FEEDBACK TUTORIAL LETTER

2ND SEMESTER 2019

Assignment 1

Public Management in Namibia
PMN521S
Feedback tutorial letter – Assignment 1
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To protect its integrity, the Namibia University of Science and technology will apply the following penalties with regard to any type of plagiarism or cheating transgressions committed. Definition

- Where extracts from recommended readings are quoted, but are not adequately referenced. The unacknowledged quotes form a minor part of the entire piece of work. It should be believed that the plagiarism is the result of inexperience, rather than the deliberate intention to deceive;
- Students are required to research and not to limit their research to the feedback provided.

In their discussion students are to

- Include a discussion on budget structure and deficit in the Namibia public sector.
- Discuss how the public sector budgeting is affected by:
  * Institutional capacity
    1. Corruption
    2. Nepotism
    3. Inefficiency
    4. Poor management
    5. Political interference

Your answer should be aided by practical Namibian example:

- **Corruption**

In Namibia corruption undermines economic development. Due to the fact that money purpose for developmental projects is misappropriated for personal gains. Additionally, quote an article from the media on recent corrupt acts
Challenges facing the public sector management reform in Namibia

- **Institutional capacity**

Challenges include corruption, nepotism, inefficiency, poor coordination, poor management and political interference. This has hindered economic development.

- **Multiple accountability**

Involves the challenge of being accountable to both the public and the political system financially, managerially and ethically.

- **Declining public service ethics**

This poses a challenge because values such as integrity, honesty, dependability, helpfulness, impartiality, courteousness and fairness are gradually disappearing from the public sector.

- **Declining social values**

Reforms including budgeting efforts will be unsuccessful if the public servant accepts bribes/payment to look pass the normal regulation and standard of the public service in the delivery of their service.

**Strategies to improve public sector management in Namibia**

- **Total Quality management**

This is a management technique that emphasizes high quality services and customer satisfaction.

- **Customer-driven government**
Emphasis should be made on serving individual customer. To improve efficiency, productivity and integrity in the public service, efforts should be primarily focused on creating a culture of commitment to identifying and meeting public requirement through the country and within available resources.

- **Performance-oriented civil service**

**Key components**

- Developing a reasonable level of agreement on mission, goals and strategies for achieving the goals
- Implementing performance measurement systems of sufficient quality to document performance and support decision making, and using performance information as a basis for decision making at various levels.

**Quality and standard**

The private sector, as the engine of growth, cannot provide satisfactory services and products without the active participation of a public sector that controls quality and standard.

**Challenges that national developments are facing**

- Accelerate the development and diversification of the manufacturing industry
- Transforming the country's economy into a diversified and dynamic developing economy over the next five years
- Promotion of informal sector in Namibia
- Improving and strengthening economic management and national capacity building
- Achieving and sustain price stability and a positive external balance in order to achieve and sustain high economic growth
- Removing regional development inequalities
- Slow implementation of decentralization process
- Developing an integrated national economy
- Reducing the inequalities in income distribution and wealth
• The need to create research to create a solid basis decision-making and planning

WHAT IS REFERENCING?

When writing an assignment your own thoughts and ideas build on those of other writers and researchers. It is essential that you acknowledge those sources of information by: Acknowledge the source within the text by citing the author’s last name and date of publication in parentheses. Give full details of each item in an alphabetical reference list at the end of your assignment.

When you find a source that you wish to use in your assignment, write down all the information you need. If you do not do this, you will need to find the source again in future, as you will be penalized if you submit incomplete references in your assignment. This guide will indicate what information you need to record for each different type of source.

Why reference?
The main reasons are:
To enable your lecturer to follow up the references and find the book or journal article in a library.
• To demonstrate to your lecturer that you have read a wide range of opinions.
• To enable your lecturer to check the accuracy of the information you’ve given.
• Good referencing will assist in avoiding accusations of plagiarism.
• You will lose marks if you do not acknowledge sources.
**What is Plagiarism?**

Plagiarism is using someone’s words or ideas and passing them off as your own, without acknowledging your source. Self-plagiarism is using your own previously published work as new scholarship.

Refer to the *Nust brief guide to the APA*