



PUBLIC PERSONNEL ADMINISTRATION

Module 1

Part I

Public Administration, Governance, and Public Personnel Administration

Learning Outcome

- Prepare a reflective analysis on the role of Public Personnel Administration in the development and improvement of public administration and governance

Learning Objectives

At the end of the module, the learners are expected to:

1. describe the place of Public Personnel Administration in the bigger context of Public Administration and Governance; and
2. discuss how Public Personnel Administration could help improve public administration and governance.

INTRODUCTION

Part I of the module gives a general overview about Public Personnel Administration as a subfield of Public Administration. It also examines how Public Personnel Administration could help improve the practice of public administration and governance.

In an attempt to outline the fields of specialization of Public Administration, Brillantes and Fernandez (2008) notes that Public Personnel Administration (PPA) is among the traditional subfields of the discipline of Public Administration along with Organization and Management, Local Government Administration, Public Fiscal Administration. New subfields emerged as the field of Public Administration evolved: Policy Analysis and Program Administration; Public Enterprise Management; Voluntary Sector Management; and Spatial Information Management.

This is how Brillantes and Fernandez (2008) described PPA:

Public administration consists of administrative processes. It involves people, its most important element, therefore public personnel administration is an equally important field. In here, the definition of personnel management as "the recruitment, selection, development, utilization of, and accommodation to human resources by organizations" (French 1990) is explored. Specifically, it discusses on the evolution of public personnel administration, arrangements of

Personnel Administration In The Health Services Industry

Morris E. Hurley



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