

# The Human Factor in Governance

Managing Public Employees in Africa and Asia

Dr Willy McCourt



October 2006

£55

288 Pages

138mm x 216mm

1-4039-4765-1

Hardback

This book explores the ways in which governments manage public employees in developing countries and how this in turn impacts on the success of national development and governance strategies. Drawing on governance, development and HRM literature, the book presents seven in-depth case studies from developing countries in Africa and Asia. Finally, it proposes ways forward for Human Resource Management in developing countries in the context of government reform strategies.

Introduction: The Human Factor in Governance – HRM as Downsizing: From Cost to Strategy – Mauritius: Economic Growth and Strategic Human Resource Management – Tanzania: Laws and Institutions; *B.Bana & W.McCourt* – Morocco: The Politics of HRM; *W.McCourt & K.Alarkoubi* – Swaziland: Political Commitment – Sri Lanka: Political Patronage – Malaysia: History and Path Dependence – Namibia: The Human Resource Crisis in Health in Africa – Conclusion: Improving HRM in Developing Country Governance

WILLY McCOURT is a Senior Lecturer in Human Resource Management at the Institute for Development Policy and Management at the University of Manchester, UK. He started his career as an assistant lecturer in the National University of Nepal. In the UK, he worked for the Voluntary Service Overseas, and in adult education and local government before joining the University of Manchester in 1994. His research and consultancy interests are in public management and governance in developing countries, and in human resource management.

[www.palgrave.com](http://www.palgrave.com)

Please send me ( ) copies of

**The Human Factor in Governance**  
**Hardback £55 1-4039-4765-1**

For UK orders please add £3, (or £4 for items over £40).  
For Non-UK orders please add £5 (for orders over £40 add 10%).

**Name** \_\_\_\_\_  
Job Title \_\_\_\_\_  
Organisation \_\_\_\_\_

**Delivery Address** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Postal code \_\_\_\_\_  
Country \_\_\_\_\_  
Email \_\_\_\_\_  
Telephone \_\_\_\_\_  
Fax \_\_\_\_\_

I enclose a cheque payable to Palgrave Macmillan Publishers Ltd for £ \_\_\_\_\_  
Please send me a pro-forma invoice (address supplied in the box above)  
Please charge £ \_\_\_\_\_ to my Visa/ MasterCard/ American Express (delete as appropriate)

Card number:                Expires:   /

Cardholder name \_\_\_\_\_  
address (if different from delivery address): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

- I would like to receive free copies of Catalogues in subjects related to items on this leaflet  
 I am happy to receive new book information by email

