



Aliyou Wudu

Decentralized Human Resources Management and Capacity

**The Case of Basona Worana District
in North Shoa Zone, ANRS**



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The major objective of the study was to examine the performance of Basona Worana Woreda with regards to decentralized HRM capacity building since 2002. The analysis was conducted in one selected Woreda in North Shoa Area, ANRS. 74/2002 have been completely examined. Besides, to successful accomplishment of the strategies and the programs, the capability of civil servants and councilors with regards to number, educational qualifications, and trainings received have been analyzed. It's been talked about that the proclamation, the guidelines and directives will be the major pillars that laid the ground for decentralized HRM within the famework of accountability. Data for this analysis were gathered also from major sources with the help of questionnaires, interviews and concentrate group discussions. To achieve this objective, literature about them and the existing personnel guidelines and directives and proclamation No. The total sample size of the research was 87, and 7 professionals and 18 civil support committee members had been also approached to dietary supplement the responses to the questionnaires.



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