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THREE LAWS OF PUBLIC ADMINISTRATION

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ABSTRACT

Although public administration is called "public" in many cases it is not. Excessive influence of politics on public administration primarily in recruiting new members, i.e. People, who have chosen to be servants (workers) in the public administration many times they have been limited because they do not belong to a particular party. This problem is largely represented in the Republic of Croatia as well in other developing countries. Because of the employment of persons who are not compatible, leads to a slow decay of the public administration and to the formation of "black holes" of public administration. The introduction of public competition, market method in the functioning of public administration things can be fixed, but very slowly.

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INTRODUCTION

The goal of this article is to point out certain problems that occur in many countries and in the Republic of Croatia. This paper is a critique, which has the main goal of addressing issues on which have been widely debated but in practice it is difficult to exercise. Excessive role of politics makes it difficult to employ people with the knowledge that is needed to work in public administration. In this paper I have pointed out three laws that are needed for all countries to finally get the public administration which serves people of a certain country and which isn't a burden for the society. In the case that the three laws of public administration aren't addressed seriously the public administration or the people who work in it have a tendency to form a "black hole" of public administration.

Three Laws of Public Administration

The following three laws that I will present should be the guideline to the people who have leadership positions in public administration. The first law is that public administration is public and accessible to everyone in the same way. The second law tells that the public administration is

professional. The third law tells public administration is effective, efficient and to the benefit of an entire community. By defining these three laws, I tried to draw attention to the public administration and it should work, primarily because the public administration is still in development, and is being developed together with the state. The first law is essential for the functioning of public administration, Law advocates equality and equal access to all citizens of a country to become officers in the public administration. Unfortunately in all transition countries merit principle (Koprić 2006.) isn't implemented 100% (people in the administration are not promoted according to their merit, education, but according to their political merits).

Another problem is nepotism and corruption. Nepotism is employment at workplaces in public administration / public companies, friends / acquaintances. This in the worst way of a violation the principle of equal accessibility in public administration to all. An alternative to this employment is a public competition. Public competition as a method of selection of public officials is characterized by: objectivity, openness, transparency and accessibility to a wider circle of candidates (Gržančić 2013.). The problem of nepotism is not only in the institutions that publicize public competitions, but also in institutions who publish public competitions, in Croatia this is "Croatian Employment Service". In theory this institute helps unemployed people find a job, train them, organizes workshops in order to facilitate the employment of

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people. However, in practice, is different. The Institute organizes workshops which very poorly helps people to find jobs. This is because people who work in public organizations have little awareness that they serve the Community, rather than communities them. The Second Law of Public Administration says that public administration is professional and expert. The establishment of professional administration begins in the age of enlightened absolutism (17th and 18th Century). Since that time, performing in administrative organizations with time becomes more and more complex and more difficult, and is trying to introduce people in the administration with adequate administrative education. During the formation of professional administration is essential to achieve two tendencies: the first is stabilization of the position both in terms of tasks (to perform a specific jobs and not all of them) (Blažević 2010.) and position of people who work in administration. In the beginning there was total uncertainty of persons / workers because they were dependent on the whims, wishes and daily moods of the rulers. The second component is the transition from unprofessional to professional civil servants (Blažević 2010).

This tendency of course is closely related to the first, people who are educated for the profession of public civil servants they must have an assurance that for a specific time they will work as a public civil service. Combining these two components work in the administration becomes a title. In the modern sense of the work in the administration is inconceivable that those who work in certain positions do not have adequate education, but, this is still the case in non-developed countries and developing countries. In Establishing the professional administration is extremely important for each country, and employment of persons with adequate administrative education. The third law requires that public administration is effective, efficient and for the benefit of community. Like everything in our world and on the public administration can be put a "price". From the administration is expected efficiency ie. carry out its work within the prescribed time and with less cost. Administrations, has recently become a burden on the state (called Parkinson's Law). Application of market principles of this problem can be solved very efficient. Due to the excessive number of employees in public administration, she becomes automatically not effective and low-paid, which leads to corruption. Public administration must be for the benefit of the community, this term is one of the most important and my favorite (basic) parts of the law because after all public administration is public and serves the community in which it was created.

Public administration that is effective precisely performs objects before the time limits prescribed by the law, which is correct ei. a small number of cases reversed by a complaint, which helps people in exercising their rights is the basis of good functioning of the state and the community. If these three laws are ignored, we come to the phenomena which I call "black hole" of public administration. This concept denotes people which don't satisfy above mentioned laws and which leads to a decline of public administration. A black hole is a mathematically defined region of spacetime exhibiting such a strong gravitational pull that no particle or electromagnetic radiation can escape from it (Wald 1984). People who don't satisfy the three laws of public administration will slowly make small mistakes, that will lead to bigger ones and over time i will led to bigger problem in function of public sector. This can be repaired or mistake can be fixed by other public servants which, work together with them, but this leads to stagnation of the officials who have the necessary knowledge for performing public administration. Because, they constantly repair the mistakes of those without the necessary knowledge. This again leads to stagnation of work in administrative organizations. Public officials who don't satisfy the prescribed requirements of the law of public administration, they every day more and more convulsing in themselves and this lead to a collapse of public administration called the "Black holes of public administration".

Conclusion

Through this work I have tried to show the importance of careful selection of the persons employed in various organizations, offices, Institutions of public administration. In order to avoid stagnation, constantly repeating of operations which increase the cost of the institutions themselves, it is necessary to employ high-qualitative and educated people, so that we avoid the formation of black holes of public organization / administration and the very collapse of the administrative system.

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