

## ABSTRACT

# **HUMAN RESOURCE DEVELOPMENT IN THE ST. VINCENT AND THE GRENADINES CIVIL SERVICE: A DEVELOPMENT MANAGEMENT PERSPECTIVE**

**Jean Celene Jack**

This thesis employs a development management approach in the investigation of the impact of the human resource development system in the St. Vincent and the Grenadines' civil service. It posits that by virtue of its development philosophy, HRD must be an integral part of broader development strategies, for efficacy focussing on the improvement of both the employee and the work system.

A combination of descriptive and explanatory methods of social research was used to critically examine the factors impacting on the HRD system. The Human Resource Development function was found to be fragmented and operating on the periphery of national development. These disabling elements have been reinforced by practices and procedures antithetical to growth. The findings reveal a civil service HRD system in need of reform.