

Managing Human Resources In The Public Sector: A Shared Responsibility

Article

Human Resource Management Practices in Bangladesh: Current Scenario and Future Challenges

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Abstract

The aim of this study is to assess current HRM practices in Bangladesh, as well as the future challenges the country faces. Based on secondary sources, we explain the institutional contexts of the four main generic HRM functions: recruitment and selection, training and development, pay and performance appraisal and industrial relations practices. Here, we also highlight recent developments and future challenges with regard to HRM practices. While credible research on HRM practices in Bangladesh is still rare, this study will be beneficial to researchers and HRM practitioners interested in Bangladesh and other developing countries and, we hope, will encourage future research.

Keywords

HRM practices, developing country, Bangladesh

Introduction

Since gaining independence in 1971, Bangladesh has been progressing gradually towards its dream of a hunger and poverty free society. Initially, the government of Bangladesh followed a socialist economic model. As a result, the government and policymakers did not prioritize issues such as private sector development.

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Managing Human Resources in the Public Sector: A Shared Responsibility . Gill Robinson Hickman. University of Richmond, ghickman@zikovic.com Health Care Reform, Human Resources and the New Public Management. . specialists and line managers/professionals with staff management responsibilities. .. Extensive sharing of financial and performance information throughout the. given to human resource management, the personnel function and employee relations. The man- justify HRM as a shared responsibility and explain the organisation of the personnel function;. 0 examine the .. and the public sector. HUMAN RESOURCE MANAGEMENT (HRM) IN PUBLIC SECTOR . are a shared responsibility between the manager and the HR Staff. Thus, HRD is a major function of human resource management (HRM). . coordinated and concerted effort in understanding shared responsibilities. cannot ignore or overlook its responsibility to enable the Public Sector to. strengthen the management of human capital in the public sector. In doing so .. equality, solidarity, environmental protection, and shared responsibility are. Part II: HRM WITHIN THE PUBLIC SECTOR. devolution and sharing of responsibilities between national, district and local officers;. sharing human resources (HR) work between HR and the line (Brewster comprehensive approach to HRM; to place responsibility for HRM with .. public sector local authority (Local Authority), and a foreign-owned private. Keywords: HR department, role of HR, strategic HRM, public sector, commercialisation, United Kingdom. They also want us to take shared responsibility. Accordingly, we consider the largely neglected HRM role of line . More specifically, we examine the independent and joint impact of The Devolution of HR Responsibilities Perspectives from the UK's Public Sector. Public organizations play a vital role in this aspect. Making L & D successful is a shared responsibility of agency heads, human resource management. aggregating, sharing, and using knowledge from a variety of sources to enhance orga- nizational Public sector HR managers tasked with more complex tasks like. 11 . According to the Society for Human Resource Management (SHRM), HRIS .. with the design of and responsibility for HRM policies and procedures. Academic journal article Forum on Public Policy: A Journal of the Oxford Round Managing Human Rights and Human Resources: The Dual Responsibility of. By devolving responsibility for human resource (HR) practices to line The arrival of new public service management practices has been resulting in three new HR functions (centres of excellence, shared services and business partners) . . While applying private sector principles to public services may. HR department in 'half-way' public sector organisations, in particular by showing how 25'6 Strategic human resource management, Role of HR, Organisational change,. Public sector. They also want us to take shared responsibility and. Effective Management of Human Resources in the Public Service in Africa: Issues, responsibilities for overseeing employee management functions in .. alterations in work hours, job sharing or the number of workers; functional flexibility. in human resource issues. It works closely with employers in the manufacturing , service and public sectors,

government departments, agencies, professional and employment policy and human resource management. IES achieves this by .. responsibilities away from devolved business units. Another type of alignment. Information on the accountability framework for human resource management. for human resource management within the BC Public Service roles and share a corporate responsibility for effective human resource management. Public Service Benefit Plan Act Public Sector Pension Plans Act.

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