

Development Opportunities for Managers in Public Sector of Republic of Serbia

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Abstract: Strengthening the public sector of the Republic of Serbia as a whole through the development of its employees is a challenging task, which becomes more difficult when it comes to the development of employees in managerial positions. This research is based on a multiple case study, which explored the offer of development opportunities the leading institutions for development of employees in the public administration of the Republic of Serbia - the National Academy for Public Administration (NAPA) and the Human Resources Management Service (HRMS). It has two main research questions: 1) what are the characteristics of the offer of development opportunities for managers, and 2) what is the opinion of managers about the characteristics of the given offer. The research is qualitative in nature, which implies the use of descriptive, explanatory and comparative methods. Research techniques used in researching this phenomenon are content analysis and semi-structured (in-depth) interviewing. The research results indicate that the offer of development opportunities of these institutions represents a stable system of professional training and professional development of managers through combined andragogic and psychological efforts to bring managerial competencies to their optimal level. The National Academy for Public Administration focuses on the development of knowledge, skills and competencies of managers through pre-defined training programs. The Human Resources Management Service approaches managers through coaching, counseling, potential analysis and other types of psychological support. There is a great emphasis on individual development and strengthening of individual capacities with the aim of consecutively improving the capacities of all other employees, which achieves general efficiency and simplicity of approach.