
DEVELOPMENT OF ADMINISTRATIVE REFORMS**Helambe H. B.**

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ABSTRACT

Administrative reform is continuous process. After Second World War reform in progress but in management in private sector. When the managerial reforms successful then these reforms adopted in administrative system and tried to Administrative reforms. In the historical period some study and attempts of administrative reform is important to develop the approach of reforms. In this paper I discussed these attempts of reform.

Keywords: *Development of administrative reform, Cameralist, Classical Management, Hawthorne Experiment.*

INTRODUCTION

Any administration is not perfect, that means reform is an opportunity. Changes in the situation, the expectation of the citizens and the enlightenment in the technology are expected to change in the administration system. After the Second World War, many nations in the world have seen systematically and organized efforts to improve the administrative efficiency of the developing nation. But the development of reforms was first developed through the private sector. Then, in order to improve administrative management, organization and procedures, efforts were made to improve the public administration in the last decade of the 19th century. But prior to this, administrative reforms were first attempted by the Cameralist Group around 1700 AD.

Many thinkers have tried for administrative reforms. Under this, Jean Rudolf Perone (1708-1794) of France, studied alpine production system, Charles Babbes (1792 - 1871) in England discovered the computer with the basis of 'differential engine'¹. Then Frederick Taylor, Henry Lawrence, Henry Feil, George Elton Mayo's contribution is an inspiration for managerial reforms. The management reforms have been adopted in administrative reforms under public administration. Three studies are important in the development of administrative reforms. Cameralist, Classical Management, Hawthorne Experiment.

Study of Cameralist Group and Administrative Reform:

Cameralist the first group of scholars or administrators who have shown interest in the systematic study in the academic study. In the 17th century, some German scholars developed the development of Cameralist. The famous scholar of this group George Zinke has written several texts on Cameralist. Prosperity is possible when this group increases the productivity in terms of efficiency and management. Good governance is necessary in the context of nation and government. In addition, the management has seen the management as a livelihood resource. It is mentioned that excellent management of the management should help in the work of the state. German scholars, through a deep study of state financial system, suggested important measures for financial administration.² These German scholars are known as 'State Finance Expert Groups'.

Scientific management and Administrative reform

The contribution of American thinker Frederick Winslow Taylor, who thought about the management of classical management in administrative reforms, is important. Frederick Taylor demonstrated classical management theory by studying the struggles of the labor and owners category, the effective use of the production material, and the planning. Taylor emphasized on adopting a classical method rather than traditional production and methodology. He emphasized on the development of the method of getting more benefits in the least cost through scientific management theory. Developing the work methods and giving staff the importance of scientific / scientific method, as well as establishing a good relationship between staff and management. In addition, it has suggested remedies for improving the procedure through time and speed studies. Also emphasize the need for mental revolution to establish good relations in management. Firstly, the scientific management and productivity of the classical management, after accepting the human view, proved to be a good business practice with the workers / workers, and gave importance to the division of work through functional foremanship³.

Hawthorne Experiment and Administrative reform

Hawthorne Experiment is an inspiration for human thought ideology. Through this experiment man is not only financially human but otherwise he influences the organization's informal group, methodology and productivity. Hawthorne is used by Alton Mayo and his colleagues. Experiment gives importance to focusing on the mental and behavioural aspects of human resource rather than the use of theory, scientific and mechanical techniques, to increase administrative efficiency and organizational effectiveness. The organization is considered to be a

social system in the informal organization. As well as motivating and optimizing man's social relationships for transforming products, change in supervision method is more important than physical situation. These human relationships have been the basis of the staff management policy. After that, the practice started.

Public Administration Reform (PAR) has historically been a core area for UNDP support. Today, UNDP supports 380 projects in 112 countries, covering various aspects of PAR. Paradoxically, it is also very difficult to define a UNDP role compatible with its resources. Moreover, a number of other players have increased their role in this field. This has led UNDP to question and reorient its strategic position. This policy note takes the view that democratic governance is a key component in achieving the Millennium Development Goals.

In brief, the contributions of the three study groups are important in the development of administrative reforms. The government of the developed and developing nations has adopted reforms in the public administration by understanding the importance of administrative issues of efficiency and productivity. Although administrative reforms have been largely effective in developing nations, the developing nations have given priority to bringing widespread improvement in our administrative system. In India, there is a great deal of improvement in the ancient times, the British era. However, after independence, the government of India first appointed several committee of committees for the reform of the administrative divisions, improving the efficiency of the public sector, the efficiency of the public sector, the performance of the public sector, the economic reforms. Through that, he has tried to improve the sector. The first Administrative Reform Commission was appointed in 1966 to bring about a comprehensive amendment to the Indian administration. After that, it is seen that the appointment of committees for the disposal of administrative system is seen. After globalization, many new administrative mechanisms had been appointed by the government of India in 2005 for the creation of better administration by administering management principles in the administration system. Apart from this, institutions and organizations from the international level, such as the UNO, the World Bank, Asian Development Bank, mentioned that every nation should give importance to improving the administration of our country. After the 1980s, the concept of novels management, e-governance, civil union administration, moral administration, good governance. Through administrative reforms have been encouraged.

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