

**THE IMPACT OF  
GLOBALIZATION ON  
SOUTH AFRICAN PUBLIC  
SERVICE HUMAN  
RESOURCE MANAGEMENT**



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# ***BACKGROUND***



- Global markets/ competition/ financial mobility/ economic liberalization/ spread of communications & information technology
- HR establishment which can render sustainable service delivery
- Performance of the SAn PS at present

## **ANALYSES CONTEMPORARY TRENDS IN AND CHALLENGES FOR THE PS HRM AND THE QUALITY OF SERVICE DELIVERY**

1. What are the contemporary trends and challenges facing SAn PS HRM
2. How does these challenges impact on sustainable service delivery?

# LITERATURE



- **Sachs (1997)** – Movement towards international trade
- **Farazmand (2002)** – Global environment – public administration – human resources
- **Mapuva (2010)** – G8 South African focus
- **NDP (2013)** -

New cultural & psychological awareness that is likely to bring about major changes to social, political & business spheres in the years to come.



# ***IMPACT OF GLOBALISATION***

- **CULTURE:** Having people of different cultural backgrounds working side by side, will alternately leads to worker norms and expectations in the workplace to be of a diverse nature.
- **ECONOMIC SYSTEMS:** Economic activities which need to be established in order to ensure wealth distribution amongst all within a society with the aim to sustain service delivery.
- **POLITICAL SYSTEMS/ LEGAL FRAMEWORK:** The values (political system) that the SAn government practiced today appears to be clouded with corruption, inefficiency and lack of transparency.
- **HUMAN CAPITAL:** At present the SAn PS labour force do not possess the necessary skills to adhere to the needs of the society.

# ***CONTEMPORARY TRENDS***



SA's transition into becoming an economic global player (around 1994) has necessitated the PS to change apartheid objectives and operational practices to ensure HRM success and sustainability

- Amendment of legislation directing HRM
- RDP
- 1994 PS staff establishment was mainly white and male dominated
- Black public servants was under represented

**Around 2000: Women were slowly entering the public service, even in management positions**

- (i) several of these women did not possess the necessary skills acquired by the position they were appointed in,
- (ii) they also faced discrimination, and
- (iii) experienced traditional role conflict.

# ***CONTEMPORARY TRENDS CONTINUE***



Training

Diversity

Electricity

Water

Health

Education



# ***CONTEMPORARY TRENDS IN & CHALLENGES FACING SAN PS HUMAN RESOURCE MANAGEMENT***

**Table 1: Describe the role of Government in sustaining a democracy**

	<b>Important *</b>	<b>Undecided</b>	<b>Unimportant</b>
Education	95,85	2,07	2,07
General public services	92,24	4,49	3,27
Health	90,42	6,67	2,92
Public order and safety	90,24	5,88	3,78
Job creation	89,03	8,44	2,53
Economic affairs	83,68	12,13	4,18
Social protection	83,05	13,14	3,81
Environmental protection	80,08	13,14	6,78
Housing and community amenities	80,08	16,18	3,73
Defense	72,73	19,48	7,79
Recreation and culture	72,29	20,35	7,36
Partner with the Private Sector in service delivery	64,4	31,94	3,66

\* Aspects ranked from most important to less important (column 2; table 1).



## ***RECOMMENDATIONS***

- Promoting a skilled & capable workforce
- Innovation
- Culture of contributing
- Accepting responsibility
- Responsive, accountable, effective & efficient government system
- Protecting & enhancing environmental assets & natural resources
- Contribute to a better & safer Africa & World



# ***CONCLUSION***



SA public service will need to connect the fine line  
between what has traditionally worked and what will work in  
the future

## ***MOVING TOWARDS***

Impact of services delivery

Willingness to participate

Thank You  
Dankie

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