



དཔལ་ལྷན་འབྲུག་གཞུང་།

རྒྱལ་ཁབ་ཞི་གཡོག་ལྷན་ཚོགས།

ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION



RCSC/PPD-40/2014/595

August 18, 2014

The Secretary,
MoAF/MoE/MoH.

Subject: Conduct of Organizational Behavior Survey (OBS) in Pilot Agencies

Dear Dasho,

In keeping with the directives of the Government and as required by the Civil Service Act of Bhutan 2010, the Royal Civil Service Commission is initiating the 2nd Organizational Development (OD) Exercise across all Civil Service Agencies.

The RCSC recognizes that quality OD recommendations can be delivered through OD surveys including OBS which is an assessment tool to help your organization and the OD Team in carrying out an informed OD exercise.

The survey aims to:

- Assess the organisational 'fit' or 'alignment' with respect to the seven key areas of an organisation;
- Identify the extent to which an employee understands the vision and mission of his/her organisation;
- Assess the existing structure of the organisation;
- Assess the organisational culture;
- Assess and measure employee's perception and attitude towards the management style;
- Assess the adequacy of human resources in the organization; and
- Assess the working relationship between and among the employees and supervisors.

Towards this end, we would like to request you to support this endeavor in conducting the online-questionnaire which is administered by National Statistics Bureau. We would also

Handwritten notes:
Mr. Sean + send it
web master to all
announce to all
MoAF
20/8



Handwritten notes:
PPD
make a report
19/08



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རྒྱལ་གཞིའི་ལས་ཁུངས་ལྷན་ཚོགས།



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like to inform you that due to the sampling nature of the survey, random civil servants have been selected to participate in the OBS.

Thank you for your continued support and cooperation.

Yours sincerely

(Karma Tshiteem)

Chairperson

Royal Civil Service Commission

Copy to:

1. Director General, NSB for kind information
2. Hon'ble Commissioners, RCSC, for kind information
3. OD Team Leaders, MoAF, MoE and MoH for kind information