



**DTCA Hosts the 7th
ETRN Seminar**

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**CLG Holds Curriculum
Validation Workshop**

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OCT
2018/19

ETHIOPIAN

CIVIL SERVICE UNIVERSITY

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ሲቪል ሰርቪስ ዩኒቨርሲቲ

BUILDING CAPACITIES IN THE PUBLIC SECTOR

ETHIOPIAN CIVIL SERVICE UNIVERSITY (ECSU) AND ETHIOPIAN POLICE UNIVERSITY COLLEGE (EPUC)

ECSU & EPUC SIGN MOU

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Our Vision

To become a leading center of excellence in public service capacity building in Africa by 2025 through building efficient, effective, Transparent and accountable public service which can contribute to the realization of the development and transformation drive of the country

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ፕብሊክ ሰርቪስ የአገልጋይነት መንፈስ የተላበሰ እና በግልጽነትና በተጠያቂነት የሚሰራ እንዲሆን አቅሙን በስፔሻላይዝድ ትምህርት፣በስልጠና፣ በማማከር፣በምርምር እና ማህበረሰብ አገልግሎቶች በቀጣይነት መገንባት

Our Mission

Enhancing the service orientation, transparency and accountability of the public service by building its capacity through Specialized Education, Training, Consultancy, Research and Community Services.

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ተገልጋይ ተኮር
ቁርጠኝነት
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ትኩረት ልዩ ድጋፍ ለሚሹ
አሳታፊነት
ተባብሮ መስራት

Our Values

Customer Focus
Commitment
Continuous Learning
Welcoming Diversity
Attention to the Disadvantaged
Participation
Collaboration



Ethiopian

Civil Service

University

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Editor In-Chief

Wondimu Moges

Editors

Wondimu Moges

Tariku Ayano

Anteneh Demisse

Photos

Ibsa Bekele
Dereje Tesfaye

ግራፊክስ Design

Dereje Tesfaye

PRINTED BY

International & Public
Relations Directorate

ECSU

International & Public Relations Directorate

Tel.0116462887

0116463015

E-mail;IPRD@ecs.u.edu.et/
pr.ecsu@gmail.com

Po.box 5648

website;www.ecsu.edu.et

FM RADIO 100.5 MHz

ECSU AND EPUC SIGN MOU

Ethiopian Civil Service University (ECSU) and Ethiopian Police University College (EPUC) signed Memorandum of Understanding on October 22, 2019 at ECSU Senate Hall. The agreement was signed by EPUC president, Deputy Commissioner General Mesfin Abebe and President of Ethiopian Civil Service University, Professor Fikre Dessalegn.



,Dep.Commander General Mesfin Abebe
Ethiopian Police University College President

Professor Fikre Dessalegn
Ethiopian Civil Service University President

In the signing ceremony, the Ethiopian Federal Police Commission Commissioner General Endashaw Tassew expressed his pleasure and explained the importance of the agreement to empower the national police force. "By considering both domestic and international situations and the need of our society, it is important to work our level of best. The agreement helps in strengthening our relationships and enables us to coup up the challenges we are facing in the future. In this regard, we hope ECSU will exert its unreserved efforts in all aspects", Commissioner General Endashaw noted. He also invited the ECSU top management to visit the Ethiopian Police University College.



Commissioner General Endashaw Tasew
Ethiopian Federal Police Commission Commissioner

ECSU president ,Professor Fikre Dessalegn, said that ECSU and EPUC has been working together since 2006 E.C and more than one hundred members of army are currently attending their education in our university. Taking in to account the existing relationship and cooperation between the two institutions, this document legalized our relationship in strengthening the existing mutual cooperation to achieve the national goal of strengthening peace, security and stability which in turn creates conducive environment for the broad national development, Professor Fikre underscored.



EPUC President ,Deputy Commander General Mesfin Abebe, on his part said the EPUC is working to enhance its capacity in education ,training and research. He also expressed his hope that the agreement contributes a lot in achieving the goal of the two sisterly institutions in particular and the nation in general.



According to the document, the MOU is signed to create the modalities for operational relationship and cooperation between ECSU and EPUC to enhance the capacities of the national police force. Based on this agreement the two institutes work together to facilitate effective and efficient utilization of resources by synergizing their resources towards the development of human capital and materialize the vision, mission, and objectives of EPUC and thereby the Ethiopian Federal Police Commission through provision of long and short term training, education and research.



CREI HOLDS 14TH IN-CAMPUS SEMINAR

Ethiopian Civil Service University, Center for Research in Ethics and Integrity held its 14th in-campus Seminar on October 16, 2019 at ECSU Diplomacy Hall. The seminar was held under a theme of "Political Leadership and Development in Africa". The major objective of the seminar is to appreciate the role of political leadership in development in African context.



Prof. Giovanni Carbone

The speaker of the seminar

On the opening of the seminar Dr. Alemayehu Debebe, Research and Community Service Vice President, welcomed the participants and Prof. Giovanni Carbone, the speaker of the seminar. He also expressed his pleasure to have Prof. Giovanni Carbone in the seminar that will pave the way to maintain the scholarly relationship thereby create institutional relationship between ECSU and the institution where Prof. Giovanni Carbone is working.

In his presentation, Prof. Giovanni explained the issue of leadership, leadership changes and development. He pointed out that political leadership is a key issue in directing a nation but it is understudied in political sciences. Most studies in the political science were focusing on biographical narratives of leaders. Leadership together with institutional setup has a key role in the development process and political leadership needs to be central point to study African politics.

ship change has become more common by reversing the long standing trends. It became more frequent to see a change in leadership and leaders tenure stops is growing. With regard to the mode of the changes, coup de'ta became less common and election has been coming up. Half of the changes in leadership after 1990s have been made through election. This contributes to the increase of multiparty election. He also explained the interconnection of leadership dynamism and economic development and advised to view electoral democratic process as hard jobs and needs to be viewed optimistically by encouraging the progresses than focusing on the failure.

Finally Dr. Alemayehu Debebe thanked Prof. Giovanni Carbone for his presentation and sharing his views to the university community and awarded him a certificate of participation

Prof. Giovanni Carbone has got his PhD in political science from London School of Economics in 2001. He is currently a professor of political science at the University of Milan, Italy. He also serves as a head of International Society for Performance Improvement (ISPI, Africa Programme). Prof. Giovanni was previously a research associate at the Crisis States Programme of the London School of Economics and a principal investigator of a European Research Council (ERC) project. His research focus on comparative study of politics, geopolitics and economic development in sub-Saharan Africa, with particular regard to political institutions.



According to him since 1990s onwards leader-

DTCA HOSTS THE 7TH ETRN SEMINAR

Ethiopian Civil Service University, Department of Tax and Customs Administration, hosted the seventh Ethiopian Tax Research Network (ETRN) seminar on October 25, 2019 at Abay Hall. On the seminar two papers entitled; Transfer Pricing and Its Challenges to Ethiopian Tax Administration and Revenue Mobilization and Ethiopian Taxing System Principles, Practices and

they can modify for reaching and justifying their commercial objectives. When transfer pricing occurs, companies can book profits of goods and services in a different country that may have a lower tax rate. In the case of Ethiopia it has not been given a due attention. Taking this into consideration, it is important working on establishment of efficient monetary and con-



Prof. Fisha Tsion Mengstu
The speaker of the seminar

Girma Gebretsadik
Executive secretary of the ETRN

Dr. Lemessa Bayissa
Dean of CFMD

Dr. Teklu Kassu
The speaker of the seminar

Challenges with Special Reference to Residential Taxing Philosophy were presented by Professor Fisha Tsion Mengstu and Dr. Teklu Kassu respectively.

Dr. Lemessa Bayissa, Dean of College of Finance Management and Development, in his opening remarks welcomed all the participants and capitalized on the importance of the seminar for the students. He also said that participating students from the Department of Tax Administration, Accounting and Finance will gain vast knowledge from rich experienced scholars in different fields to be acquainted with the problem that the country is facing in collecting sufficient revenue to finance government expenditure.

On the seminar the presenters gave extended explanations in a number of issues in relation to tax administration. With regard to transfer pricing it was pointed out that Transfer Pricing is an obscure and complex subject involving an inner secret of the commercial world because companies can sell assets to each other at prices

trolling system and building the capacity of the institutions and their strong interconnections. It was also noted that, the modern taxes in Ethiopia dates back to the imperial period 1942. Even though Modern tax in Ethiopia is about 78 Years old, its revenue productivity is low because of policy and administrative bottlenecks. It is still walking slowly and the revenue collected from tax cannot cover the annual budget of the country. According to the presenter, Ethiopia was following a territorial taxing principle until 2002 but now it is change to the residential taxing principle. The issues of tax compliance, double taxation and policy related challenges have been raised and the participants made an extended discussion on them.

On the seminar, it was mentioned that ETRN is dedicated to enhancing the generation and exchange of tax knowledge in Ethiopia, with stakeholders including tax practitioners and researchers from Ethiopian and International Organizations.

CIVIL SERVICE COMMISSION ORGANIZES KAIZEN TRAINING

Civil Service Commission organizes Kaizen training for middle level managers of Ethiopian Civil Service University, Kaizen Institute ,Civil Service Commission and Ethiopian Management Institute in collaboration with Kaizen Institute on 30 October 2019 at Abay Hall .

and efficient service to their customers. Besides they will develop some skills from the known trainer Dr. Hiroshio Sada. So I urge all participants to fully engage in the training and apply what they got from the training to their respective organizations, he underscored.



Ato Mekonnen Yaie

Director General of the Ethiopian Kaizen Institute (EKI)

On his opening speech, Ato Mekonnen Yaie, Director General of the Ethiopian Kaizen Institute (EKI) welcomed the participants and thanked Ethiopian Civil Service University for facilitating the training facility .Today's training helps the middle level managers to see their respective organization on how they are delivering quality



Dr. Hiroshio Sada

The speaker of the seminar

The training focused on Kaizen to develop quality and Efficiency of Service in Public Sector. Dr. Hiroshio Sada, Professor, Emeritus Tokyo Institute of Technology, Japan and Visiting Professor at Mekele University, Ethiopia delivered the training.



CLG HOLDS CURRICULUM VALIDATION WORKSHOP

Ethiopian Civil Service University College of Leadership and Governance (CLG) held a curriculum validation workshop on a new masters program; Master of Arts in Developmental Journalism and Communication on November 05, 2019 at Diplomacy Hall. The draft curriculum was presented for validation at the presence of academia, stakeholders and invited participants.



Dr. Yohannes Shiferaw and Dr. Mulatu Alemayehu

External reviewers from Addis Ababa University School of Journalism and Communication

In his opening speech on the validation workshop of the curriculum, Dr. Tesfaye Abate, Dean of College of Leadership and Governance, welcomed the participants and said that as an academic institution, it is expected to exercise such activities, validation of new curriculum, to address the objectify realities in the country. In relation to this, the new curriculum, Developmental Journalism, contributes to the country in the production of graduates who promote the development activities in the country. It is also important to have experts who have knowledge in communicating the development activities of the country at large and how it contributes to the development goals, Dr. Tesfaye noted. He also requested the participants to participate actively in the workshop and forward their invaluable comments and suggestions with the spirit of developing the curriculum.



Dr. Tesfaye Abate

Dean of College of Leadership and Governance

On the workshop, the external reviewers Dr. Yohannes Shiferaw and Dr. Mulatu Alemayehu from Addis Ababa University School of Journalism and Communication gave a wide-ranging comments and suggestions on general issues, thematic and technical matters for the improvement of the draft curriculum. They also expressed the profound importance of the curriculum and fill the demands in the field of professionalisms of developmental journalism.

Participants of the workshop on their part forwarded their ideas and comments that can further develop the draft curriculum. The program will have a total of 120 ECTs and takes two years of duration for completion.



የኢትዮጵያ ሲቪል ሰርቪስ ዩኒቨርሲቲው በ2011ዓ.ም በጀት ዓመት ያቀዳቸውን ስራዎች ለማከናወን በገንዘብ ሚኒስቴር አማካይነት በጠቅላላው ብር 508,635,446.14 በጀት ተፈቅዶለት የመማር ማስተማር ተግባሩን በታቀደው መሰረት ሲያከናውን መቆየቱ የሚታወቅ ነው። ከዚህም በጀት ውስጥ ዩኒቨርሲቲው 92.91 በመቶውን በስራ ላይ እንዲውል ማድረግ የተቻለ ሲሆን ዝርዝር የበጀት አፈጻጸሙም እንደሚከተለው ቀርቧል።

የዩኒቨርሲቲው የፋይናንስ አጠቃቀም በፋይናንስ ምንጭ ከሐምሌ 1/2010 እስከ ሰኔ 30/2011 ዓ.ም.

	ከግምጃ ቤት				ከውስጥ ገቢ				አጠቃላይ			
	የተፈቀደ/የተስተካከለ	ወጪ የተደረገ	ወጪ የተደረገ %	የተፈቀደ	ወጪ የተደረገ	ወጪ የተደረገ %	አጠቃላይ የተፈቀደ በጀት	በአጠቃላይ ወጪ የተደረገ	ልዩነት	ወጪ የተደረገ%		
የበጀት አርዕስት	225,193,942.29	206,317,778.55	91.62	38,980,200.00	34,604,119.03	88.77	264,174,142.29	240,921,897.58	23,252,244.71	91.20		
6111	68,240,250.00	68,063,863.73	99.74			-	68,240,250.00	68,063,863.73	176,386.27	99.74		
6113	109,790.00	81,150.38	73.91				109,790.00	81,150.38	28,639.62	73.91		
6114	2,087,400.00	2,087,400.00	100.00	2,500,000.00	2,484,806.22	99.39	4,587,400.00	4,572,206.22	15,193.78	99.67		
6116	17,338,400.00	11,772,491.94	67.91	13,266,533.00	11,459,019.36	86.38	30,602,933.00	23,231,511.30	7,371,421.70	75.91		
6121	5,034,813.25	5,001,574.00	99.34	971,600.00	845,506.20	87.02	6,006,413.25	5,847,080.20	159,333.05	97.35		
6123			-				-	-	-			
6131	7,540,400.00	7,410,151.43	98.27				7,540,400.00	7,410,151.43	130,248.57	98.27		
6211	4,639,500.00	4,626,323.30	99.72				4,639,500.00	4,626,323.30	13,176.70	99.72		
6212	4,185,055.70	3,697,806.09	88.36				4,185,055.70	3,697,806.09	487,249.61	88.36		
6213	2,856,200.00	2,602,014.00	91.10				2,856,200.00	2,602,014.00	254,186.00	91.10		
6214	441,717.34	356,846.50	80.79				441,717.34	356,846.50	84,870.84	80.79		
6215	2,257,510.00	2,257,510.28	100.00				2,257,510.00	2,257,510.28	(0.28)	100.00		
6216	21,191,937.83	21,191,937.83	100.00	21,552,067.00	19,518,986.34	90.57	42,744,004.83	40,710,924.17	2,033,080.66	95.24		
6217	2,710,957.10	2,423,724.18	89.40				2,710,957.10	2,423,724.18	287,232.92	89.40		
6218	3,242,379.07	3,019,176.50	93.12			-	3,242,379.07	3,019,176.50	223,202.57	93.12		
6219	392,740.00	322,417.87	82.09			-	392,740.00	322,417.87	70,322.13	82.09		
6223	24,624,562.50	24,446,480.00	99.28	140,000.00	140,000.00	100.00	24,764,562.50	24,586,480.00	178,082.50	99.28		
6231	1,371,452.50	297,949.66	21.73				1,371,452.50	297,949.66	1,073,502.84	21.73		
6232	3,107,000.00	2,439,892.04	78.53				3,107,000.00	2,439,892.04	667,107.96	78.53		
6233	3,036,100.00	2,727,102.62	89.82				3,036,100.00	2,727,102.62	308,997.38	89.82		
6241	3,202,226.97	3,125,295.71	97.60				3,202,226.97	3,125,295.71	76,931.26	97.60		
6243	1,325,227.76	494,556.41	37.32			-	1,325,227.76	494,556.41	830,671.35	37.32		
6244	2,309,100.00	2,309,207.95	100.00			-	2,309,100.00	2,309,207.95	(107.95)	100.00		
6251	1,322,225.50	1,227,965.50	92.87				1,322,225.50	1,227,965.50	94,260.00	92.87		
6252	437,600.00	264,848.00	60.52				437,600.00	264,848.00	172,752.00	60.52		

6253		427,500.00	140,972.75	32.98					427,500.00	140,972.75	286,527.25	32.98
6254		550,000.00	545,129.98	99.11					550,000.00	545,129.98	4,870.02	99.11
6255		8,000.00	7,000.00	87.50					8,000.00	7,000.00	1,000.00	87.50
6256		487,000.00	455,198.64	93.47			2.43	1,215.00	537,000.00	456,413.64	80,586.36	84.99
6257		4,031,200.00	2,539,996.62	63.01					4,031,200.00	2,539,996.62	1,491,203.38	63.01
6258		6,465,066.84	4,975,000.95	76.95					6,465,066.84	4,975,000.95	1,490,065.89	76.95

6259		5,400,000.00	5,388,023.66	99.78					5,400,000.00	5,388,023.66	11,976.34	99.78
6271		590,500.00	579,601.15	98.15					590,500.00	579,601.15	10,898.85	98.15
6272									-	-	-	
6313		24,177,100.00	19,407,395.51	80.27					24,177,100.00	19,407,395.51	4,769,704.49	80.27
6417		55,029.93	31,773.37	57.74			30.92	154,585.91	555,029.93	186,359.28	368,670.65	33.58
6419		-							-	-	-	

ካፒታል

	የተፈቀደ/የተስተካከለ	ወጪ የተደረገ	ወጪ የተደረገ %		አጠቃላይ የተፈቀደ ባጀት	በአጠቃላይ ወጪ የተደረገ	ልዩነት	ወጪ የተደረገ%
የባጀት አጠቃላይ	240,121,261.54	227,627,147.56	94.80		240,121,261.54	227,627,147.56	12,494,113.98	94.80
6113			-				-	-
6115	18,841,825.34	18,457,357.24	97.96		18,841,825.34	18,457,357.24	384,468.10	97.96
6124	1,769,444.33	1,758,226.96	99.37		1,769,444.33	1,758,226.96	11,217.37	99.37
6215			-				-	-
6313			-				-	-
6314			-				-	-
6321			-				-	-
6322	146,518,960.60	143,026,890.46	97.62		146,518,960.60	143,026,890.46	3,492,070.14	97.62
6323	54,318,931.28	45,913,167.31	84.53		54,318,931.28	45,913,167.31	8,405,763.97	84.53
6324	17,472,099.99	17,471,321.84	100.00		17,472,099.99	17,471,321.84	778.15	100.00
6326	1,200,000.00	1,000,183.75	83.35		1,200,000.00	1,000,183.75	199,816.25	83.35
6416			-				-	-
□/□ ምር	465,315,203.83	433,944,926.11	186.41	34,604,119.03	504,295,403.83	468,549,045.14	35,746,358.69	92.91

መሪነት እና ስነምግባር

የስነምግባርና ፀረ-ሙስና ዳይሬክቶሬት የተዘጋጀ

መልካም ስነምግባር የተላበሰ መሪ ለተመሪዎች አርአያ ከመሆኑም በላይ ውጤታማ ስራዎችን በተሳካ ሁኔታ ለማከናወን ቅርብ ነው። የመልካም አስተዳደር እሴት የሚያስከትለው ምሬት በመቀነስ የብዙዎች እርካታ ይመዘገብ ዘንድ ራሱን ለመልካም ስነምግባር ያስገዛ መሪ ሚና ታላቅ ነው።



ለመሆኑ መሪ ማን ነው?

- መሪ በሰዎች ላይ በጎ ተፅዕኖ በማሳደር ወደ አንድ ግብ እንዲደርሱ ሰዎችን ወይም ቡድኖችን ከራዕዩ ጋር የሚያሰልፍ ሰው ነው።
- መሪ ቀድሞ በመሄድ ሌሎች እንዲከተሉት የሚያደርግ ነው።
- መሪ ማንም ባይከተለው እንኳ የታየው ግብ ላይ ለመድረስ ስር የሰደደ ቁርጠኝነት ያለው ነው።
- መሪ ባለ ዓላማ ነው።
- መሪ ዓላማውን ወይም ግቡን ለሌሎች አካፍሎ ብዙዎች ለግቡ አብረው እንዲሰሉ ማድረግ የሚችል ነው።
- መሪ ያየውን ግብ ሌሎች ተረድተው እንዲከተሉት እምነት የሚጣልበት ነው።

መልካም ስነምግባር ለመሪዎች የሚያስፈልገው

- መሪ ተከታዮችን ማፍራት የሚችለው በስነምግባሩ አርአያ ሆኖ ሲገኝ በመሆኑ
- የመሪው መልካም ስነምግባር ግለሰቦችና ቡድኖች ስራቸውን በትጋትና በጥራት እንዲከናወኑ ስለሚያስገድድ
- መሪ በተቋም ውስጥ በስነምግባሩ አርአያ ሲሆን ተቋማዊ ባህልን በአዎንታዊ መልኩ ለመገንባት ስለሚረዳ ነው።

በስነምግባር የታነፀ መሪ

- ሌሎችን ያከብራል፤ ያዳምጣል፤ ተከታዮቹ ከሱ የተለየ ሀሳብ ቢያቀርቡ እንኳ ሊሰማቸው ፍቃደኛ ነው።
- የሌሎች ስሜት፣ እሴት፣ ውሳኔ ያከብራል።
- አክብሩን ሳይል ሌሎችን በማክበሩ ብቻ ተከታዮቹ ያከብሩታል።
- ከፍተኛ የስብዕና ምሉእነት (integrity) አለው።
- ጥቂት ይናገራል፤ ብዙ ይሰማል፤ ወጥ የሆነ አመራር ይሰጣል።
- የተናገረውን ለመፈፀም ይተጋል።
- ሙገሳና ጭብጨባ ሳይጠብቅ ስራውን ይሰራል።

ስራተኞች ከመሪዎች ምን ሊማሩ ይችላሉ

ሀላፊነትን መውሰድ

በየትኛውም ደረጃ የሚገኝ መሪ በራሱ ስህተት የሚደርስ ጥፋትን በሌላ ሳያመካኙ ጥፋቱ የእኔ ነው ለዚህ ሀላፊነት እኔ እወስዳለሁ ይቅርታም እጠይቃለሁ በማለት ለሌሎች ስራተኞች ሀላፊነት መውሰድን በተግባር እንዲማሩት ማድረግ ይቻላል።



ግልፅነት

ስራተኞች ከዩኒቨርሲቲው አመራሮች ግልፅነትን በተለያዩ መንገዶች ሊማሩ ይችላሉ። ለምሳሌ ለዩኒቨርሲቲው ስራ ማስኪያጃ

የተመደበው ገንዘብ ማሳወቅ፤ በጀቱም ለምን ዓላማ እንደሚውል ግልፅ በማድረግ እና በመጨረሻም ከታቀደው አኳያ የተፈፀሙና ያልተፈጸሙ የእቅድ ክንውኖችን በማብራራት እንዲሁም የሰራተኞችን ስራ አፈፃፀም ውጤት በሚሰጡበት ጊዜ ቅሬታ ለሚኖራቸው ሰራተኞች አንደኛው ሰራተኛ ከሌላው የበለጠበትን ምክንያት፣ የመገምገሚያ መስፈርት፣ ያገኘውን ውጤት ወዘተ በግልፅ በማስረዳት ግልፅነትን እንዲያጎለብቱ ማድረግ ይቻላል።



ታግኝነት

መሪዎች በየትኛውም ሁኔታ ውስጥ ቢሆን የዩኒቨርሲቲውን ህግና ደንብ በማክበር፣ ንብረቶችን በአግባቡ በመያዝ፣ ለሰራተኞች የገቡትን ቃል በመፈፀም፣ሚስጥራቸውን በመጠበቅ፣ እውነት በመናገርና የተናገሩትን ሆኖ በመገኘት በሰራተኞች ላይ ታማኝነት እንዲጎለብት ማድረግ ይችላሉ።



ከአድሎ ነጻ/አለማዳለት

ሁሉም ሰራተኞች ጥሩ ውጤት የሚያመጡበትን ሁኔታ ወይም የመወዳደሪያ ሜዳ ለሁሉም በእኩል ደረጃ በማመቻቸት፣ በተለየ መንገድ እገዛ የሚያስፈልጋቸው ካሉም እነሱም በመርዳት እንዲሁም ለመልካም ስራ አፈፃፀም ተገቢውን እውቅና ለሁሉም

በመስጠት እንዲሁም የማስተካከያ እርምጃውችንም ያለ አድሎ በመውሰድ ከአድሎ መፅዳትን ለሰራተኞቻቸው ማስተማር ይችላሉ።



አመኔታ

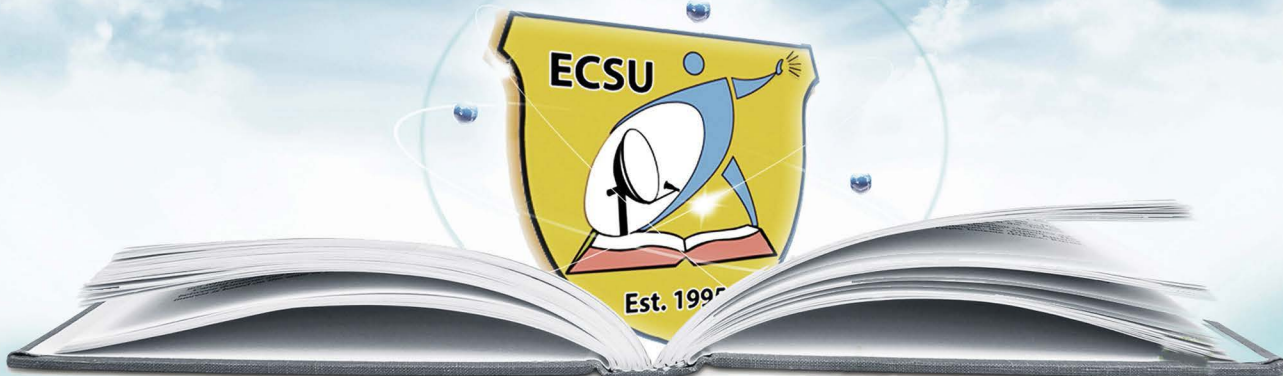
መሪ ሰራተኞችን ከልብ በመርዳት እምነት እንዲጥሉበት ማድረግ ይችላል። ሰራተኞች መሪዎች ላይ እምነት ሲያድርባቸው ከፍርሀት ይልቅ ለመማር ክፍት ይሆናሉ። በተለይ ሰራተኞች በአስቸጋሪ ሁኔታ ውስጥ በሚገቡበት ጊዜ መሪዎች ለመርዳት ዝግጁ ሲሆኑ ሰራተኞች በመሪዎች ላይ እምነት እየጣሉ ይመጣሉ። በመሪዎቻቸው ላይ እምነት የሚያድርባቸው ሰራተኞች በተደጋጋሚ ቢወድቁ እንኳን ለመነሳት ትግል ለማድረግ አይታክቱም ምክንያቱም በመሪዎቻቸው ላይ እምነት አላቸውና።



አክብሮት

ሰራተኞች በፆታቸው በብሄራቸው ወይም በኢኮኖሚ ደረጃቸው ልዩነት ሳይደረግባቸው በእኩል ደረጃ አክብሮት ሊሰጣቸው ይገባል። መሪ ሰራተኞችን ማክበሩን ከሚያሳይበት መንገድ ውስጥ አንዱ የእያንዳንዱን ሰራተኛ የሀዘንም ይሁን የደስታ ስሜት በመጋራት በስሜት አብሯቸው መሆኑን ማሳየት ሲችል ነው። ክብር ሌሎችን ከማክበር ይመጣል። መሪ ሰራተኞችን ሲያከብር እሱም በተራው በሰራተኞቹ ይከበራል።

በተሰማራንበት የስራ መስክ እና በየደረጃው የሀገርና የህዝብ አደራ የተረከብን መሪዎች በመልካም ስነምግባር ራሳችንን እየገነባን የተጣለብንን ሀላፊነት እንወጣ !!



International and Public Relations Coordination Directorate

Contact Address:

Tel.0116 46 2887, Extension: 253/252/257 , Fax: 0116463016

P.O.Box5648, E-mail: www.lprd@ecsu.edu.et ,

Website: www.ecsu.edu.et, Tweeter: @ECSU tweets ,FM Radio:-100.5MHz

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