Name of the class: Forth Semester

Paper: Public Administration

Topic:- Promotion

Meaning: Promotion means upgradation of a personnel from lower post to higher post through a proper selection procedure. In public administration promotion indicates the higher responsibility and duty of a public personnel. It increases the efficiency and encourages the personnel to perform their duty in correct order.

Principles of Promotion: In public administration there are two principles of promotion adopted by the most of the countries in the world. These are – 1. Principle of Seniority, 2. Principle of Merit.

Principle of Seniority: On the basis of seniority a public personnel may be promoted to the higher post. The principle of seniority emphasized on seniority rather than merit. There are some merits of the Principle of seniority. These are as follows:

Merits:

1. It encourages the personnel to discharge their duties honestly and perfectly.
2. It is based on seniority not on nepotism.
3. It minimizes the cost of Government.
4. The principle of seniority provides the honour to the senior officer.

Demerits:

1. Seniority should not be the basis of promotion. Because promotion should be given on the basis of quality.
2. A senior most officer may not be qualified to hold the higher post. If such a officer is promoted to the higher post, the administration can not in the proper way.
3. It may discourage the personnel who have sufficient qualification.
4. It may bring the mal-functioning of the administration.

Principle of Merit: The Principle of Merit includes the educational qualifications,personality,moral character, outlook etc. of the personnel. This principle emphasized on the quality of a candidate not the seniority. To justify the quality of a candidate the principle of merit follows some procedure. These are as follows:

1. Personal Judgment of the Head of the Department.
2. Promotional Examination
3. Performance Evaluation

Besides these, the Principle of merit follows some other means to justify the quality of the candidates who deserve for promotion- Production Rating System, Graphic Rating System, Personality Inventory System etc.