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THE IMPLEMENTATION OF HUMAN RESOURCES PLANNING IN THE GAUTENG PROVINCIAL GOVERNMENT

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Abstract

This Human Resource Planning process map should be underpinned by Provincial priorities to provide tangible improvements in the delivery of services to Gauteng Province citizens as well as to build strong, interconnected and sustainable communities. A systematic approach to Human Resource planning will ensure that the Gauteng public service constitutes the right people, with the right skills, in the right place, at the right time to deliver high quality, value for money services in partnership with Gauteng Province communities - all the time.

The purpose of this study is to determine the challenges that the HR Practitioners are experiencing in the development and the implementation of their departmental HR Plans. One of the key findings in the report is that the leadership within the departments do not play a crucial role and are not accountable for the implementation of HR Planning. Further that the Office of the Premier does not play a central and leading role in monitoring and evaluating the implementation of HR Planning within the Gauteng Provincial Government (GPG) .

Using a quantitative methodology, a questionnaire was designed and sent to all GPG HR Practitioners as well as the one on one interviews were conducted to gain an understanding of the problems and to be able to develop recommendations regarding the improvement of the implementation of HR Planning at departmental level.

The findings from this study confirm that there have been capacity constraints in the implementation of HR Planning in the Gauteng Province. This is caused by the lack of effective leadership role and their involvement in HR Planning process. The study has identified the lack of capacity in the development of HR Plans within the departments. This is contributed by the lack of a central supportive role by the Office of the Premier, as well as the dependency on service providers by some of the GPG departments in the development of their Human Resources Plans.

Declaration on plagiarism

I, Rose-Mary Sithole Student number: 393292 am a student registered for MM-PP in the year 2009.

I hereby declare the following:

I confirm that the work I will submit for all assessment for the above course is my own unaided work. I have followed the required conventions in referencing the thoughts and ideas of others**.** I am aware that the correct method for referencing material and a discussion on what plagiarism is are explained in the P&DM Style Guide and these issues have been discussed in class during Orientation.

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