

### Human Resource and organization Development

ORDA Ethiopia reputation of delivering quality and relevant results in a timely fashion is primarily a result of its committed staffs. Human resource development is one of its prime area of attention. Accordingly, enhancing technical and managerial capacities of the ORDA Ethiopia work forces in their effort to empowerment communities and their organizations in the Amhara Region is the goal of ORDA Ethiopia effort exerting in this regard.

Its' human resource continues to be the most important leverage point for ORDA Ethiopia, which seeks to improve its competitive position in an increasingly competitive market place. Acquiring their services, developing their skills, motivating them to higher level of performance and ensuring that they continue to maintain their commitment to the organization are essential for achieving organizational objectives.

The organization has made functional the human resource administration manual and regularly updated it, which has incorporated procedures of recruitment or employment, promotion, transfer and motivation, provision of training opportunity, and other necessary matters to be addressed.

Currently, ORDA Ethiopia have effectively managed its overall operation with a total of 2138 ( 665 is female) staff; out of which, 224 (45 is women), 566 (176 is women) and 12 (7 is women) are working at Head Office in Bahir Dar, Project and Zonal Coordination Offices, and Resource Mobilization & Liaison Office in Addis Ababa respectively.

Data collected from its different development partners including funding organizations and NGOs showed that majority of the workforce are dedicated to ORDA Ethiopia engagement and program implementation. They are friendly with the local people, respect values and norms of the community and share their happiness and sorrow.