MUNICIPAL PERSONNEL SYSTEM

B.A. III (Paper-A)
INTRODUCTION

• The success of any system depends largely upon the men who are responsible for its management

• It is the skill, capacity and enthusiasm of the workers which matters for the success

• This is more true of municipal system in India, which seeks in one way or the other, to influence people’s behaviour
TYPES

SEPARATE PERSONNEL SYSTEM

• Under this system, each local authority has power to appoint and dismiss its own personnel and the personnel is not transferable to any other jurisdiction
TYPES

• MERITS
• Job opportunities to local people
• Ensures sense of belongingness
• Acquaintance with local conditions
• Economical
• Control over staff
TYPES

• DEMERITS
• Undemocratic
• Lacks competent people with broader vision
• Restricts opportunities for promotion
TYPES

UNIFIED PERSONNEL SYSTEM

• Under this system, local authorities form a single career service and the personnel is transferable to other municipalities
TYPES

• MERITS
• Creation of nationwide career service
• Less chances of favourtism
• Central control over staff
• Provides rational basis
TYPES

• DEMERITS

• Restricts opportunities for promotion

• Shortage of funds for training

• Possibilities of conflict between agency and municipal bodies
TYPES

INTEGRATED PERSONNEL SYSTEM

Under this system, the personnel of national or state govt. form part of the same services, vertical as well as horizontal transferability being possible
TYPES

• MERITS
• Ensures unified structure of salary and conditions of service
• Wider possible career opportunities
• Optimal use of personnel
• Decentralisation of developmental functions
TYPES

DEMERITS

• Lack of sense of belongingness
• Difficult to serve two masters
• Undemocratic
thanks