

Closing

Public employees who engage in administrative duties efficiently with a sense of mission and responsibility are required to respond to more complex, sophisticated administrative needs.

This report studied the current state of human resource supply to the public administration sector through questionnaire and interview surveys, reconfirmed the attractiveness and job satisfaction of public employees, looked into the current state and issues of factors that hamper the securing of human resources, particularly methods of employee development and the issue of work style, and indicated the future direction with regard to recruitment, the securing and development of human resources.

The environment surrounding the recruitment of public employees is becoming severer. The public administration sector must take a more active approach to potential public employees. For this purpose, it is important for the public service sector to maintain trust with people and transform itself to an attractive place of employment.

At the same time, it is desired that students who will prepare for employment find and recognize the actual attractiveness of public services without sticking to stereotypes. The public service sector needs to provide information actively, so the NPA plans to make more efforts to conduct recruiting and PR activities to fit the mindset of students. The Cabinet Office and each Ministry are also expected to take an active approach, such as presenting a role model, in addition to various efforts in the past.

At the same time, the Cabinet Office and Ministries need to take concrete measures to improve the method of human resources development and resolve the issue of work style because there is a mismatch in attitudes between these organizations and young employees.

Roles and expertise expected or required for public employees change with the times. However, the trust of the people and the provision of high-quality services are unchanged requirements. There are two points necessary to fulfill these requirements; (1) the recruitment of personnel with ability and eagerness, and (2) systematic in-department human resources development after recruitment. The NPA will continue to work on these issues actively to take timely steps.