Preface

From 1 July 2024, Hungary, as the rotating President of the Council of the European Union, will also assume the presidency of the European Public Administration Network (hereinafter: EUPAN) for a six-month term. EUPAN is an informal network of public administration and civil service professionals operating at both expert and political levels in EU member states. Its primary goal is to share professional knowledge and experiences. Hungary's representation in EUPAN is jointly carried out by the Ministry of Regional Development and Public Administration and the Ministry of the Interior based on governmental task distribution related to human resource management, organisational development and public service innovation. Consequently, the Hungarian Presidency program was prepared collaboratively by experts from these two ministries, prioritising generational management in public service, greening and digitalisation.

To address these topics, the two ministries invited the Department of Human Resources and the Public Service HRM Research Workshop at the Ludovika University of Public Service (LUPS) to conduct scientific research and present the results at working group meetings (WL level) and director-general meetings (DG level). The findings were also developed into studies, presentations and workshop background materials.

The project's planning phase began in October 2023, followed by a more than one-year collaborative effort involving the ministries and several external experts. During this time, three large-scale empirical research projects and two additional comprehensive descriptive studies were conducted. The project officially concluded on 30 November 2024. By the given deadline, all professional analytical materials and background documents had been completed, and the planned presentations and workshops had been delivered. The lectures, workshops and research reports received significant positive feedback from representatives of the ministries, and EUPAN member states, particularly regarding their high professional standards and practical applicability.

The research process involved more than 22 internal and external experts, whose creative and precise professional work contributed significantly to the project's success. The internal contributors included staff from multiple university departments and organisational units, covering the full spectrum of academic roles, from doctoral candidates to professors, including scientific researchers. This diversity ensured a rich and high-quality scientific foundation for the research.

The project encompassed a wide range of research and professional activities focusing on three main topics: generational research, an overview of the public administration organisational system and administrative innovations (greening and the digitalisation of public administration). Over 20 author's sheets (approximately 800,000 characters) of expert material were produced during the research. The activities implemented yielded significant new findings in all three aforementioned fields.

In this volume, we publish the findings of the human resources field, with a focus on generational research.

The first part of the volume presents the structure of Hungarian public administration and the foundations of personnel policy. This comprehensive overview of the structure, organisation and personnel policy system of Hungarian public administration aims to provide an informative foundation for our international readers or anyone seeking to understand the Hungarian public administration system.

This chapter is followed by an overview of the international branch of generational research focusing on the practices of the EUPAN countries and exploring the generational challenges.

The volume concludes with a summary of the empirical research on Hungarian public administration. This provides valuable insights into the challenges and opportunities of the Hungarian civil service and offers practical recommendations for enhancing efficient generation management in public administration.

This volume will serve as an insightful resource for those seeking a deeper understanding of the Hungarian public administration system and the current

challenges in human resource management across Europe. We hope that the research findings and analyses presented here will contribute to professional discourse and provide inspiration in administrative innovation and generational management.

We extend our gratitude to all the authors and contributors for their outstanding efforts and our readers for their interest and engagement.

I wish you an enjoyable and enlightening read!

The Editor