

# 9 Lecture - MGT111

## Important Subjective

### 1. What is the difference between a career civil servant and a political appointee?

A career civil servant is a government employee who has earned their position through merit and passed the civil service examination, while a political appointee is someone appointed to a government position by an elected official.

### 2. What is the role of the Civil Service Commission in the civil service system?

The Civil Service Commission is responsible for the administration of the civil service system. This includes creating and enforcing regulations related to hiring, promotions, and discipline of civil servants.

### 3. What is the merit system and how does it apply to the civil service?

The merit system is a method of hiring and promoting employees based on their qualifications and abilities, rather than political or personal connections. It applies to the civil service by requiring that all positions be filled based on merit, as determined by objective criteria such as performance on civil service exams.

### 4. What is the Hatch Act and how does it relate to the civil service?

The Hatch Act is a law that prohibits federal employees from engaging in certain political activities while on duty or using government resources. It relates to the civil service because it ensures that civil servants are nonpartisan and impartial in carrying out their duties.

### 5. What is the difference between competitive and excepted service in the civil service system?

The competitive service is a portion of the civil service system that includes positions that are filled through open competition based on merit. The excepted service is a portion of the civil service that includes positions that are exempt from certain civil service rules and regulations.

### 6. How does the civil service system provide for equal opportunity employment?

The civil service system provides for equal opportunity employment by requiring that all hiring and promotion decisions be made based on merit, regardless of race, gender, ethnicity, or other personal characteristics.

### 7. What is the significance of the Pendleton Civil Service Reform Act?

The Pendleton Civil Service Reform Act was significant because it established the merit system for hiring and promoting civil servants, and helped to end the spoils system that had been in place in the United States for decades.

**8. What is the purpose of civil service exams?**

Civil service exams are used to assess an individual's knowledge, skills, and abilities, and determine their eligibility for civil service employment.

**9. What is the role of the Office of Personnel Management in the civil service system?**

The Office of Personnel Management is responsible for overseeing the civil service system and developing policies related to human resources management in the federal government.

**10. How has the civil service system evolved over time?**

The civil service system has evolved over time to become more merit-based and nonpartisan. This evolution has included the establishment of the merit system, the creation of the Civil Service Commission and Office of Personnel Management, and the implementation of regulations aimed at promoting equal opportunity employment.