

"Decentralisation"

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involving lower level employees in the decision or policy making process and higher to lower level.

Henry Fayol: everything which goes to increase the importance of the subordinate role.

LD white : transfer of authority from higher to lower level.

- Decentralisation is very useful and important specially now a days. because important lower managerial level are given freedom to take their own decision they learn to depend on their own Judgment.
- Develop managerial talent for future.
- Quick decision - Making also.

Advantage of Decentralisation:

- Quick decision-making.
- Reduce the work load.
- People Participation.
- Motivation in employees.
- flexible and quick decisions.

Disadvantage of Decentralisation:

- conflicts.
- financial burden (requires training of employees to become expert ~~and~~ skills also)
- Problem of co-ordination.
- uniform policies are not followed.
- does not clear chain of commands.

Good governance elements/characteristics.

Good governance has 8 major characteristics.

It is Participatory, consensus oriented, accountable, transparent, responsive, effective and efficient, equitable and including the follows rule of law:

① Participation.

Participation by both men and women is a key cornerstone of good governance. mean this freedom of association and expression on the one hand and organized civil society on the other hand.

② Rule of law.

- Good governance requires fair legal frameworks that are enforced impartially.
- impartial enforcement of laws requires an independent judiciary and an impartial and incorruptible police force.

3- Transparency:

we should be able to see why and how government make decision.

4- Responsiveness.

Good government requires that institutions and process try to serve all stakeholders within a reasonable time frame.

5- Consensus oriented.

Government should work on different interests define solution that work for everyone.

6- Equity and inclusive.

Government Policies should be benefits of All of us not just for minorities.

7- effectiveness and efficiency.

we accept government to achieve results and usually resources and also covers the sustainable use of natural resources and protection of the environment.

8 - Accountability:

Accountability is a key requirement of good governance. Not only government institutions but also the private sector and civil society organizations must be accountable to the public and to their stakeholders.

