Human Resource Management in African Public Sector:
Current State and Future Direction

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Editor

The Process:

The editing process of this book went through a series of activities including receiving from UNDESA and selecting the papers, content editing, compilation, checking references, and proof reading. The papers and other documents were received in batches the first batch having been received in late July 2013, the second batch received in late October 2013 and the last batch received in late November 2013.

A total of 34 Documents were received. They consisted:

- 22 papers, of these only 10 were worthy of publication. The rest were not selected due to a number of reasons to be explained below;
- 7 documents were in the form of power points. It was difficult to establish whether the presenters had prepared papers on which the power point presentations were based, expect for two presentations.
- 3 Speeches which could not be included easily given that the book is not intended to be a report on workshop proceedings.
- 1 Report on HRMnet Workshop

Criteria for inclusion

- A well written and referenced paper,
- A specific focus on HRM related issues

Criteria for exclusion

- A paper in point/outline form including a power point presentation
- Lack of citations and references or a very poorly cited/referenced paper
Some papers were excluded because the authors would seem to dominate the book. Maximum number of papers per author was 2.

Therefore out of 34 first batch documents received only 11 met the criteria for inclusion in this book.

The second batch of the documents had many papers. However, after a careful scrutiny the majority of the papers were already part of the 1st batch. Also a number of new papers which were worth publishing lacked a specific focus on HR. Therefore, only three papers from the second batch were considered for publication. A total of 13 papers from those that were sent to me were included. In an effort to have a reasonable number of chapters the editor solicited two papers from other sources (chapter 14, and 15) therefore making a total of chapters to be 15.

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Conclusion

The Editor would want to thank those who organized the conferences/workshops, the authors of the papers that were selected to form part of the book as well as those that were not selected.
Special thanks should go to the staff of UNDESA for cooperation and support in making the documents available and in a well organized form. Also some special thanks should go to my assistants Edwin Babeiya and Parestico Pastory, PhD students in public administration at the University of Dar es salaam for the technical assistances without which this work would not have been completed in time.