

## **Course “Management of Rewards in the Public Service”**

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This course is an introduction to a major current sub-topic of Human Resource Management in the public sector, namely the management of rewards, aiming at attracting and retaining talents. Our perspective is the one of Political Science, sensitive to all the political dimensions, the various institutional, social, historical, cultural, demographic constraints which interfere in the instauration and evolution of a system of rewards for public servants in a given national context. Our goal is, by the end of the course, that students become familiar with the main explicit and underlying issues at stake when a HR policy of rewarding public servants is discussed, adopted and implemented.

The course comprises 5 chapters:

1. “Managing rewards”, what are we talking about?
2. The management of/by rewards in the private sector, a “model” for the Civil Service?
3. The actual management of/by rewards in nowadays Civil Service: a diversity of practices & marginal use of PRP so far
4. Performance-Related-Pay: limits, faults and deadlocks
5. Can we imagine a system of motivation & reward-for-performance of civil servants which would be compatible with the Public Service values & ethics?