Abstract
While the government sector has been an excellent employer in the past, the image of government employment has suffered significantly in the last years. As a result, many talented workers have preferred private sector to government service. Now some steps should be taken to attract and recruit the talented employees for government service. The article describes the role of the employee development and career planning in the organizations and highlights the importance of these processes in relation to the staff retention and long-term prosperity. The aim of this article is to apply these processes on the government conditions (especially in financial administration area) to enhance both employees’ satisfaction and also financial administration efficiency.

Key words
career pathway, career planning, employees, Financial Administration, organizational development

JEL Classification
I25, O15, M51