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- **We, the People of India**
 - **People are most precious assets**

- 
- **HRM is a planned process for managing people effectively for performance**



**Management,
Administration
&
Governance**

Three Levels of Management

- Top**
- Middle**
- Bottom**



Three Tiers

Conceptual

Human

Technical




**Managers are the
implementers of
HRD**

Man Power Planning

- **Recruitment**
- **Performance Management**
- **Training & Development**
- **Retirement, Resignation, Redundancy**



Self Motivation
External Motivation –
Imposition of Rules
Iron & Stick Policy



McGregors Theory


X & Y



**HRM is an art
as well as Science**

Creativity

Innovation



**Court Managers are
Court Enablers =
People Enablers**



Macro & Micro Level Planning
Anticipate Work force
Recruitment rather than
getting surprised by change of
events



Reactive
Proactive
(Preemptive)



**Problem not to be
relegated to the
sidelines**

STAKE HOLDERS

- Judges**
- Lawyers**
- Litigants**
- Prosecutors**
- Witnesses**
- Staff of the Registry\Court Staff**



**FEED THE DATA
IN NATIONAL
ARREARS GRID**



**Standard Forms of
Rules for Court
Managers- Creation
of XIII FC**



**Enabling Judges to
Devote more time
to Judicial
Function**



**Responsible for
Monitoring of
e-Court Projects**


Bentham

Public Servants are
like Defective Clocks,
Mad Caps, Shake is
Shock

Peter Pan

Public Servants are
born with horns on
the head & thorns in
the Chest.

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- Motivation
 - Effective Communication
 - Attitudinal Change

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- Mind Management
 - Time Management
 - Nerves Control
 - Make Thinks Happen



Renu & Ajay Hasia's Case



A


B

C

D

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- EGO States
 - Dialogue with Staff

- Believe in Seize Work
- RP, TP, NJ

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- Magna carta
 - To None Shall be deny justice
 - Deny, Delay, Sell