

Enhancing Public Sector Workforce Through Strategic Recruitment And Retention

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First Activity

Recruitment, selection, and retention in the public sector pose significant challenges, particularly in the highly competitive work environment (Beardwell & Thompson, 2017). Finding highly skilled applicants who are interested in pursuing a career in the public service is particularly challenging because of lengthy recruiting procedures and comparatively lower remuneration in the public sector. My ministry employs a conventional method of recruiting wherein it publicly discloses its staffing requirements in certain disciplines through its official websites and newspapers. Preference is given to applicants who possess professional qualifications and relevant experience. Investing in staff development and growth is a great approach to retaining top talent (Kwon & Jang, 2022), which is why my ministry offers continual training programs. To retain talented people, my ministry provides financial aid, mentoring programs, tuition reimbursement, etc.

According to the Mendelow matrix, stakeholders can be analysed based on the influence they can exert on the organization or the interest they have in the organisation's success (Kivits et al., 2021). We can determine which stakeholders are crucial by using the Power and Interest grid. Those in positions of high interest and high power would have to exert greater control and devote more resources to the task at hand. Nevertheless, it is important to keep an eye on stakeholders who have low power and low interest (Zaychenko et al., 2023). The stakeholders that possess low interest and high power within the ministry include employees, contractors, and consultative council leaders. My ministry should strive to keep them satisfied since their potential transition to the high-interest and high-power group is unpredictable. The stakeholders with high interest and low power include consumers, local communities, suppliers, and environmental groups. My ministry should ensure that this group of stakeholders is kept informed with regular updates about changes and actively seek their input and recommendations for enhancements. Stakeholders who have high interest and power include government and local authorities. Because of their status as a key stakeholder, their expectations of the ministry must be carefully monitored. Stakeholders having low interest and low power within the ministry include other communities. They neither influence the business nor are interested in doing so. Thus, there is no need to engage this group, but the ministry should keep an eye on them in case anything changes.

Second Activity

Government organisations' value creation and delivery processes are better understood with the help of my ministry's value chain. My ministry's value chain prioritises building trust among individuals and providing necessary services rather than focusing on making a profit as private sector value chains do. The main chunk of the ministry's budget goes toward funding initiatives to improve working conditions for employees and the environment; therefore, my ministry is lagging in terms of technological advancement. On the flip side, technological advancements allow for the provision of services that meet the requirements of the ministry at a high level of quality and allow external customers to connect more quickly, for example, by developing mobile applications to process payments or resolve payment violations.

Using the value chain model, companies can classify certain business processes as either primary or secondary. Organisations can get a better understanding of the value chain as a whole by dissecting its operations, sub-activities, and interconnections. It is an effective tool for visualising the advantages and disadvantages of an organisation (Johnson et al., 2017). While value chain analysis can help businesses spot issues within their analyses and implement process changes, it cannot guarantee the creation of a unique selling proposition.

Parks, recycling trash factories, and other new opening projects are part of the ministry's operations, according to the value chain analysis. The ministry has strong ties and partnerships with countries all around the world. The ministry is very involved in marketing, going to conferences and other events. Services provided by the ministry include public consultations and waste removal. As far as the supportive activities are concerned, my ministry has all the functional departments. In my ministry, human resource management is a key part of the value chain. It is all about taking care of personnel by providing them with training and advantages like training, development, and other perks. In return, the ministry reaps larger benefits. My ministry can thrive and expand due to technology, particularly in highly competitive sectors and the development of new technologies. Finding reasonably priced, easily accessible, and of excellent quality commodities is the focus of procurement operations in a value chain analysis. My ministry's assets include things like computers, equipment, and tools.

References

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