Human Development as an Actor of Institutional Building: Case Study Ministry of Public Services and Human Resource Development

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Abstract
The research take Human Resource development in its work, how employees could be developed in term of training. The article explained the origin for starting human resources development during the early period of those who were concern with employee's productivity, they include scientific and socialist theorist; the examples of those philosophers were Frederick W. Taylor and Elton Mayo. The research defined human resource development according to different writers; who were emphasizing that there should be scientific approach in the recruitment process and training, and progressive development of workforce to improve their skills of productivity. Also the research takes into account the contemporary development of scientific technology and information technology which necessities the continuing human resource development and institutional building. Article has explained the establishment of Ministry Public Service and Human Resource development; that include the organization structure of the Ministry. The research has taken into consideration the concern for the institutional development in term of improving structural units and capabilities which has impact on effectiveness and efficiency of organizations. The Research included the methods of training, feature, of human resource development, and benefits of training of human resource; that involve workers improved better productivity, team work spirit, increase organization stability, reduced accidents, and reduced equipment damage. In discussion and analysis of finding study indicate all positive aspect and majority agreement for important for human resource development and institutional building. The researcher has some observations and recommendations furthermore the researcher recommend for further study on Ethical Behavioral Roles on government public Services.

Keywords: Human Development as an actor of Institutional Building, and Public Services.

1 - Introduction:
The core of this study is to understand how the human resource development is being done in South Sudan. This is because human resource development is the most valuable assets in institutions in term of development process in the Country; as emphasize by Sherlekar. S, A (1984) that, the life of an organization for that matter is presented by success of Company product of three types of top administration actions taken in the past: scientific selection of the right people in the management cadres; Placement of properly selected people in right job; and lastly assurance that these properly placed managers could grow as per expectations and could meet both the needs of the institution as well as their own aspirations. Leonard Nadler (1984)

defines human resource development as the process of learning experience which are organized for a specific time and designed to bring about the possibility of behavioral change. Also Sherlekar. S,A (1984) assert that nowadays many authors used term human resource development to indicate training and career development, and organization development as organization's investment in learning of its people as part of HRD approach. The origin of Human resource management according to early pioneers, when they were starting to discover ways and means of improving management efficiency through introducing scientific management, administrative, behavioral and system approach to management those include (Frederick W. Taylor (1856- 1915), Frank Gilbreths (1868–1924) and Lilain (1878–1972), Max Webber (1864–1920), Hugo Minsterberg (1863–1916) Abraham Maslow (1908-1970),). Kathryn M. Bartol and David C. Martin (1991); to mention few. Those philosophers emphasizes that there should be scientific selection, training, and progressive development of workforce to improve their skills of productivity. The concept of human development was first brought to attention by(Frederick W. Taylor when he was trying to improve the productivity of workers in his Steel industry; he suggested that there should scientific method of improving the work which he term as scientific principles of management. Taylor work in words ofLouis Brandeis (1910) as reported by Chakrabarty and Chand (2012) that scientific principles of management is to build the highest opportunity for individual capacity through scientific methods of work analysis, selection, training, assignment, transfer, and progressive development of the workman, which is promotion. Louis reported by Chakrabarty and Chand (2012)

The definition of Human Resource Development in words of S.A. Sherkar (1980) is a systematic process of acquiring management training and growth by which individuals ("aspiring to rise on the ladder of management" gain and apply knowledge, skills insights, and attitudes to manage managers, workers, and work in the organization effectively. On the other hand learning and knowledge according to (Kroustie 2002) may be considered as two different views in a similar trend of organizational processes. These two concepts are correlated and can be analyzed from two viewpoints. On one hand how learning can applied for organization in theory will lead to knowledge management as first tool being selected. On the other hand, the fact that some organization which have accepted knowledge management as the guide for practice have also considered education as one of their major activities. Learning starts from personal level and moves toward organizational level as evolutionary process (Kroustie 2002).

In another development cultural aspect in Human Resource Development stress to make, sense of corporate behavior in that its makeup consists of various level for interrelated values and beliefs, each driving or reaching to other in variety of circumstances resulting in norms for acceptable and unacceptable behavior. They contend that societal or national culture may have the most powerful effect on how employees perceive training for career, and corporate development interventions and often serve as a barrier to change efforts. Further-more occupational and organizational cultures often pursue counterproductive goals resulting in conflict and ineffectiveness. Thus, the challenges for human development practitioners lies in adaptation for those cultures and their consequent sub-cultures for new ways to perceive the work we do while overcoming our own ethnocentricity Hansen and Fancher (2002).

Hence, HRD is critical to the quality of services delivery and cost effectiveness because performance improvement results from knowledge, skills real ability enhancement, and job

satisfaction. In relation to this, job satisfaction has been linked to organizational commitment, turnover intentions and absenteeism. These variables are costly to the firms as they sometimes lead to poor performances and turnover. Nielson & Smyth, (2008). At the same time employees have shown great commitment as part of organizations building because of investing in considerable Sum of money in HRD and employees' knowledge, skills, abilities and attitudes, whereas the institutions that ignore training suffered great deal of complaints from their employees.

The term institutional development is often used as a synonym for institutional and organizational change, implying that social transformation occurs in an organizational framework (https. www. encyclopedia. Com).

In this regard HRD is very instrumental tool for organizational building as emphasized by Paprock (2006) that country which invested in the individuals, automatically laid the foundation for advancing and increasing its economic productivity and consequently the nation's wealth, that lead to corporate capacity building, example is the success of Japan's industries to day due to the development of its HR within industrial environment. Moreover the emerging technological developing countries such as Taiwan, Malaysia, and South Korea have made significant progress and are in different stages of industrialization, which was facilitated by their various HRD Plans. Education and training are becoming indispensable requirement for the progress of all countries. Paprock (2006) and Zolfaghari et al (2009).

Some Corporates are engage in-depth evaluation of its institutions in term of training needs, due to the difficulty in accessing data with which analyze, interpret and discuss the impact of the investment on employees' training and changes in their productivity levels. Most explanations include at least, the need for institutional efforts, which seek HRD outcomes that enhance the organization's effectiveness. Tseg& Mclean, (2008), and Pina (2011). In contrast, Hyher (2007) demonstrated that workplace factors such as rewards, leadership style, career opportunities, training and development of skills, physical working conditions and work life balance, have indirect influence on employees' retention. Public Service on other hand is a branch of government institutions that are generally responsible to takes care of business of running theState. It is the administrative departments that provide services for public. But Public Service which is meant here is public service department in the Ministry of Public service and Human Resource Development that entrusted to charge the work of processing the appointment for employees to various Ministries in South Sudan. It mandate is to make process selection, recruit, deployed the recruits, and make enlightenment for new employees to take job as required, then also make training and developed the official for given assignment. Britanic.Com encyclopedia (2023)

2 - Background of the study

The origin of human resource development is back dated to the period of industrial revolution when (Fredrick W. Taylor 1911) as reported by Harold Koontz & Heinz Weihrich (1983) when he was trying to improve the productivity of workers as mentioned above. Also the historical development of (HRD) could be traced to behavioral theory approach attribute to social scientist Elton Mayo (1928), when he was researching the effect of batter working conditions on employees. According to him not surprisingly, workers under improved conditions were able to produce more. Mayo discover that under better conditions employees worked as a team and

generate a higher output. By 1969 the concept of (HRD) was formally introduced by Leonard Nadler in a conference organized by American society for training development. Taylor reported by Harold Koontz & Heinz Weihrich (1983)

Human resource development in recent contemporary time where there is shift from manufacturing industry economy to services and information technology – based economy together with the progressive technological innovations has increased the role played by labor as factor of production. Boyne and Chen (2007) referred to human resource development (HRD) as the optimum utilization of the existing human capabilities; at the same time Alghurable (20017) consider training as the organization's activity or operation aimed at developing an unleashing human expertise for improving organization's work process, group and individual performance, Yang et al (2009) added that training reflects organization's recognition of their value of human capital investment. Yang et al (2009). For this Human Resource Development In the words of Asili Qadirian (2007), is the critical abilities in new era for shareholders that have intangible value which can sum up in the following issues: talent and innovation, common ideal, speed, learning knowledge of management, response to coordination management innovation. Also Werner and DeSimone (2009) referred to HRD as a set of systematic and planned activities designed by the firm to provide its members the opportunities to learn necessary skills to current and future demand. Asili Qadirian (2007) and Werner & DeSimone (2009).

Lastly but not least the development of capabilities and managing talents are inseparable parts of organization strategies, marketing strategies, and operational strategies. Successful application of organization capacity training is only possible when three mentioned factors organized and performed concurrently (Abualaei, Ghaffari 2006).

3. Statement of the Problem

The research consider basically the human resource development, which is about training to rise the standard of workman in organization. It is about more business realigning the role of HRD so they can manage to the best and grow their Company cost effectively. Wiley (1998) believed that building workplace where employees are motivated is an ongoing process confronting human resource professionals while attempting to enhance organization development. Offering positive reinforcement and feedback to the team members that also has become an ongoing initiative for human resource. Company managers must inspire employees and coach them to become top performers. Human resource professionals need to understand what motivates company employees, and incorporate them into compensation or reward system. Wiley (1998).

4 - Research Questions

The following are Research Questions

4.1 – Is it important for training of employees for their development in organization?

4.2 –Do think there are challenges facing human resource in enhancing organization development?

4.3 – What are method of capacity building to enhance employee's progress in institutions work?

4.4 – What are the solutions for the problems facing human resource in achieving organization and employees' development?

5. Objectives of the research

5.1. General Objective:

The purpose of research generally is to examine how human resource development has played the role in institutional building. The following are specific objectives.

5.2. Specific objectives

5.2.1 – To find out the significance impact for human resource development on organization

5.2.2 – To assess the challenge facing human resource development in South Sudan.

5.2.4 – To find out the solutions to the problems facing human resource development in enhancing institutional development in South Sudan.

6. Materials

The material use in this research include the organization chart of the Ministry of Public service and Human development, Department of Training and Planning,

7. Areas of Study is National Ministry of Public Service and Human Development: which

will explain the functions that involves mainly recruiting, training and allocation to various Ministries according specialization.

8. Research Methods of collecting data:

The source of data used for this research is basically primary and secondary data which are drawn from direct collection from respondents for primary; and ready used information for different objectives for secondary data.

8.1. Primary data:

Primary data is the data collected using methods such as questionnaire and direct interview; as a key of data collection tools. This will include data from the field where the researcher will interact with respondent and collect first-hand information, It help the researcher to obtain information in which analysis and finding of study is arrive at.

8.2. Secondary data

The common source of secondary data for social science, that include, information collected from documents of government department, organizational records and data that was originally collected for others researches purpose as mentioned above. The researcher obtained information that was already written about the topic under study and aid the researcher to cite areas of agreement and variation that authors have and how such existing could be filled by the study. (Journal of ILO) https:// www.Ilo. Ogling-en.

9. Establishment of the National Ministry of Public service and Human Resource Development

The National Ministry of Labor, Public Service and Resource Development was established in October 2005 following the signing of the Comprehensive Peace Agreement, and in accordance with Southern Sudan interim Constitution, 2005. The Ministry's mandate is derive from the Transitional Constitution of The Republic of South Sudan 2011. It smandate is to build and

manage the capacity of the Republic of South Sudan Public Service for effective and efficient delivery of services and support. The scope of the mandate of the Ministry covers the public service, and human resource development functions. The responsibility of the Ministry isto formulate policies and legislative framework that regulate development, management and administration of human resource policies, development of human resource management systems, structures and procedures in the public service, which include human and institutional capacity building.

Also the Ministry is responsible for the implementation of uniform norms and standards nationally in accordance with the public service act 2011; it is also responsible for human resource management and human resource development in all national government Ministries, Commission, and other government agencies. To fulfil this mandate, the Ministry is guided by core set of public service values that are institutional in determining, guiding, and improving the behavior of public servants in the delivery of services. Moreover, the Ministry plays an advisory and coordinating role on how the functions within mandate are managed at the State and Local government levels. In 2018 the Ministry was splited into two Ministries, the Ministry of Labor and industrial Relation and Ministry of Public service and Human Resource Development. In continuing the mandate, as explained above the Ministry of Public Service and Human Resource development endeavors to establish an inclusive, impartial, responsive, and efficient Public Service in a manner consistent with national priority, values, and cost-effective service delivery. The following indicate the organizations chart explaining the structural organization management ofthe Human Resource Development Directorate in the Ministry Public Service Human Development.

Figure (9.1): Organizations chart of the Human Resource development Directorate
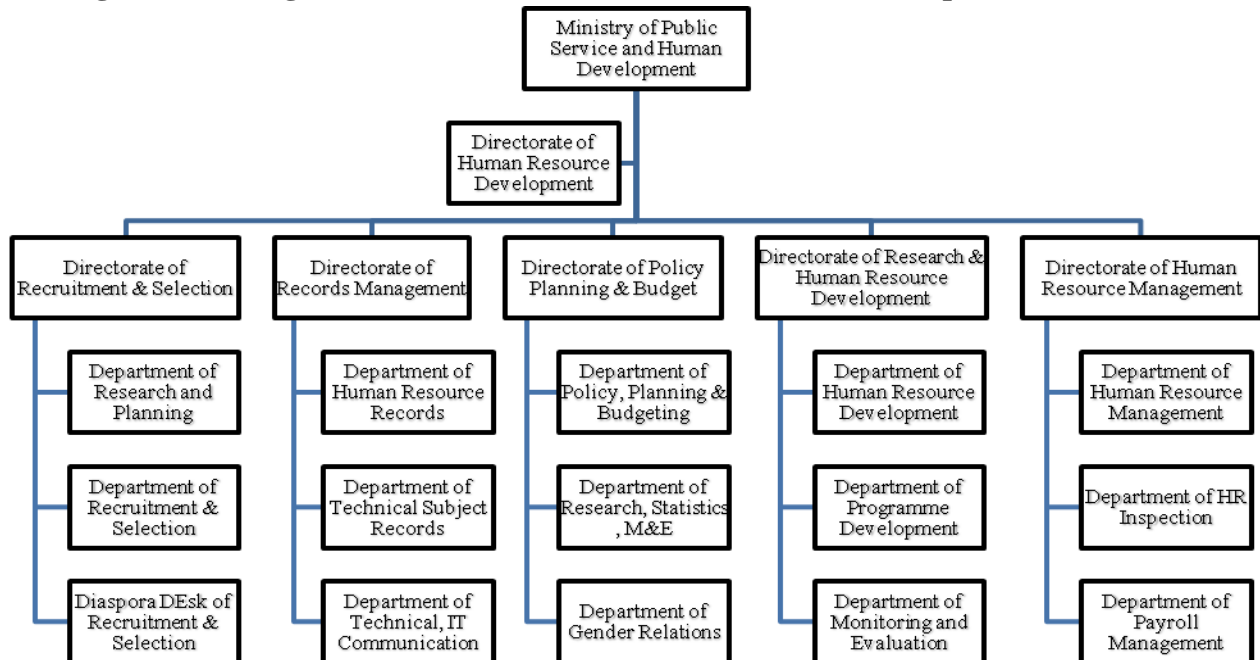
Sourc: Policy Framework and Strategic Plan 2022-2023. Ministry Public service

10 - Human Resource Capacity and institutional Building.

Human resource organizational development according to Cummings and Worley (2009) is a critical aid science – based process that help organization build their capacity to change and achieve greater effectiveness and efficiency by developing, improving, and reinforcing strategies, structures, and continuing of capacity building. (Cummings and Worley 2009).

The term institutional development, as mentioned above is often used as a synonym for organizational framework, its aims at establishing and improving an institutional structural unit and its capabilities, as well as the impact and effectiveness of organizations. This effort is understood as a long-term multiple-stakeholder process in which numerous factors and power relations influence the final outcomes and their everyday relevance. Institutional changes may also be influenced by previous policy practices, and development which is shaped by a wide range of stakeholders that include staff capacity and capability, as well as equipment and infrastructure. Thus, increasingly recognized the institutional development which must be seen in terms of a longer trajectory. The long-term process of institutional development must be established in the form of carefully designed projects. Institutional development projects hence address issues as organizational after employee has been selected or recruited, placed, and inducted the next step, he must be trained.

Institution Building in its essence is the process in which laws, regulations, policies, guidelines that are made to pave the work of institution are respected and implemented accordingly. Deployment of officials are done according to what they know and not whom they know is that according to the merits' of knowledge and qualification. Development of human resource is based on laid down employment regulations, policies and guidelines; this is done inform of training and others skills capacity building. When all above is follow, the institution become stronger and evolved as part institution culture hence build and tend to be strong in dealing public affairs, made to take employees welfare, that led them become enlighten and contribute effectively and efficiently for their institutions.

10.1. Training activities:

Training is most critical important activities that emphasize here in this study. It is through training that human resource is develop, that is why it was considered as the first priority when South Sudan attained it independent through Comprehensive Peace Agreement (CPA). We are thankful to South Sudan friends who voluntarily offered to South Sudan people chances of training. These Countries include U. S. A, South Africa. Ethiopia, Zimbabwe, Japan, Kenya, Uganda, China, and many others. Although this was abused by some stakeholders by not sending the qualified employees for training instead some were sending their relatives sometimes who don't know how to write leave alone specialize; this may be for cash benefits. Very unfortunately some countries have to reconsider their offer of helping. However, the trained officials who had chance of training are contributing in work management in various Ministries effectively.

Training is organized procedure by which employees acquire knowledge skills for definite purpose. It is an act of increasing the knowledge and skill of a worker for doing a certain job. No business has a choice of whether to train or not; the important is the method or type of training. During present time training of employee is paramount because many works have assumed the used of highly technological character and under automation we need highly skilled operatives manager or worker. The method of employee capacity building; could be done through

conducting seminars, conference, and working at management associations or educational institutions as mentioned above. The other methods of training is through internal, Job rotation is one way in which employee is transfer from job to other position and plant on coordinated and planned basis. It is a very popular method in many business concerns. An understudy is a person who is in training to assume the responsibility, at a future time. The full duties is currently held by his superior. The person under training act as assistants to superior. Multiple management is the form of training that have senior and junior boards. The junior boards serve in an advisory capacity only. If the recommendation of the junior board is with unanimous onsent it usually adopted by senior board without modifications.(Https. www. Encyclopedia. Com).

The following figure No (1) shows the numbers of employees trained in different fields during specified period.

Table No (1) indicates the numbers of employees trained in different fields during specified period.

S/No	Years of training	Numbers of officials training
3 -	2oo9/2010	300
4 –	2011/1012	400
5 –	2012/2013	300
6 -	2013/2014	400
7 -	2015/ 2016	600
8 -	2022/ 2023	700

Source: field survey, 2023

Figure No. (1). Shows the numbers of employees trained in different fields during specified period.
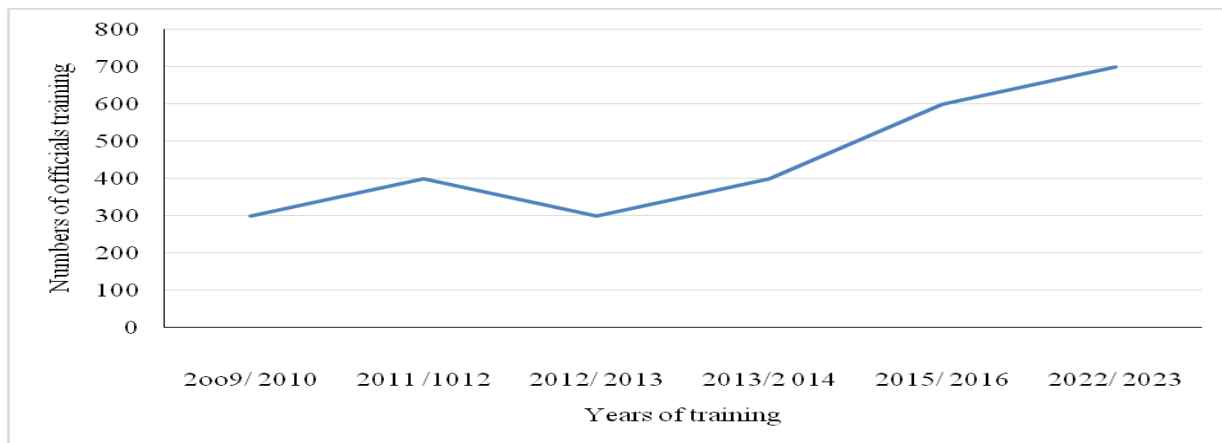
Source: field survey, 2023

The table No (1) and Figure No (1) explained the situation of numbers of employees trained by the Ministry during the years mentioned; although there is no data maintained or records keeping, the data obtained indicates positive trend, this shows there is progress in training prospective and human resource development that in turn lead to institutional capacity Building. The following summarized the features of human resource development:

11- Features of Human Resource development

11.1 - Human resource development is a process in which employees of the organizations are recognized as it believes that human resource is most valuable asset of the organization, and stresses on development of human resources of the organization. Moreover its helps the employees in Organization to develop their general capabilities in relation to their present jobs and expected future role. It's emphasize on the development and best utilization of the capabilities of individuals in the interest of the employees and organization. This helps in establishing/developing better inter-personal relations. HRD stresses on developing relationship based on help, trust and confidence, and promotes team spirit among employees.

11.2–Human Resource development tries to develop competencies at the organization level. It emphasize on providing healthy climate for development in the organization; it is a system that has several sub-systems. All these sub-systems are inter-related and interwoven, which insist on collaboration among all the sub-systems.

12.3 – Human resource development aims to develop an organizational culture in which there is good senior-subordinate relations, motivation, quality and sense of belonging; it helps to develop competence at individual, inter-personal, group and organizational level to meet organizational goal. Human resource development is an inter-disciplinary concept; which is based on the concepts, ideas, principles of sociology, psychology, and economics etc. It build on employee welfare and quality of work life and human Resource development to examine/identify employee needs and meeting them to the best possible extent. In this context human resource development is a continuous and systematic learning process. Development is a lifelong process, which never ends.

12 - Benefits of Human Resource Development

12.1 -Human resource development now a days is considered as the key to higher productivity, better relations and greater profitability for any organization. Appropriate human resource development(HRD) provides unlimited benefits to the concerned organization. Some of the important benefits are being given here: Human Resource Development makes people more competent. It develops new skill, knowledge and attitude of the people in the concern organizations. With appropriate HRD programme, people become more committed to their jobs. People assessed on the basis of their performance by having a acceptable performance appraisal system. An environment of trust and respect can be created with the help of human resource development.

12.2 - Acceptability toward change can be created with the help of HRD. Employees found themselves better equipped with problem-solving capabilities. It improves all-round growth of the employees. HRD also improves team spirit in the organization. They become more open in their behavior. Thus, new values can be generated; also helps to create the efficiency culture in

the organization. It leads to greater organizational effectiveness. Resources are properly utilized and goals are achieved in a better way.

12.3–Human resource development improves the participation of worker in the organization. This improve the role of worker and workers feel a sense of pride and achievement while performing their jobs. It also helps to collect useful and objective data on employee's programme and policies which further facilitate better human resource planning. Apart from the above, there are benefit that company gained when the workforce is well trained. This include increase in productivity, higher employee morale, reduced accidents, reduced damage to equipment and machinery. Moreover training of employees increased organizational stability and flexibility. Also employees' turnover and absenteeism is minimized. Hence, it can be concluded that HRD provides a lot of benefits in every organization. So, the importance of concept of HRD should be recognized and given a place of eminence, to face the present and future challenges in the organization. Https: // www.Com

13. Discussion and analysis of Results finding.
The analysis of finding and presentation of data discussion shows the respondents various answers of research questions like ages, level of education and question that ask about human resource development. For example, is it important for human resource development to identified and offer training for the required skills? As here under.

Table No (13.1 :) Ages of participants

| S/No	Respondent	Frequency	Percentage	cumulative
1 -	18 - 25years	6	12 %	12 %
2 -	26 – 33 years	12	24%	36 %
3 -	34 - 41 years	22	44%	70%
4 -	42 – 49 years	7	14%	84%
5 -	49 - Above years	3	. 6%	100%
	Total	50	100	

Source: field survey, 2023

As shown in the table No (13.1 :) above, the majority of respondents (44%) who are in range of (34-41) years old followed by (24%) (26-33) years. While those who range from (42- 49) years is 14% (7) respondents, and 12% were experience range of (18-25) years, moreover (49and above) is 6% represent (3) participants. All the ranges for those who participated in data collection in the Ministry are within the range of ages that can be empower with capacity building through training with exception of those from 49 and above years. When they are trained they can be able to rise the ability of institution to promote production. Hence contribute for institutional building. Therefore there should be plan for effective capacity building programs that will rise the standard of employees if they are given more training.

13.2 Level of Education

S/No	Respondent	Frequency	Percentage	Cumulative
1 -	Secondary	8	16 %	16 %
2 -	Diploma	15	30%	46 %
3 -	Bachelor Degree	18	36%	72%
4 -	Master Degree	9	18%	100%
5 -	Ph.D. Degreed	-	. -	
	Total	50	100	

Source: field survey, 2023

Figure No. (13.2) Level Education.
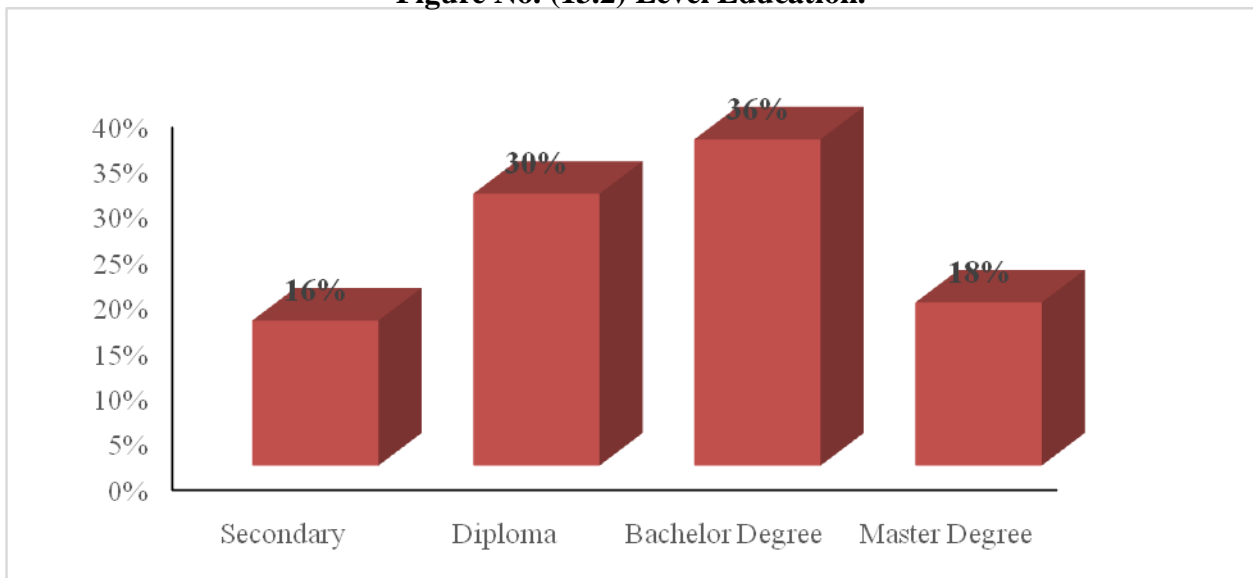
Source: field survey, 2023

The finding results in table and figure No (12.2.) above shows that bachelor degree was leading with percentage 36% (18) participants of the study, while 30% of (15) are Diploma holder and 18% (9) are master degree holder. Moreover 16% are from secondary school level. Most the respondents who have contributed in this study have acquired bachelor degrees in various fields of their education background; also the next was diploma, and secondary level of education. This indicate generally as shown by data analysis that there is chance for further capacity building.

Table No (13.3.)Is it important for Human Resource Development to identifies and offer Training for the required Skills?

S/No	Respondent	Frequency	Percentage	Cumulative percentage
1 -	Agreed	22	44 %	44%
2 -	Strongly Agreed	14	28%	72%
3 -	Disagreed	6	12%	84%
4 -	Strongly Disagreed	3	6%	90%
	Not sure	5	10	100%
	Total	50	100	

Source: field survey, 2023

From the study results finding above Table No (4.3), the majority that is 44% (22) of the respondents agreed with statement that Human Resource Development is important to identifies and offer Training in the requiring Skills for the continuation of the company in the business activities. On the other hand (28%) (14) Of the respondents strongly agreed with the statement. Moreover certain group (12%) (6) Of them disagreed about important to identifies and offer Training for the workforce. While 6% (3)strongly Disagreed; and 10% of (5) people answer that they are not sure.The analysis of the result shows most of the respondents think that that Human Resource Development is important to identifies and offer Training of the required Skills forthe business to continue existence of the business and yield good reputation.

Table No (13.4.) Is it necessary forHuman resource Development to be trained for development?

S/No		Frequency	Percentage	Cumulative percentage
1 -	Agree	20	40%	40%
2 -	Strongly Agreed	24	48%	88%
3 -	Disagreed	4	8%	96%
4 -	Not Sure	2	4%	100%
	Total	50	100%	

Source: field survey, 2023

As can be noticed from the above table No (13.4) majority of the respondents (48%) have agreed for the necessity of Human resource Development training of employees for institution building are disciplined reflection on morality which constitutes the branches of philosophy which study moral questions, they can be distinguished. On the other hand, 40% of the respondents agreed that, training of employees for institution building is necessary. While the percentage for those who disagreedis 8%; and Those who are not sure were 4%. This result implies that the respondents knows that, it isnecessary for Human resource Development training of employees for institution building.

Table No (13.5.)Do You Think Human Resource Development is important for profitability and rising the standard of employees?

S/No	Respondent	Frequency	percentage	Cumulative percentage
1 -	Yes	33	66%	66%
2 -	No	5	10%	72%
3 -	Not sure	12	24%	100%
	Total	50	100%	

Source: field survey, 2023

From the table (13.5 :) above, majority of the respondents (66%) have answered yes to the question that Do You Think Human Resource Development is important for profitability and rising the standard of employees?, while those who has answered no were only (10%). Moreover some respondent gave answered of not sure. Data analysis indicate the respondent concern for welfare of institution development standard of those who working that can create good motivation for them. This can risethe morality of official in the organization.

Table (13.6)Is there no ways of solving challenges that are facing human resource in enhancing organization development?

S/No	Respondent	Frequency	percentage	Cumulative percentage
1 -	There ways	32	64%	64%
2 -	There no ways	10	20%	84%
3 -	Not sure	8	16%	100%
	Total	50	100%	

Source: field survey, 2023

Figure No. (13.3) ways of solving challenges that are facing human resource in enhancing organization development?
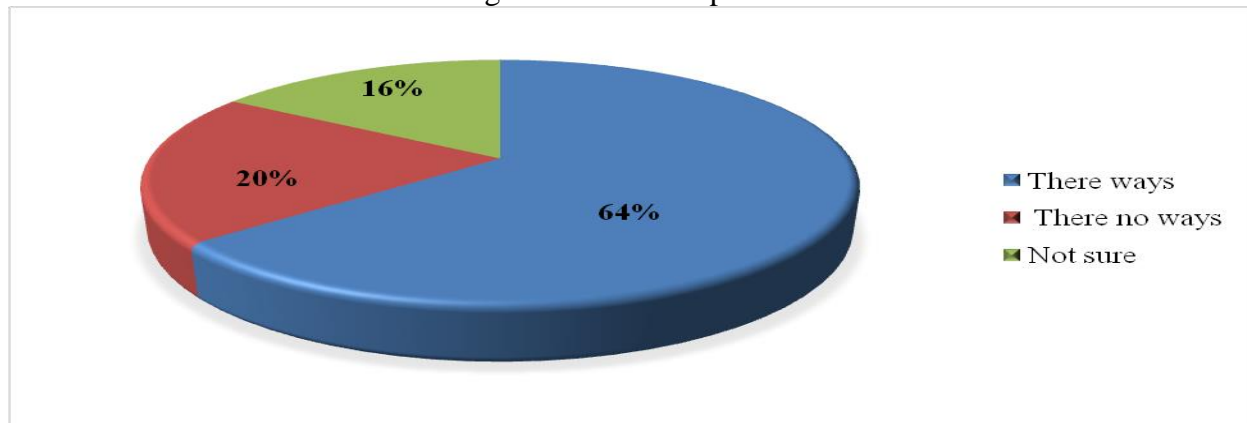
Source: field survey, 2023

Based on information in the table and Figure No (13.6 :) above, majority of the respondents (64%) have answered yes to the question that, **Is there no ways of solving challenges that are facing human resource in enhancing organization development?**. They agreed that it is possible to solve challenges facing human resource in organization development. While 10% of (10) respondents disagreed with the possibility, alsoonly 16% (3) respondent gave answered of not sure. Data analysis indicate the respondent concern for welfare of institution development standard of those who working that can develop high standard and increase productivity for them. This can rise the morality of official in the organization.

14. Consideration of Ethics
In considering ethics for the study, citation and references of different authors as tradition of research are acknowledged. The researcher maintained confidentiality of respondents and protect their privacy at all times. Assurance of the protection is exhibited in regard to the source of data. Better still objectivity as principle of research is paramount to control thebias and distortion. (Wiley 1998).

15 - Observation and Recommendation
15. 1. Observations

15.1.1 – As capacity building of human resource is very vital, it is observed that there are good policy frame work and Strategic plan for employees training and capacity building, the only problem is that, it lack funding for training, follow up, and implementation.

15.1.2 – There is no Public service and human resource development regulations to regulate the ministry work only the existing was that of former regional Government which need to be amended to suit the country situation

15.1.3 –There is lack of training records for staff and skills workers in order to give the authority knowledge of knowing how far the capacity building has gone and what are the gaps which need to be filed in term of capacity building.

15.1.4 –The roles of Ministry of Public Service and Human Development which is described in the ministry Policy Frame work and Strategic plan, that is recruitment, Selection, training, and deployment of workforce is taken by others ministries, example are ministry of finance and planning, ministry of Foreign Affairs and International Cooperationinstead of coordinating the process with the concern Ministry. This was confirm by the Director General of Human Resource development in the ministry. This practices has increased multi-practices and corruption in which Nepotisms and lack making process according to public services regulation.

15.1.5 – It is also observed that there is no institute or Centre set for professional training or new employees entry into civil services after graduation for creating awareness on practical work, although there training Centre established since Regional Government for skills technical workers, Now this Centre still lack training equipment and funding. It rely on partners funding i.e. Non-governmental organizations

15.2. Recommendations

15.2.1 – Government should empower the Ministry of Public services and Human Resource Development to oversee all recruitment, selection, and training plans, policies, and programs and

implementation, which will enhance the evaluation on annual basis in order to identify the strength and weakness for capacity building and training

15.2.2 - For Human resource capacity building of employees and skills empowerment for un-skills, there should be clear national planning and guidelines provided in planning and strategies setting which will be implemented especially in the field of technology and information technology for technical know-how in order to acquire more competences cadres.

1.5.3 – The Directorate of HRD should establish an independent institute for training for all staff in different specialization, especially those new employees who areentering into civil services after graduation for awareness on practical work.

15.2.4 – The researcher recommend that, the ministry should be allowed to carry out its mandate as stipulated in the ministry Policy frame work, regulations and guidelines.

15.2.5 – Budget allotment is important for capacity building of human resource development to be provided. And lastly the research recommend further study on public services and human development in term of ethical behavioral roles on government services.

16. Conclusion

In conclusion Human resource development is centered for human capacity building that why it could be noted throughout the article; it is another way for making institution building, is that institution capacity is strengthen and is able to become stronger in all aspect of delivering services to the country. The institutional development and training of employees create good image of officials when giving their services effectively in general, as emphasize by Weisi, Hejazi (2008) that learning and sharing knowledge throughout the entire organization and finally, learning provides a chance for the significant effect and effective change brought about by all efforts HRD. Also in data analyzing and finding of the study indicates the acceptance by central bank employees, the important of training their development and institutional building. That raised the standard in dealing with increased technological development. Weisi, and Hejazi (2008).

17. Acknowledgement

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