PREFACE

The problem of professionalism in development administration is delicate to handle and difficult to solve. The personnel in government services have high responsibility of not only holding the society together in peace and harmony with regulatory powers but also to bring about progress and prosperity with plans and projects of speedy development. Functioning of the government whatever its form may be, in the developmental areas will be as effective and fruitful as what its personnel have professionalism likely to make of it. Therefore, the work of government servants is not only concerned with their personal well being but is also closely connected with public welfare. Thus, to achieve the goals that the nation has set for itself in the true sense of the term, is their primary responsibility.

During the last few years the problem of organised public service has become more complex and difficult. The economic, social and political programmes of a nation have become so colossal that traditional type of administration cannot achieve it effectively and efficiently.
Our public service system is largely modelled on the British pattern which is quite obviously not fit in the present circumstances. The system of administration which was established by the British rulers in India, was regulatory and rigid. Although the administration was comparatively efficient and impersonal, it had hardly any social phenomenon. Traditions, customs and habits die hard and the lingering overloadship and bureaucratic attitudes that we witness today in the government servants is no doubt a hangover of the colonial era which must be replaced by a socially oriented system. Prime Minister Lal Bhadur Shastri in his first broadcast to the nation on assuming office had said 'there is a wide spread feeling that extensive reform of development administration is essential if the task of economic development and social reconstruction are to be accomplished. The administrative organisation and its methods and processes must be modernised if it is to become an effective instrument of economic change'. Public officials should think and see that certain thing which are essential for our progress are implemented properly.
The country would go down if the old British system operative in India is still rigidly followed in which the public servants were not supposed to be concerned with the national problems, progress and development plans. Government is aware of the need for change and a new approach, but unfortunately, the manner in which and the extent to which changes have taken place betrays a certain amount of rigidity of the system. The changes have been very slow and the system continues to be set in the same old pattern. It lacks dynamism and professionalism in development administration to changing needs.

It is, therefore, necessary to find out a new approach to the problem of recruitment and training of the public servants and methods and procedures of development administration, as it constitute the crux of the problem.

The purpose of the present study is to make an assessment of various personnel engaged in developmental task with special reference to recruitment and training have been tackled intelligently imaginatively and practically and fruitfully. We have to reorientate the whole basis of our administrative recruitment and much misunderstand-
ing has been generated by the repeated aphorism that the "services are servants of the people. It is only half of the truth. In fact it constitutes the elites and the most influential section of population. It is to be examined as to what means are to be adopted so as to bring out a perfect coordination between bureaucratic elements, developmental activities and democratic forces so as to ensure both efficiency, professionalism, accountability and productivity.

The thesis has been divided into five chapters including conclusion. The first chapter deals with the concept of development Administration as opposed to classical or traditional administration. The distinction is necessary to be clarified. As not all administration is developmental and not all development is planned. The major causes of declining the Development Administration are also discussed. At the same time its different approach in India and developing countries has also been touched upon in this chapter.

Second chapter is entitled as Role of Bureaucracy in development, It covers the concept of Bureaucracy given
by various thinkers. Along with this, the role played by bureaucracy in the task of development can hardly be overemphasised as it acts as the most vital agency to bring about the requirement in the quickest of time with least friction. The role played by bureaucracy in development has been dealt in quite details in this chapter. Different developmental programmes for SC/ST and under privileged section of society are also discussed for the upliftment of their social, economic and educational conditions of life.

Third chapter dealt with the concept of recruitment, various ideas have been given in this sphere. The task of personnel administration as how to recruit new and able employees for the public services and making use of the old ones in order to maintain a well satisfied productive work force. It is proposed to study and analyse the problem of recruitment thoroughly. Along with this the role played by local administration and district personnel are also highlighted. It covers actual position of the district officer in development administration of the district and his relationship with Panchayati Raj Institutions.
This section endeavours to analyse the professionalism from the inside before going for the recruitment. We must make it clear that what exactly the professionalism is in the present context, and the recruitment policies of professional are also discussed.

Fourth chapter is a detailed coverage of the objectives and the problems faced for providing the training to the personnel. The present emphasis on training also reflects the recognition that in a world of growing professionalism and fast changing technology, those who run the country must update their knowledge and application of new concepts and approaches to solution of problems. Training given to developmental personnel is also mentioned in this chapter, how they go to their respective areas and getting the training for implementing the developmental programme which comes from centre and state governments.

The concluding chapter five is the summary, and contains observations based on the study. If these observations along with the other ones given in the preceding chapters are taken seriously, Remedies and suggestions
have also been made for the improvement of the recruitment and training policy of government and it may likely improve the professionalism in development administration.

The efficiency of any administration ultimately depends upon the quality of recruits and the subsequent training of its personnel. Therefore the problems of recruitment and training have a special significance in India today. I have tried to make a thorough assessment of merits and demerits of various recruitment systems. The new personnel system has got to became professionally knowledgeable with regard to the best ways in which the new functions could be implemented. Our system has been a closed one in the sense that we still continue to keep specialists at a lower level, even the best among them, both in terms of status and salary. While the need is to place specialists at higher levels so that they may be able to give proper advice to the decision-makers particularly in development administration.

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