



No. 31302/23  
Dt. 24-03-2023

**Sub: 23-RC-26-GE-RES-B: Research on Public-sector Performance Management in the APO Members from 31 March 2023–31 December 2023, Online.**  
(Visit [www.npcindia.gov.in/NPC/User/InternationalServices](http://www.npcindia.gov.in/NPC/User/InternationalServices) for detailed Project Notification.

Dear Sir,

We invite your kind attention to NPC <https://www.npcindia.gov.in/NPC/User/InternationalServices> with regard to above Asian Productivity Organization (APO) project. The project notification and the APO bio data form are available on the above mentioned page and the same are also attached herewith. The duly filled in **single copy** of Performa enclosed (in excel form only) of the suitable officers for participation as per the para **(Qualifications for Participants)** of the project notification may kindly be forwarded to reach us latest by **5th, June 2023**. In this regard, the following points may be noted.

- **Fees and Charges**

The Participation fees (NON-REFUNDABLE) of **Rs. 500/-** for MSME Sector, Trade Unions and NGO's and **Rs. 1000/-** for others is payable along with the nomination form for each participant.

The requisite amount can be paid through a demand draft/cheque/ECS drawn in favour of National Productivity Council, New Delhi. In the regard, the bank account of NPC details is attached herewith. Kindly e-mail the details of the ECS/RTGS/NEFT payment made, **mentioning the name of applicant in remarks**, to [mayank.verma@npcindia.gov.in](mailto:mayank.verma@npcindia.gov.in), [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in), [rk.rawat@npcindia.gov.in](mailto:rk.rawat@npcindia.gov.in) Please note, in the absence of application fee, the nomination will not be considered.

- **Nomination Procedure**

**All nominations should be routed through proper channel and as per the attached APO bio data form.** The nominations received after the last date will not be considered. It is the responsibility of the candidates to complete all the official formalities required by their organizations/department for participating in the program.

It is requested to send nominations by e-mail to [mayank.verma@npcindia.gov.in](mailto:mayank.verma@npcindia.gov.in), [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in), [rk.rawat@npcindia.gov.in](mailto:rk.rawat@npcindia.gov.in) (application in prescribed excel format) and one hard copy by post along with the covering letter of the competent authority on company's letter head. All information pertaining to nominations will be treated as confidential and classified. The nominated officers may be invited as a faculty in programs on the relevant subject/s, organized by NPC.

We look forward to receiving of nominations from your esteemed organization.

Thanking you,

Yours faithfully,

-sd  
(K.D. Bhardwaj)  
Director & Head (Int'l Serv.)  
for Director General  
e-mail: [isg@npcindia.gov.in](mailto:isg@npcindia.gov.in)



## PROJECT NOTIFICATION

Reference No.: 75

<b>Date of Issue</b>	22 March 2023
<b>Project Code</b>	23-RC-26-GE-RES-B
<b>Title</b>	Research on Public-sector Performance Management in the APO Members
<b>Timing</b>	31 March 2023–31 December 2023
<b>Hosting Country(ies)</b>	Not Applicable
<b>Venue City(ies)</b>	Not Applicable
<b>Modality</b>	Online
<b>Implementing Organization(s)</b>	Not Applicable
<b>Participating Country(ies)</b>	Bangladesh, Republic of China, India, Indonesia, I.R. Iran, Japan, Republic of Korea, Malaysia, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, and Turkiye
<b>Overseas Participants</b>	Not Applicable
<b>Local Participants</b>	Not Applicable
<b>Closing Date</b>	15 June 2023
<b>Remarks</b>	The above closing date is for the nomination of national experts.

<b>Objectives</b>	<ul style="list-style-type: none"> <li>- Review performance management systems in public-sector organizations.</li> <li>- Assess existing performance management systems in public-sector organizations in APO members in the post-COVID-19 era.</li> <li>- Undertake comparative analyses of performance management systems in public-sector organizations.</li> <li>- Recommend ways to improve performance management systems in public-sector organizations in APO members.</li> </ul>
<b>Rationale</b>	Measuring public-sector productivity within the framework of organizational performance management is currently emphasized. Many APO members have introduced performance management systems covering individual employee to organizational levels. They aim to create and sustain effective, result-oriented cultures in public-sector organizations while meeting citizens' needs.
<b>Background</b>	<p>Public-sector organizations face unprecedented pressure to improve public service quality while adhering to accountability, transparency, and productivity standards. This is why the era of good governance and new public management triggered institutional and policy changes to transform government. Although it is not a new concept, the emergence of performance management in the public sector focuses not only on individual employees but also on teams, programs, processes, and the organization as a whole. This model emphasizes performance to create and sustain a healthy, effective, result-oriented culture in public-sector organizations.</p> <p>The focus of this research will therefore be on analyzing the myriad performance management schemes employed in different APO members. The comparisons will provide insights to identify best practices, areas for improvement, and contribute to better overall performance and productivity in the public sector.</p>
<b>Topics</b>	<ul style="list-style-type: none"> <li>- Theories and tools of performance management.</li> <li>- Performance measurement frameworks for public-sector organizations.</li> <li>- Performance management systems and productivity in the public sector.</li> <li>- Examples of performance management systems in practice.</li> <li>- Key challenges and issues in the adoption and implementation of performance management system and ways to address them.</li> </ul>
<b>Outcome</b>	A report detailing performance management system implementation in APO members including comparative analyses and recommendations for improvement of system adopted by public-sector organizations.
<b>Qualifications</b>	Policy analysts or academic researchers specializing in the topics being covered in the research with a track record of experience, three or more years in the position, and excellent English writing and presentation skills.

Please refer to the implementation procedures circulated with this document for further details.



Dr. Indra Pradana Singawinata  
Secretary-General