### Objective/Outcome

**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.

**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.

### Target Organization / Group

**Target Organization**
Central personnel administrative agency

**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 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.

### Contents

**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)

**Core Phase in Japan**
Lectures, study tour, presentation and discussion mentioned below are to be conducted.

3. Study Tour: Regional Bureaus of the National Government, Local Government, Private Enterprise, etc.
4. Presentation and Discussion: Improvement Plan for Personnel Administration

### Implementing Partner

- (A) Japan Association for Public Human Resources Development
- (B) Japan Association for Public Human Resources Development

### Cooperation Period
2016～2018

### Remarks and Website

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. 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.