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# Strengthening HRM at District Administrations in Bangladesh

By means of decentralized training and better career  
planning



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Taken the federal government organizations as a whole, District Administrations (DA) in Bangladesh are the largest and oldest ones at the discipline level. Apart from a few supervising cadre officials, these District Administrations handle and work with a large numbers of non-cadre support personnel, who constitute more than 90% of total recruiting at DA, but unfortunately enough, there is hardly any study or reformation initiative on the advancement of the huge human reference, which has the potentiality to donate to better program delivery and establishment of a strong field bureaucracy. This represent the central government using one side, and on the various other, coordinates among other Move and NGOs functioning at field administration. This research delves deep in to the concern, discovering some literature on HRM, HRD, Teaching, and applying qualitative research methodology with the use of the tools like concentrate group discussion, interview to collect stake holders' views, suggests some policy proposals for the federal government with a road map of policy implementation.



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