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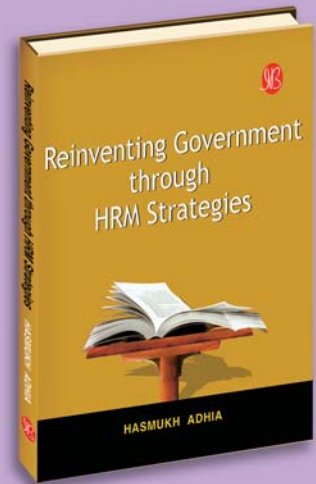
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Hasmukh Adhia is an IAS officer in the rank of Principal Secretary to Government of Gujarat. He was a part of many of the initiatives narrated in this book in his capacity as Principal Secretary to the Chief Minister of Gujarat, with concurrent charge of Secretary for Administrative Reforms and Training Department during the period 2003-2006. He is a Gold Medalist from Indian Institute of Management, Bangalore where he did his Post Graduate Diploma in Public Policy and Management in the year 2002-2003.

The bureaucracy can accelerate or derail the fast growth of the State, depending on their mindset and level of training and motivation. The efficiency level of bureaucracy can have a major bearing on competitiveness of private enterprise, from where the major part of growth comes. There are several problems plaguing the lower levels of bureaucracy. Negativism, risk aversion, work-avoidance, low levels of motivation are some of them. Also, there is a gross underutilization of their capacity.

This book is a compilation of nine essays, out of which three based on extensive research, which cover the strategy for Reinventing Government through Human Resource Management Strategies. The book contains a chapter on USA's experience in civil service reforms and its implications for India. It covers analytical presentation of some innovative strategies adopted by Government of Gujarat for training and motivation of its staff, which became quite successful in changing the mindset of Government employees.



CONTENTS OF THE BOOK

- Job Satisfaction of Government Employees in India – Antecedents and Consequences
- Government Employees' Ranking of Factors that Motivate them: What do they Want at Work
- Policy Implications Emerging Out of the Opinion Poll of Employees Conducted by the Government of Gujarat
- Changing the Mindset of Government Employees – The Need and the Solution
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