

**UNIVERSITY “LUIGJ GURAKUQI”, SHKODËR**  
**FACULTY OF EDUCATION**  
**PUBLIC ADMINISTRATION IN ALBANIA FROM 1945-1990**

**Marjana Lako**

Ministry of Education and Sports, Tirana, ALBANIA  
e-mail: marjana.lako@arsimi.gov.al; marjana.lako@yahoo.com

**Abstract**

Public administration is facing continuous changes non comparable with the first functional method. It is going under some reforms, who try to achieve the integration into the European Union.

In this study is presented the public administration during the period of 1945-1990, treating the problem not only in the historical point of view but also in the institutional, managerial one, related to other aspects of administration management like: recruitment, motivation, promotion, career etc. Transformations in the governance system during this period have found their own reflection even in the functioning and management of the public administration. The evaluation of the performance in thud period has been realized according to the political guaranty that the employee offered, supporting the system, education, evaluation of the work from the basic organization of the party and the work collective, the figure of the individual person in the society, etc. In his activity the employee should have been characterized by following the moral codes of communism in his attitude to work and the common property, to work and live always as a revolution person, to be loyal to the party lessons, to m-1 and the people, to develop the class war to defend the interests of revolution and socialism. This system contained more elements of the evaluation of the political adoption, but it also had objective evaluations of the employee performance. The problems mentioned above related to the evaluation in the public administration and their influences in realizing their objectives are placed in the centre of the study, which has been made being based on the information gathered from different sources including interviews with members of the intellectual field., of civil society, documents and observations.

**Keywords:** *basic organization, communist moral, performance, evaluation, society.*