

**GOVERNMENT OF PAKISTAN
CIVIL SERVICE REFORMS UNIT
(ESTABLISHMENT DIVISION)**

**EVALUATION PERFORMA
FOR
PROFESSIONAL DEVELOPMENT PROGRAM
(PDP)**

The information contained in this Performa will be treated as confidential and used for evaluation and analysis. The information / data will also be used for career planning, devising placement policy for leadership positions and tracer study.

PLEASE TYPE OR PRINT ALL RESPONSES LEGIBLY

I. PERSONAL INFORMATION

1. NAME:		2. Gender: Male Female	
3. Father's Name:		4. Domicile:	
5. Address:			
(a) Office:		(b) Permanent:	
Phone:		Phone:	
Fax:		Fax:	
Email:		Email:	
6. Occupational Group/Service:		7. Pay Scale:	
8. Date of Birth:		9. Date of Retirement:	
10. Year of Joining Service:		11. Year of Joining Present Service:	
12. Present Posting:		13. Date of Present Posting:	

14. EDUCATION:

Degree	Subject	Institution	Year
Ph.D.			
M.A. / M.Sc.			
Professional Degree			
Others			

14. Computer Skills:

II. EVALUATION OF PDP: Please provide your frank evaluation of the PDP. Your evaluation will help to improve the future delivery of training.

1. Selection Methodology:

- a. Are you satisfied with the selection process for PDP?
- b. What changes would you like to incorporate in the selection process?
- c. Do you think that investment made through PDP is beneficial?
- d. What should be duration of training for mid career officers? (No. of years)
- e. Any comment / suggestion on the logistic arrangements for PDP before departure, during the program or on return?

2. Training Program:

- a. Title of the Degree obtained:
- b. Name of the University / Institute:
- c. Duration of the Degree:
- d. Are you satisfied with the degree obtained?
- e. What are the subjects, you enjoyed most?

- f. What are the subjects, which were not so relevant?

- g. Would you like to recommend your degree and university for future training of officers?

- h. Your overall rating of training program and university. (Excellent, Very Good, Good, Fair, Poor)

Program:

University:

3. Faculty:

- a. Give your evaluation of faculty at your department / university with respect to qualification and experience.

- b. Which training methodology i.e. class lectures, group discussions, presentations, seminars, role playing, field visits etc was most relevant at your level?

- c. Would you recommend a faculty member for future visit to Pakistan for delivering lectures at NIPA / PASC. Indicate name and contact.

- d. Overall evaluation of faculty and training methodology. (Excellent, Very Good, Good, Fair, Poor)

4. How do you evaluate that training achieved under PDP will help in achieving your objectives at the organizational and individual level?

5. Identify the areas where the training program has brought major improvement in your capacity in terms of knowledge base and skills.

III. Career Planning

a. Do you consider that you should develop any specialization related to public sector in the future? If yes, indicate the field.

b. Are you satisfied with your existing place of posting / assignment?

- (1) If YES, how will you contribute to make your organization more efficient?
- (2) If NO, how can you improve your organization's effectiveness?
- (3) Do you think that you can share your knowledge / skills at the NIsPA or other training institution? If yes, indicate the discipline (s).
- c. On the basis of your qualification and experience, which Ministries / Divisions / Departments, can best utilize your potential?
- d. Which elements of public sector management, learnt during the training program, you would like to introduce in your organization?
- e. What are your future career goals and how you want to achieve them?
- f. Any other suggestion / comment.

e. Indicate your plan to use your enhanced capacity for achievement of the government agenda of good governance.

Name:	Signature
Date:	Official Stamp