PUBLIC PERSONNEL MANAGEMENT DEVELOPMENT ROC.(TAIWAN)

LEE, CHIA CHEN
Main Features Of Human Resources Development In Taiwan's Public Sector

- The central personnel authority guides the development trends of human resources
- Strengthen the training of high-ranking civil servants
- Shaping And Boosting Civil Servant Culture and Value
1st : THE CENTRAL PERSONNEL AUTHORITY GUIDES THE DEVELOPMENT TRENDS OF HUMAN RESOURCES

Government and Personnel Structure

President, Vice President

Executive Yuan
Legislative Yuan
Judicial Yuan
Examination Yuan
Control Yuan

Director-General of Personnel Administration (DGPA)

Ministry of Examination
Ministry of Civil Service (MOC S)
Civil Service Protection and Training Commission (CSPD C)
Personnel Management Agencies of Taiwan (ROC)

Examination Yuan

supervisory

MOCS

consultation & cooperation

Central & Local personnel Departments not under the Executive Yuan

Executive Yuan

Central & Local Personnel Departments Under the Executive Yuan

DGPA
2nd: Strengthen The Training Of High-ranking Civil Servants

Personnel System: 14 grades and 3 Rank

<table>
<thead>
<tr>
<th>ranks</th>
<th>grades</th>
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</thead>
<tbody>
<tr>
<td>Elementary</td>
<td>G1-G5</td>
</tr>
<tr>
<td>Junior</td>
<td>G6-G9</td>
</tr>
<tr>
<td>Senior</td>
<td>G10-G14</td>
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Why Senior Civil Servants?

- Increasing challenges brought from globalization
- The gap between civil society and civil service.
- Government should respond to the needs of civil society.
- The development of knowledge economy will decide which country is going

People often expect those serving at the top to be equipped with knowledge, visions, strategies, skills. . . .
To steer the nation through the tough challenge.

~ Su Tsai Tsu and Liu Kun-I, 2016
Training System

Hung Jin-lin, A New Century Model of Civil Service from Taiwan; Learning Science of Civil Service, 2013
Senior Civil Servant Training Recent Developments (Including Training by NACS and DGPA)

1) Connected with national’s development strategies
2) Place high priority on the acquisition of global visions and knowledge of international affairs.
3) Diverse of training modes and methods (in addition to focused on lectures, methods such as group discussion, case analysis, bench marketing, simulations......are all actively employed)
Senior Civil Servant Training Recent Developments (Including Training by NACS and DGPA)

4) **Evaluate and assess training demand and effectiveness** (NACS established the Assessment and Development Centre, assess their capabilities before and after training, offered individual follow-up program to reinforce effectiveness of training.)

5) **Public-private partnership (PPP) model** (alliances with domestic and foreign training institutes, universities, non-profit organizations and enterprises for greater interchange with and connection to the outside world.)

~ Su sai Tsu and Liu Kun-I, 2016
According to Maslow's 1943 hierarchy of needs, self-actualization was the pinnacle of his 5 level model of motivation. Maslow said about self-actualization “refers to the person’s desire for self-fulfillment, namely, to the tendency for him to become actualized in what he is potentially.”
sixth level as being intrinsic values

Justice
Truth
Perfection
Fairness
Goodness
Excellence
Civil Servant Core value

- honesty
- professionalism
- efficiency
- caring

Civil Servant Regulation and Personnel Officials Service Regulation were formulated in 2010
CONCLUSION

• how to encourage group cooperation, across-sector collaboration

• the overall trend of human resources development in Taiwan is toward a higher spirit of public service.
Thank You For Listening!