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各國公務人員訓練制度比較研究

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摘要

公務人員訓練制度為積極性人事行政之重要環節，而「訓練與人力發展」亦係「教、考、訓、用」配合之主要樞紐。訓練培育制度之指標在維護並提升人力素質，而獲致人才培植成效。已開發國家：英、美、法、德、日五國公務人員訓練制度具「典範性」探討價值，為本篇研究範圍。本文探索上述五國公務人員訓練制度特性並予評比，以瞭解各國訓練制度之得失優劣。訓練涵蓋訓練政策、訓練法規、訓練措施、訓練機構與高等文官訓練體制，此為本文研究比較重點，而各國經驗與值得借鏡之處亦在結語中說明。

關鍵詞：職前訓練、在職訓練、人力發展、行政精英、政府改造、組織學習、自我發展、研修制度、前瞻性訓練、通才專業訓練

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A Comparative Study of Civil Service Training in the Developed Countries

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Abstract

Civil Service Training is one aspect of the positive personnel administration activities. Training has also been regarded as a vital part in the "Education - Recruitment - Training - Promotion" system. The main object of training is to maintain manpower quality and executive development. This article tries to explore and compare the characteristics of the civil service training in the developed countries: U.K., U.S., France, Germany and Japan. The training system includes policy, regulations, programs, organizational structures and the higher civil service training, etc. The remarkable experiences in training of the mentioned above countries would also been reexamined and pointed out.

Key Words: Pre-entry Training, Post-entry Training, Manpower Development, Elite, Reinventing Government, Learning Organization, Self Development, Training System, New-tendency Training, Generalist-Specialist Training.

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