**Evaluation of the Agency's Public Personnel Administration**

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Due Date

**Author's Note**

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**Organizational Design**

Organizational design is key to agency human resource management (HRM). The structure, policies, and strategies that constitute managing the workforce are referred to as the HRM strategy. A well-designed Human resource (HR) structure helps clear communication, accountability, and efficiency in operations (Hamadamin & Atan, 2021). For instance, the relationship between HR and upper management and decision makers is close, problems concerning staff are solved quickly, and employees are more productive at work. Additionally, an organization using technology to recruit, train, and track organizational performance has a flexible HR department capable of making data-driven decisions and fostering an organizational culture with a degree of resiliency.

Weaknesses of HRM organizational design are encountered when the department is isolated from the other areas; due to this separation, miscommunication, inefficiency, and a lack of response from the department to its needs occur. When it becomes too centralized in the HRM structure, the local managers do not possess the appropriate autonomy to make important decisions between decision-making and decision-making. Besides, the limited access to their resources and poor technological support get in the way of the HR efforts, which sometimes fail to provide timely solutions and are otherwise unable to implement their efforts fully in line with the organization's strategic objectives (Alfawaire & Atan, 2021). However, some indicated that combinations of organizational and worker needs from an effective and balanced HRM design that served sustainable growth and an engaged workplace were generally required.

**Recruitment and Hiring Practice**

Several key components of the agency's human resource system are employed for recruiting and selecting a qualified workforce. Siddique (2020) asserts that strategic job analysis is one of the major components in which the role has been defined carefully, including the skills, experience, and competencies required. This clarity allows specific recruitment tailored to each position, keeping in line with potential candidates suitable for each job's particular needs. Additionally, job analysis helps HR write job postings that attract people with qualifications close to an organization's strategic goals. This focused approach pays for eliminating these mismatches and maximizing the selection of candidates with the right experience and capability.

Recruitment diversity is another important component that the agency is committed to and has a significant impact. Being an active proponent of diversity hiring means promoting hiring diverse individuals with varied, rich thinking, variations of ideas, creativity, and the creation of an inclusive workplace culture (Gupta, 2024). By reaching out to underrepresented groups and including diversity as a critical recruitment objective, the agency strengthens its adaptability and responsiveness to the society it serves. Additionally, competitive compensation packages are offered to attract and keep the best during intensely competitive recruiting. The agency is a great workplace because these packages often include benefits, career advancement opportunities, and flexible arrangements. These components make for a team with a well-rounded, skilled workforce to push the agency's mission forward.

**Employee Skills Training**

Training is a continuous development of both new and existing employees, and the agency approaches it this way to reinforce their knowledge, skills, and competencies. The agency has several programs that teach new hires the organizational policies, job-specific duties, and performance expectations (Davidescu et al., 2020). It trains employees to do their job well in a familiar environment before they enter the system. The agency also provides ongoing skill-building workshops, certification programs, and online learning resources to existing staff to keep employees current with changing industry standards and technologies. It shows that the agency thoughtfully focuses on building an adaptable and skilled workforce.

However, there are weaknesses in the agency's training approach. Onboarding programs are robust but lack role-specific job knowledge since no customization exists. In addition, while valuable, ongoing training programs are not effectively aligned with individual career goals, the potential to diminish their effectiveness in promoting long-term employee engagement is significant (Lee & Kim, 2023). Finally, employees think development opportunities are minimal if training resources are unavailable or participation is not enthusiastically promoted. This would improve the agency's training programs, tailored to individual and organizational requirements.

**Recruiting and Training Recommendations**

The agency could utilize targeted talent acquisition strategies to turn this loss of talent into a gain. Mainga et al. (2022) show partnering with educational institutions and organizations within similar fields to reach recent graduates and experienced professionals, each fulfilling a particular job requirement. Moreover, creating a strong employee referral program would help get current employees to give you references from people they know, increasing the number of people you can hire. The targeted approaches improve the quality of candidates and help the agency attract the right people whose skills are exceptionally close to the organization's needs.

The agency should change its direction to a more personalized employee development approach to improve training. Employees would receive role-specific training and learning plans for the job function and desired career path. Blake-Beard et al. (2021) prove that a mentorship program where new hires are assigned to experienced staff members and increasingly targeted professional development activities could have been used to achieve this. They would enable the integration of regular feedback loops into training programs to continuously align with employee needs and organizational goals. The agency develops a motivated, capable workforce that is well-prepared to meet changing needs by tailoring opportunities for development and providing mentorship.

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