

**IS THE SOUTH AFRICAN PUBLIC SERVICE READY TO EMBRACE
GLOBALIZATION?**

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ABSTRACT

Globalisation exercises a significant impact on public human resource management policies and procedures in the South African public service. The driving forces of globalisation have affected public human resource management to a large extent, for example, the impact of technology demands different skills and competencies from public officials on all levels.

This paper examines the impact of globalisation on public human resource management policies and procedures in the South African public service. The focus is on selected national government departments in South Africa.

The main problem emphasised in this paper is that the current training and development mechanisms in the South African public service do not take due cognisance of the significance of the influence of globalisation on local public human resource management, including training to equip public officials to interact internationally, effectively and efficiently.

There is a need for achieving, maintaining and enhancing public service delivery systems as well as implementing cutting-edge human resource management theories and practices for globally competitive human resource management.

This paper provides a set of recommendations on how to overcome the challenges of globalisation and the impacts thereof on public service delivery from a public human resource management perspective.

KEY WORDS: globalisation, human resource management, public service delivery, policies and procedures, training and development.