

CONCLUSION

The implementation of PDP is well ahead of the target. CSRU has established its credibility by upholding merit and transparency. It is a great success of PDP that with a few exceptions, the first two cohorts of officers have returned back after successful completion of degree programs. Though the physical targets under PDP, have been successfully attained yet this is not sufficient. Persistent efforts are required to reap the ultimate benefits of capacity building in the public sector organizations.

The immediate result of the investment made under PDP is that it has enriched the individuals and enhanced their personal knowledge and skills. This has improved their CV and increased their marketability. Several officers are getting tempting offers from the corporate sector. The parent organizations must play their role to retain the officers in the public sector as well as keep them motivated.

The most difficult part in capacity building is transfer of the individual capacity into organizational capacity. This is essential for bringing improvement in policy making and policy implementation, so that the people feel a difference. For this purpose, the parent / administrative organizations have to take the ownership and play a proactive role to manage their precious human resources. The ultimate outcomes from PDP in terms of creating public value would remain unrealized unless the officers are provided with enabling environment to use their enhanced knowledge and skills for the benefit of the people.