

**An Evaluation of the Performance of Public Sector Organizations:  
The Case of Pakistan**

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The present study evaluates the performance of Public Sector Training Institutes (PSTIs) in Pakistan in reference to a framework for evaluating performance that includes four dimensions: effectiveness, efficiency, relevancy, and creativity. The data reveal unsatisfactory training and development in the PSTIs. The relationship between PSTIs' objectives and output was weak, thereby questioning their effectiveness. The efficiency is satisfactory as PSTIs are performing task in a reasonably economic way. Moreover, PSTIs' programs are not relevant to the needs of the trainees and client organizations and are not creative in terms of training contents, delivery mechanism, and changing environment. Thus, PSTIs display low performance on three out of four criteria.

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