



ISSN: 2349-9141

Available online at <http://www.ijrr.com>

International Journal of Information Research and Review
Vol. 2, Issue, 04, pp. 642-645, April, 2015



OPEN ACCESS JOURNAL

Full Length Research Paper

THE NEED OF TRAINING FOR PUBLIC SERVANTS IN INDIA: CHALLENGES IN GLOBALIZED ERA

***Dr. Deepali Singh**

Political Science, NIMS University, Jaipur, India

***Corresponding Author**

Received March 13th 2015; Accepted April 30th 2015

Abstract

The civil service is an amazing phenomenon of the modern state and has become indispensable for modern administration. It is most complex and complicated institution of the government and has been conceived of as the epitome of efficiency and impartiality. The future of modern governments rest primarily on the role and capabilities of the civil service.

Keywords: *Phenomenon, Administration, Indispensable, Complicated.*

Copyright © Nath T. N. This is an open access article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

To cite this paper: Dr. Deepali Singh. 2015. The need of training for public servants in india: challenges in globalized era. *International Journal of Information Research and Review*. Vol. 2, Issue, 04, pp. 642-645.

INTRODUCTION

The fundamental Public administration is now playing a major role with the gradual expansion of state activities in modern times. It has now turned to an all-encompassing factor of the daily life of the individual as well as the community. Public administration has shown a universal trend of expansion. Some of the major factors, which are responsible for expansion of state activities, are: rise of industrialization, change of political philosophy towards socialism and rapid population explosion. Principles of the welfare state have greatly transformed the work of Public administration with the result that the older functions have become much less prominent and the newly created departments for undertaking various social and development services have assumed greater importance. The increased complexity of social change and administrative arrangements make the tasks of administration more difficult and challenging. The importance of the civil service has been steadily increasing with the gradual expansion of state. Civil service is closely related to whole of society and affects of the political economy. The norms of an administrative system are both old and new traditionally, the norms are – efficiency, economy, good management and public interest. Civil service today is facing new challenges besides grappling with old traditional challenges earlier mentioned. Administration in modern society has become an all pervasive affair through political direction, economic management, socio-engineering and increased bureaucratization. The establishment of the Indian Institute of Public Administration gave a great-impetus

to the study of public administration. It sought to focus many areas for administrative reforms. The government also has to a considerable extent sent their own employees to attend some specialized courses or to participate in some general management courses. The study terms of the Administrative Reforms Commission have made suggestions regarding training and training institutions for public services. The new technology demands a new kind of culture and temperament and also advanced educational skills and qualifications. The computer can retain data in its memory in an unbelievable quantity and these data can be retrieved easily.

The word 'RedTapism' would no longer be relevant in administrative process. The Internet and the Information super highways have a great role in facilitating policy – making by the government. The internet as a network of computers also helps cooperative research between institutions of higher learning and government policy – makers. Bureaucratic culture refers to the mode and style of functioning of bureaucrats as public servants in the higher echelon of administration are called upon to provide policy counsel, assist information of programmers and engage in the management and direction of human resources in the interest of translating policy hopes into realities. The civil service is the core of government and it is the most conspicuous part of the government. It is the government in action, and is the cutting edge of administration with a direct interface with the people. The civil service was originally conceived as the ideal construct for translating the policies and programmers of the political dispensation into reality and for maintaining the administration on an even keep.

The civil service needs to be conceptualized in a new light today. Even though the Government of India as well as state governments have given importance to training and the need to institutionalize these through setting up of training institutions at various levels, there remain basic shortcomings-cutting across all services and at all levels-that need to be addressed whatever the system of recruitment may be there is a need to improve the capability of civil servants through training. Training means the act or process of making a person fit to perform certain tasks. Both conventional and modern techniques are used in education and training of personnel. There are many training techniques. Among them simulation exercise in which the trainee is expected to act as if he were in a real life situation, compose one important category. This category includes management games, a role-playing in basket exercises, certain new case methods and the like. In training, the system approach is important. Training cannot be considered in isolation from other aspects of personnel administration or from other aspects of performance improvement. In fact, training programmes becomes a wasted effort if it is not harmonized with career development or other personnel activities or if it is not integrated with programmes of administrative improvement and or reforms.

Training can be effective only if the knowledge and skills acquired by the trainees can be and actually are used for performance improvement and also if successful training is really helping the development. The problem of training of the civil servants today is an important problem of the public administration and personnel programmed. The work of the government today is not as simple as it was in the 19th century. The idea of welfare state, the functions of the state have increased and become complex. To cope with this problem almost each important and developed country makes provision for the training of its public servants. The need for training become more important after the industrial revolution as the machines gave rise to new problems and therefore, the tasks of administration have become complex in nature. The government performs different functions related to health, education, business, industry etc. The higher civil servants have to assist in policy formulation and its implementation. So, training is a conscious attempt to increase the competence of the employees by imparting professional knowledge, broader vision and correct patterns of behavior habits and attitudes. India initiated economic policy reforms in 1991 and since then these reforms have played a critical role in the performance of the Indian economy.

The reforms have involved opening the economic marketing. It has become more complex getting the government out of the huge morass of regulations empowering the states to take more responsibility for economic management and thereby creating a kind of competition between the states for foreign direct investment (FDI) which is now recognized as an important source of finance. The high-speed global adoption of e-governance & the application of which in public administration in India is require high-quality training to administrations. The training method is changed according to global competition. The administrators should be trained as modern trends demand because traditional training is not enough in managing the fast changing world. Information

technology has brought revolutionary changes in every walk of life. It has accelerated the pace of globalization and the use of internet and computers is increasing rapidly. The electronic media of communication and computers has increased for process of administration. E-governance involves computerization of services to be provided to the citizens and computerization of government documents, records and various reports. In the processes of globalization, information has become power for the quality of administration. The administration is playing a crucial role for implementation the policies. The new economy policy is towards creating a more competitive environment in the economy as a means to improving the productivity and efficiency of the system. The Indian trade control system under civil servants had engendered are incalculable. Training helps in developing the human potential and in raising the level of efficiency and performance. Training of public servants in India has a long highly visible phenomenon in developing countries as well as developed countries. Recently, the civil service have different role in this competitive atmosphere. Institutional Training is coming to occupy an important place. On the job training is certainly essential but it is not enough.

Institutions are assuming greater responsibility for supervising training in the field changed context of governmental the continuous training of IAS officers is very critical from the point of view of the socio-economic and political transformation of India. It is clear that both the contents and the formats of IAS training programmers have to undergo a radical change. The demands arising out of the globalization of the Indian economy require IAS officers to pick up new skills and concepts, and ensure their effective application. In the long term, courses in the area of public management including service delivery need to include project work. The application of Information Technology will go a long way in improving the quality of public management and access to it. The Indian approach to post experience training for IAS officers relies upon a nodal agency for training public managers which has developed linkages with national and international institutions, functions undertaken to promote socio-economic development at a fast pace. The civil servants should be trained as the condition demand in new competitive times so they can face every problem which is increasing so rapidly.

LalBahadurShastri National Academy of Administration Missouri organize case study method the unit encourages development of the academy, the unit encourages development of case studies on situations and themes directly related to the training needs of the civil servants workshops for the preparation of case studies as well as the techniques of case study teaching are organized periodically. The civil servant being an instrument of the state has to be in the forefront of the efforts to manage globalization. The multinationals challenge is before civil servants, how to vocalize globally, civil servants are consider to be the pillars of a state. The industrialization and concern for public good have brought about significant change in the role of civil servants. In new economic era, the united nations in its handbook for training public service warned "no Training programme can succeed without the support of the entire management. Sometimes much more them consent is required on the part of the management". The national informatics center was setup for a long period it

spearheaded the efforts of government to make computers an integral part of the government officers. This helps civil servants to see their work in the widest context and to preserve with own educational development. It prepares for higher work and greater responsibilities and entire his or her outlook and methods to the new needs of changing time. The ideology of training must attempt to be self-providing and self-sustaining. civil service in the current decades will have to face challenges. Administration in modern society has become an all pervasive affair through political direction, economic management, socio-engineering and increased bureaucratization. Civil service taking an active role in aiding the ministers politicians on welfare measures and implementing them in a positive manner for the good of the people. Modern day governance resulting in the need for a certain level of knowledge in handing the business of government in contrast with the incompetence of the general lot of the politicians to measure up to such requirements. The role of government is changing as we witness a fragmentation of policy responsibility in society. We must also recognize that the traditional mechanisms of government control are no longer workable-or even appropriate. Traditional hierarchical government is giving way to a growing decentralization of policy interests.

After 1990, the scope of globalization and privatization is increased and public sector is removed in private sector. In this situation, training should be different and civil servants should be skillful in their field. The multinationals challenge is before civil servants therefore, how to localize globally. It is also helps to remove world poverty through trade and the trickledown effect. So the civil service is an important instrument of state. It is a permanent entity considered to fair, invisible, impartial and unselfish government in democracies come and go but civil servants remain civil servants are therefore consider to be the pillars of a state. Civil service reforms in order to improve transparency, accountability, integrity, efficiency and consisting in public administration at all levels this comprise enforcing the right to information, greater transparency in policies and procedures, minimizing, discretion putting in place an adequate system of rewards and punishments and promoting professionalism through capacity building. Policy formation and coordination function is fundamental to be smooth running of government.

Effectively mechanisms for policy formation and coordination are closely linked with a more predictable policy framework, better regulation, lower corruption and exemplary rule of law. There must also be good cooperation at all levels of the bureaucracy through both formal mechanisms and informal network of communication and cooperation among civil servants. So, the civil servants have an important role to play because they the ones who analyses issues and place the options for decision before government, the civil servants should be trained in every places which they can face problems and solves all situations. According to the Tenth plan (2002-2007): 'civil service reforms must be aimed at improving, transparency, accountability, honest efficiency and sensitivity in public administration at all levels. Important components of civil service reforms: - The processes and outcomes of policies, entitlements and procedures must be made transparent, widely shared and well displayed.

Efficiency of civil service is most important'. In recent years training has acquired increasing recognition not only as a strategy for achieving organizational goals but also as an important means of inducing, even sustaining, change. As a result, there is a growing realization among political leadership and administrators that training is also a major tool for effective administration. Indeed, as the pace of all - round change increases, the need for thoughtfully planned and designed training becomes more evident. Training is relevant for all members of the civil services – from the senior-most secretary to the junior-most clerk. Nowadays, there is also much talk about the need to develop through training and related measures appropriate competencies amongst each individual working in government. Such competencies should be both generic and general which are related to the level and category of the post at which the individual is working, as also domain-specific and related to the specific schemes and programmes with whose formulation and implementation the employee is associated.

As against this the training is primarily concerned with preparing the trainees for certain lines of action, which are delineated by technology and by the organization, in which he works. 'Training' improves the administrative output—quantitatively and qualitatively. It is a function of helping trainees to acquire and apply knowledge and skills, which they do not possess, but are needed by the organizations, of which they are a part. There has been a growing realization, in the recent years, all over the world that after recruitment into civil services, training is necessary for gearing the bureaucracy to meet the challenges of modern times and make the services more effective, efficient and goal-oriented. It is training that imparts knowledge, shapes attitudes, cultivates skills and builds work-habits. Training becomes more important because education of the recruits before entering into different branches of civil services is mostly degree-oriented instead its being job-oriented. Training fills up the gaps between learning and practical requirements. The Indian civil service has a long historical background and is a product of centuries, and so is the case of its education and training. The system of Indian civil services has progressed slowly but steadily under three regimes – the east India Company, the crown and the Indian republic.

The administrative system is both old and new. The new society demands required technology, culture, temperament, educational skills, computer, internet knowledge, managerial skills , communication ability, efficiency, power for handle peoples, arranges policy, formulation of policy, honesty in work, responsibility, different style of behavior for develop to society. The civil servants are fully careful for these problems then they can help government for develop India, according changing era when others countries are involves in globalization and they are following it and make plans for profit, India should be with them, now Indian government also would make many changes plans and political party will be involves in these plans, other side civil servants will formulate these plans according new competition market and they also will follow. So, civil servants will require peoples many facilities and improvement in India society.

REFERENCES

- AsokMukhopadhyay, 2006 “It and Administrative Culture In India’ IIPA(IJPA) Vol 46,
- Bodla, B.S. and UshaBhati, 2004. “FDI Emerging Scenario” Yojana, October.
- DevesnKapur and Pratap Bhanu Mehta, 2005. “Public Institutions in India (Performance and Design)” Oxford University Press,
- Dr. A.P.J. Abdul Kalam, 1999. “Second Vision for The Nation – *Developed India A Development Journal*, Yojana, Jan., Volume. 43, No.1
- Dr. Abdul Kalam, A.P.J. 1999. “Second Vision for The Nation – *Developed India A Development Journal*, Yojana, Jan., Volume 43, No.1
- Economic and Political Weekly, Sep. 10, 2005.
- Economic and Political Weekly, Sep. 10. 2005
- GreeshPradhan, 2001. “Civil Service reform in independence India: An Overview IIPA (IJPA), Volume, XLVII, No. 4
- GreeshPradhan, 2001. “Civil Service reform in independence India: An Overview IIPA(IJPA), Volume, XLVII, No. 4
- India’s Five Year Plans, Complete Documents, 2002-07
- India’s Five Year Plans, Complete Documents, 2002-07
- Indian Institution of public Administration 2000. ‘Centre Electronic Governance’ New Effect of Commonwealth, Vol. 46
- Indian Institution of Public Administration 2000. ‘Centre Electronic Governance’ New Effect of Commonwealth, Vol. 46
- Journal of National Academy of Administration* 1969. T.N. Chaturvedi, “Some Common Problems of Training Institutions” (This was a discussion working paper) presented to the conference of Training 16th to 18th June at NAA-Mussorie, Vol.-V. 1970.
- Lokhanda, M.A. 2004. “E-Governance in India” Yojana, December
- Lokhanda’ M.A. 2004. “E-Governance in India” Yojana, December
- Ramashwamy, P.R. 2002. “The Challenges of Globalization For Civil Servants “IIPA (IJPA), Volume, XLVIII, No. 1.
- Ramashwamy, P.R. 2002. “The Challenges of Globalization For Civil Servants “IIPA (IJPA), Volume, XLVIII, No. 1.
- Reports of The Study Group On The Training of IAS officers: Impact Assessment and Stategy for The Future, LalBhaduharShastri National Academy of Administration – Mussorie, 1996 (14th March), (Para 2.10)
- Reports of The Study Group On The Training of IAS officers: Impact Assessment and Stategy for The Future, LalBhaduharShastri National Academy of Administration – Mussorie, 1996 (14th March), (Para 2.10)
- Sofi Ali, 2004. “Rebuilding The Civil Service Case for Human Development Service: A Conceptual Framework” Indian Institute of Public Administration, Vol. L. No. 2.
- Sofi Ali, 2004. “Rebuilding The Civil Service Case for Human Development Service” A conceptual framework, IIPA (IJPA), volume L, No. 2.
- Training Devison Department of Personnel Government of India, 1994
- Training Division Department of Personnel Government of India, 1994
