

Governmental Human Resource Management for Senior Officials 上級人事管理		Continuing
		24 participants
Target Countries :		
Course No. : (A) J1704127/ (B) J1704317		No. : (A) 1784502/ (B) 1784949
Sector : Governance/Administrative Institutions		
Sub-Sector :		
Language : (A) English/ (B) English		
Outline		
<p>This seminar is designed for executive officials in Agencies for National Personnel Administration. This seminar provides opportunity to compare and study systems and practices of personnel administration in Japan and participating countries as well as to consider measures to deal with them by way of discussion with other seminar participants.</p> <p>This seminar aims to contribute to the improvement of personnel administration in participating countries by enhancing abilities of policy planning of executive officials who are involved in personnel management policy planning.</p>		
Objective/Outcome		Target Organization / Group
<p>【Objective】 To improve the ability of policy planning of participants who play a critical role in personnel administration in respective country to make it possible for them to formulate a concrete and feasible improvement plan for human resource management.</p> <p>【Outcome】 1. To recognize critical issues in human resource management of participant countries through discussions with participants. 2. To understand the roles of public administration and civil servants in Japan, which served as crucial elements for socioeconomic development during the post war period. 3. To make clear the challenges and future vision of their own personnel administration system, etc. by understanding and comparing the personnel administration system in Japan and those in participating countries. 4. To formulate a feasible Improvement Plan on a critical issue or challenge of their personnel administrative system based on lessons learnt from this seminar.</p>		<p>【Target Organization】 Central personnel administrative agency</p> <p>【Target Group】 1. be a central government official at the level of Director-General or equivalent involved in personnel management policy formulation, planning and implementation regarding national public employees in the central personnel administrative agency. 2. have 5 years of work experience or more as a government official. 3. be proficient in spoken and written in English. 4. have the will and intention of working as a civil servant for at least 5 years or more after the completion of this program</p>
Contents		
<p>【Preliminary Phase in home country】 Preparation of the inception report (System Preparation of the inception report (System, Practices and Challenges of Public Personnel Administration for the National Government Officials)</p>		Course Period
<p>【Core Phase in Japan】 Lectures, study tour, presentation and discussion mentioned below are to be conducted. 1. Presentation and Discussion: Inception Report (Systems, Practices and Challenges of Public Personnel Administration for the National Government Officials) 2. Lectures and Discussion: "History of the Japanese Civil Service System and Roles of National Personnel Authority", "Appointment System", "Remuneration and Other Working Conditions", "Personnel Evaluation System", "Comparison of the Public Employees System", "Human Resource Development System", "Transparency and Accountability in Developing Countries", "Administrative Reform: Lessons from the Experiences in Japan", "Ethics and Service Discipline", etc. 3. Study Tour: Regional Bureaus of the National Government, Local Government, Private Enterprise, etc. 4. Presentation and Discussion: Improvement Plan for Personnel Administration</p>		Department in Charge
		JICA Center
		Cooperation Period
		(A) 2017/05/10~2017/05/27 (B) 2017/07/09~2017/07/21
		Industrial Development and Public Policy Department
		(A) JICA Tokyo (Industry&Public) / (B) JICA Tokyo (Industry&Public)
		2016~2018
Implementing Partner	(A) Japan Association for Public Human Resources Development / (B) Japan Association for Public Human Resources Development	
Remarks and Website		