

Public Personnel Manage

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distinguished by its coherent values perspective public personnel management focuses on the conflicts political processes and management techniques that provide the context for personnel administration in the public sector organized around the four principal personnel functions that must be fulfilled in any complex organization this book provides a comprehensive exploration of the planning acquisition development and sanctions within public personnel management

reflecting contemporary political and managerial realities this book provides a comprehensive exploration of the values conflicts political processes and management techniques which provide the context for personnel administration in the public sector a five part organization covers an introduction to the world of public personnel management planning acquisition development and sanctions for human resources personnel especially managers

government and those executing its policies face the daunting task of delivering essential services to a dispossessed and hugely disadvantaged electorate the authors of the fundamentals of public personnel management argue that although the state controls a wide range of limited resources only the effective management and judicious administration of its primary asset its personnel will allow it to translate physical financial material and technological resources into synergistic founts of national well being trained and motivated public employees schooled in the ethics of their profession are essential to transforming inanimate structures and resources into people oriented dispensers of sustainable service delivery

this collection of original manuscripts representing a cross section of the timeliest scholarship in public personnel administration explores the theme of problems and

prospects in public personnel administration the contributions are organized into four broad sections the setting the techniques the issues and reform and the future section one focuses primarily on the social political economic and legal trends that have served as catalysts in the transformation of public personnel administration section two is composed of selections that summarize developments in the practice of hrm with special emphasis on emerging personnel techniques and the ways that traditional approaches to the staffing function are being revised section three discusses and suggests responses to some of the most troublesome or pervasive issues in modern personnel management the final section assesses the probable trends in the field s future and analyzes the efficacy of recent reform efforts for human resource personnel looking to broaden their perspective in the field

public personnel management has served as an essential concise reader for public personnel and human resource management courses in the fields of public administration political science and public policy for more than 30 years since the first edition published in 1991 the book has provided professors and students alike with an in depth look at cutting edge developments beyond standard textbook coverage to cultivate a broad understanding of the key management and policy issues facing public and nonprofit hrm today original chapters are written expressly for the text by leading public administration scholars each focusing on specific and sometimes controversial concerns for public personnel management such as social equity labor relations public employee rights and the operation of nonprofits now in an extensively revised seventh edition public personnel management presents new original chapters to examine developments of interest to researchers and practitioners alike including new ways of working nww remote work the effects of the covid 19 pandemic on public service workforces work life balance patterns of discrimination and employees perceptions of fairness affirmative action generational differences in the workforce and as the field of public personnel management becomes more internationalized chapters addressing human resource management across europe and a chapter on nww

practices in switzerland these together with other chapters ensure that public personnel management will remain a field defining book for the next 30 years

offers in depth analyses spanning the entire field of public personnel administration from a history of the american civil service as characterized by competing perspectives to the contemporary application of total quality management by human resources practitioners addresses the major laws that regulate worker compensation

with over 20 million people on its payroll the government continues to be the largest employer in the country managing people who do the nation s work is of critical importance to politicians and government leaders as well as citizens the great recession of 2008 put enormous strains on governments highlighting the key role personnel play in managing under times of austerity as well as prosperity a thorough examination of political and historical aspects personnel management in government politics and process seventh edition provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector it discusses the development of public sector human resource management the present status of best practices and important insights from current scholarship on all three levels of government federal state and local see what s new in the seventh edition personnel reforms under the obama administration pension developments at state and local levels of government labor relations reforms at state and local levels e g recent experiences in michigan ohio and other states making big changes to labor laws and policies changes to diversity and affirmative action initiatives across the nation developments in performance outcome initiatives at all levels of government during the 36 years since the publication of the first edition the authors have addressed issues that were not yet considered mainstream yet have become so over time the seventh edition is no different it examines progress that public personnel professionals are making to address changes in the political legal and managerial environment of the current decade exploring developments and

innovations in the management of people who carry out the government's work the book introduces students to public sector personnel management

the history of public personnel administration is as old as human civilization itself persia china assyria egypt and rome all practiced strategic personnel management some systematically and others unsystematically but despite the longstanding practice of strategic public personnel administration the systematic study of this field is a fairly new development in the modern world today the need for strategic thinking in public personnel administration and human capital development is more urgent than ever before managing and coping with the challenges of transworld migrations of capital and labor cyber employment and virtual workplaces and relentless global pressures for results oriented performance all require the development of human capital as a key asset of modern governments and private organizations governments and public administration organizations must confront these challenges if they are to survive and thrive in the 21st century and strategic public personnel administration provides a comprehensive analysis of the past development and current function of the field so as to give a clearly balanced picture of public personnel administration in both theory and practice today strategic public personnel management is a central component of strategic governance and administration in public and nonprofit organizations strategic personnel administration aims to lead organizations along the right paths with the necessary people on hand to achieve strategic goals and objectives in modern governance and public administration this two volume set fills a major gap in the current literature and it will serve as a key work that addresses the history knowledge policy management process and culture of public personnel administration with a strategic perspective

now in a thoroughly revised 8th edition public personnel management contexts and strategies focuses on the critical issues and common processes in the management of public sector personnel

in an era of doing more with less public personnel managers and administrators face constantly changing pressures and concerns the 6th edition includes new discussion on the impact of social media on personnel management and updated research on sexual orientation diversity generational differences and inclusion in the workplace

abstract a text book for college students majoring in the field of public administration presents authoritative information on the characteristics of personnel administration in the government the 26 text chapters are grouped among 8 themes covering influences of government growth on its personnel function the merit review system the general characteristics of a personnel system career systems position classifications compensation methods for acquiring new agency staff the attributes of motivation and effectiveness individual and group responsibilities for ethical conduct procedures for separating people from an agency retirement disability staff reductions the overall personnel organization and new challenges in personnel administration and management an annotated bibliography on personnel administration is appended

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for junior graduate level courses in public personnel management or human resources management reflecting contemporary political and managerial realities this text provides a comprehensive exploration of the values conflicts political processes and management techniques which provide the context for personnel administration in the public sector

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Introduction

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