Personnel Management In Government

Oscar Glenn Stahl

Personnel Management In Government:

   Personnel Management in Government Katherine C. Naff,Norma M. Riccucci,Siegrun Fox Freyss,2013-07-22 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   Personnel Management in Government Jay M. Shafritz,Albert C. Hyde,David H. Rosenbloom,1986   **Personnel Management in Government** Jay M. Shafritz,1978 Textbook on procedures of personnel management in the civil service in the USA outlines the history of administrative reform discusses human resources planning job classification recruitment and job placement for civil servants and public servants comments on equal employment opportunity legislation constitutional law and labour relations strikes etc and describes various management techniques Bibliographys diagrams flow charts graphs and illustrations   Public Personnel Administration Oscar Glenn Stahl,1971 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 *Personnel Management in Government* Norma M. Riccucci,Katherine C. Naff,Madinah F. Hamidullah,2019-11-21 With over 20 million people on its payroll the government is the largest employer in the country Managing people who do the nation s work is of critical importance to politicians government leaders and citizens alike Personnel Management in Government Politics and Process eighth edition examines the progress and innovations that public personnel professionals are making to address changes in the political legal and managerial environment of government It provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector A number of new developments are addressed in the eighth edition including discussion of Human resource management in nonprofit organizations in an all new dedicated chapter Current and future challenges to recruitment and hiring including the use of social media in recruitment Privatization and contracting out The rise of employment at will policies Digital technology or digitalization in HRM and the need to enhance cybersecurity Managing performance with human capital analytics Increased reliance on telework States attacks on public sector labor unions HRM changes under the Trump administration Since publication of the first edition in 1977 Personnel Management in Government has addressed issues not yet considered mainstream but that have proven central to the development of the field over time This long standing but no less innovative textbook is required reading for all students of public government and non profit personnel management **Public Personnel Administration** Ronald D. Sylvia,1994 Starting from the premise that management of human resources is critical to successful implementation of government programs the authors give aspiring managers the tools they need to effectively manage employees and thus achieve their agency s goals This Second Edition incorporates changes brought about by recent attempts to streamline operations at all levels of government and covers the impact of technology on government employment Handbook of Human Resources Management in Government Stephen E. Condrey,2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free supplemental on line Instructor s Manual Order your copy now Public Personnel Administration Steven W. Hays,Richard C. Kearney,2003 Table of Contents Preface Sect 1 The Setting 1 1 The Political Context of Public Personnel Administration 3 2 Competing Perspectives on Public Personnel Administration Patronage Civil Service and Privatization 16 3 What Every Public Personnel Manager Should Know About the Constitution 29 4 Personnel Management in the Local Government Setting 46 5 The American Federal Bureaucracy A Retrospective Look at Reinvention and Reform 62 6 Deregulating the Public Personnel Function 75 Sect 2 The Techniques 91 7 Strategic Human

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Table of Contents Personnel Management In Government

1. Understanding the eBook Personnel Management In Government
    - The Rise of Digital Reading Personnel Management In Government
    - Advantages of eBooks Over Traditional Books
2. Identifying Personnel Management In Government
    - Exploring Different Genres
    - Considering Fiction vs. Non-Fiction
    - Determining Your Reading Goals
3. Choosing the Right eBook Platform
    - Popular eBook Platforms
    - Features to Look for in an Personnel Management In Government
    - User-Friendly Interface
4. Exploring eBook Recommendations from Personnel Management In Government
    - Personalized Recommendations
    - Personnel Management In Government User Reviews and Ratings
    - Personnel Management In Government and Bestseller Lists
5. Accessing Personnel Management In Government Free and Paid eBooks

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