

Annex A

Participants' evaluation to the seminar ""Impact and Challenges of the Economic Crisis on human resource management in public administration""

4.-5.02.2010

Questions	Average	Comments
(evaluation scale 1 (poor) - 4 (excellent))		
1. Overall content	3,5	53% excellent 47% good
2. Selection and mix of topics presented	3,5	50% excellent 50% good
<i>Comment: Selection template was great but not all the countries followed the topics at the same detailed level, so can not really grade it</i>		
3. Overall presenter effectiveness	3,4	36% excellent 64% good
4. Discussion opportunities in sessions	3,7	67% excellent 33% good
5. Handouts and written materials	3	20% excellent 60% good 20% fair
6. Seminar room	3,5	53% excellent 40% good 7% fair
7. Audio-visual equipment	3,6	62% excellent 38% good
8. Meals	3,5	53% good 47% good
9. Hotel rooms	3,7	67% excellent 33% good
10. How much new information was provided at this seminar?	A great deal 69% some degree 31%	
Evaluation scale (1 strongly disagree - 5 strongly agree)		
11. The seminar increased my knowledge of public sector human resource management measures in time of crisis	4,4	40% strongly agree 60% agree
12. The seminar increased my commitment to public administration	3,8	7% strongly agree 67% agree 27% neutral
13. The material will be useful to me in my own work within my ministry/organization.	4	20% strongly agree 60% agree 20% neutral
14. The case study sessions were useful for illustrating concepts of the seminar	4,1	33% strongly agree 47% agree 20% neutral

15. The seminar increased my knowledge of effective and innovative approaches to human resource management	4,1	33% strongly agree 40% agree 27% neutral
16. As a result of this seminar I am more motivated to push or advocate for change in human resource management practices in my ministry or organization	3,9	20% strongly agree 53% agree 27% neutral
To what extent is each of the following barriers for administrative reform in your state?		
	Evaluation scale (1 not a barrier 10 most important barrier)	
39. Leadership from the government	6,9	
40. Ministry leadership	5,9	
41. Administrative capacity	6,6	
42. Public's anti-government attitudes	5,2	
43. Financial resources	6,3	
44. Educational level of administrators	5,6	
45. Societal integration	5,2	
46. Recruitment	4,9	
47. Corruption	4,8	
Other		Lack of policy analyze - not a barrier but a threat to a successful reform; performance evaluation (9)
What was the single most useful thing that you learned from the seminar?		
<p>It was all very useful! Interesting!</p> <p>People in other countries have the same problems</p> <p>The seminar provided many ideas. The crisis brings more centralization and ill-prepared reforms.</p> <p>HRM professionals are not necessarily driven to be creative and innovative</p> <p>Crisis is an opportunity</p> <p>I suggest to organize such seminar about performance appraisal system in civil service system</p>		

Comments: Altogether there were 15 persons filling in the evaluation form