]. Therefore, it is essential to employ appropriate procedures that are characterized by clarity and simplicity, match the requirements of the organization, and promote dynamic development[18].

Because of strong administration and leadership, individual effort must be paired with organizational output in order to benefit from good administration and effective leadership[2]. Team members are required to accept the role that workers and their coworkers generally perform. It is important to foster a sense of collaboration so that participants may concentrate their attention on achieving set objectives. The goal of management leadership is to mobilize as many people as possible so that the disparities in employee production are reduced and, ultimately, the goals of the individual, the team, and the organization are aligned[5]. On the other hand, employees have a responsibility to fulfill both their own ambitions and the team's goals.

Discussion

In order to raise an organization's efficiency, management must enhance employee communication, and workers must be in tune with the needs of their jobs and teams[21]. As a result, each team member's actions contribute to those of the other team members. Additionally, it is crucial to inspire the workforce, for CEOs to play a significant part in the efficiency and direction of the team, and for the central administration to assist its many divisions[7]. The most talented public administration leaders will not be able to attain their full potential if the assessment system is flawed.

The efficacy of the measures will rely on how well they are integrated into the overall planning and timeline while the State retains its personnel and plays a supervisory role in order to complement one another, have cohesion, and avoid conflict[10]. The goal of the ideal system for the assessment of human resources is to address all potential issues, whether they originate with the evaluators, the appraised, or the system itself. In order to meet the demands of the organization and promote its dynamic development, it is vital to employ procedures that are appropriate, straightforward, and characterized by clarity[11].

Because it is the result of the interaction of effective management, strong leadership, and other elements, each output is required to be combined with the overall attribution of the company. It is important to foster a sense of teamwork among the participants so that they may concentrate their attention on achieving the stated objectives[8]. The goal of management leadership is to produce the greatest amount of employee motivation feasible in order to reduce employee productivity disparities and, ultimately, establish alignment between the specified goals of the person, the team, and the organization[22]. On the other hand, employees have a duty to fulfill both their personal goals and the team's goals.



Individuals must make concessions in order to comply with the demands of their work and team and strengthen inter-personal communication inside the organization. The efficacy and direction of the team, as well as the core organization that supports its component parts, are significantly influenced by the leader. Employees so grow via exposure to professional models.

The persistence in the use of a system of panderers following antiquity contributes also to the failure of the establishment of a completed system of evaluation that has placed the after-evaluation promotions of more capable executives of public administration low in priorities[6]. If an evaluation takes place, the employees will find in promotion of working at a new place; thus, the phenomenon of job offerings without coverage will cease.

The usage of new technology will aid in improving employee performance while also advancing the administrative procedures of public organizations. The quantitative outputs produced by the new technology will be more accurate, explicit, and comparable to existing models, however the evaluation of qualitative criteria won't be done[17]. Additionally, new technology will identify the shortcomings of the present evaluation system, enhance it, and provide each employee the opportunity to access information online[12].

The formation and maintenance of efficient labor relations in contemporary management, together with a reduction in party-influenced admittance in the administration, are prerequisites for the development of an assessment system in the public sector. To expand the number of CEOs, their roles and responsibilities must be changed.

When establishing criteria and measuring the effectiveness of the organization and the person, the evaluation system should be flexible in order to maximize an organization's output at every stage of its life[15]. Every time an organization changes its transitional period, a new assessment method is required. The fact that most assessment systems fell short of perfection is attributable to the fact that they are influenced by the external environment, organizational culture, and constantly shifting employee behavior[13]. The organizational structure must thus adjust to the social circumstances. The criteria for evaluation must be very specific and specified, and the method of evaluation must undergo periodic adjustments[18].

Financial evaluation is an effective approach to evaluate the training systems in construction organizations and may be used as a tool to determine productivity increase indirectly through the calculation of ROI or other financial assessment techniques[4]. On the other side, the assessment of return on investment may provide us with precise data, including improvements in teamwork, customer satisfaction levels, productivity levels, and organizational dedication[4].

Conclusion

This essay sought to describe and analyze approaches for evaluating performance and maximizing human potential. It aims to update and integrate various areas of performance evaluation while focusing on the public sector system. Systems for assessing human potential were unable to eliminate worker uncertainty and anxiety, particularly fear of failure, retaliation, and loss of power in the



government[14]. The system failed to persuade the staff to act in their own best interests and make an effort to be more productive.

The majority of assessment methods are not flawless since they are influenced by the outside environment, organizational culture, and people behavior that is always changing. The adjustments that are anticipated won't have an immediate impact and won't lessen their worth or usefulness. A controlling method for assessment must be established in order to identify its flaws and application-related issues and guarantee ongoing progress. If the staff are not motivated to perform better, none of the aforementioned measures have any significance. Last but not least, due to government policies—policies that are never put into action due to the obvious political and economic environment do not have a perfect system of performance rating in the public sector[3].

The following recommendations must be embraced in order for the public sector to have a successful system of performance evaluation:

I. The system's requirements must be explicit, preset, and tailored to the organization's actual facts (location, products, executive capability, innovation, and economic data) [1]. The criteria should accurately depict the performance of the employees.

II. The modifications won't have an immediate impact. This has no negative impact on their worth or utility. It is necessary to develop an assessment system in order to identify its flaws and application issues, assure ongoing progress, and win the full support of the public administration's workforce[1].

III. The company gains from the ability for workers to take some remedial action thanks to the performance assessment system.

IV. The system for evaluating performance must conduct a formal review of performance at least once each year.

V. The performance evaluation system must be at the heart of public administration.

VI. A new organizational culture will emerge in the public sector as a result of the performance assessment system.

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