

CALL FOR PAPERS

IIAS-SEAPP

DOHA CONFERENCE

2023



6-9 February

**on Developmental States and Professionalization
of Public Administration and Public Policy**



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HRM Reforms in the Public Sector: Career and performance of civil servants

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Many governments around the world have been trying new reforms with an overwhelming pressure for performance often opting for the best models which begin as mimetic isomorphism however, bringing in different results. The changing development models of administration and governance have implications for the personnel working for the government (especially civil servants) affecting key Human Resource (HR) practices and performance. Governments continue to propose reforms for civil servants focusing on the HR practices to adjust effectively with changing times. These reforms focus on recruitment practices, promotions, lateral hiring, performance appraisal and, compensation and benefits along with other key issues associated with the public sector.

Over the past thirty or more years, there has been a growing recognition that context is crucial in understanding the effectiveness of human resource management (HRM), in particular, in relation to its impact on organizational performance (Paauwe, 2004; Boxall, Purcell & Wright 2007; Farandale and Paauwe, 2018). Inspired by this contextual approach, there is a growing recognition of the specificity of HRM in the public sector administration (Knies, Boselie, Gould-Williams and Vandenabeele, 2018; Leisink and Knies, 2018; Vermeeren, 2017; Steijn and Knies, 2021). Under New Public Management and New Public Governance Reforms, public organizations continue to adopt private sector practices and undergo significant reform processes to enhance efficiency and public service delivery (Brown, 2004). However, public administration scholars hold a distinctive view regarding HRM in the public sector and argue that it is too simplistic to assume that what works in the private sector context can also be applied to the public sector (Knies et al. 2018; Boselie et al. 2021). Leadership plays a vital role in adopting HRM in public administration reforms, addressing both the external pressures of politics and multiple stakeholders, as well as the internal issues of adoption and implementation of HR practices (recruitment, promotions and compensation among others) for effective management of employees. Additionally, a country's politico-administrative culture, socio-economic structure and institutionalized environment play a significant role in adopting HR reforms (Khilji, 2004; Farandale and Paauwe, 2018; Leisink, Borst, Knies and Battista, 2021; Parry, Morley and

Brewster, 2021). Thus, in integration with the conference theme of ***Development States and Professionalization of Public Administration and Public Policy***, we encourage scholars to focus on the following:

- How have HR practices changed in the past decades for civil servants to enhance employee and organizational performance under the umbrella of development and reform models? What are the trends of HR reforms in the public administration?
- How do national, economic, social, and cultural contexts impact HR practices for the civil servants?
- What is the role of political/organizational leadership in adopting efficient HR practices for the public sector?
- What reforms have been proposed and implemented over the years to improve the functioning of civil servants?

We look forward to papers that map and analyze reforms for improving professionalism of civil service with focus on HR related practices. We strongly welcome theoretical research papers that discuss innovative, conceptual contributions, as well as empirical research papers that discuss local experiences and comparative analyses using different research methods including qualitative, quantitative, and mixed-research.

Please submit an abstract of maximum 500 words including name, institution, contact details, topic, purpose of the envisaged paper, methodology and main findings.

Practicalities

- Submissions should be made in English or Arabic.
- The call-for-papers and panels will remain open until November 30th.
- Notifications of acceptance will be sent by December 15.
- Full papers will be expected by January 8th.

The conference will take place on February 6-9, 2023, in the School of Economics, Administration and Public Policy (SEAPP) of the Doha Institute for Graduate Studies, in Qatar. The PhD symposium will take place on February 6; all plenary and parallel sessions on the themes, proposals and panels will be scheduled on February 7-9.

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Furthermore, one or several edited manuscripts through the [Palgrave IIAS Book series](#) as well as submission to [IRAS \(International Review of Administrative Sciences\)](#) are possible.

All information on the conference can be obtained at:

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