

Personnel Practices for the '90s

A Local Government Guide



Personnel Practices For The 90s A Local Government Guide

A Loxley



Personnel Practices For The 90s A Local Government Guide:

Managing America's Cities Roger L. Kemp, 2014-01-10 This work describes the operations of a typical municipal government and examines the many productivity trends that are occurring in city halls across America Much of the focus is on the increasing need for planning in city government to ensure that productivity goals are met It thoroughly examines the roles of the council manager and clerk in promoting increased productivity It then looks at such municipal departments as legal finance fire human services library police and public works demonstrating proven techniques and structures in each that improve service Instructors considering this book for use in a course may request an examination copy here

Personnel Practices for the '90s John Matzer, 1988 *The Personnel Administrator*, 1989 *Australian national bibliography*, 1961 Problem Employee Management Willa M. Bruce, 1990-05-07 Written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee As the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager's time This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them Bruce calls for a proactive approach toward the problem employee and demonstrates field tested methodologies for dealing with a variety of problem workplace behaviors Particular emphasis is given to the techniques of Performance Monitoring a technique based on Reality Therapy Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior The author begins by defining the problem employee and offering examples of typical problem employee response patterns She goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance Two chapters introduce effective methods for dealing with the problem employee Performance Monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems Turning to situations that require outside help Bruce provides a step by step procedure for both establishing an Employee Assistance Program and utilizing an existing one Directions for training supervisors to handle problem employees are provided Because the experience of managing a problem employee can be an extremely difficult one Bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee Finally Bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option *Public Affairs Information Service Bulletin*, 1988

Bibliography of Agriculture, 1992-02 **Ulrich's International Periodicals Directory, 1990-91** R R Bowker

Publishing,1990 Planning ,1991 Michigan Municipal Review ,1991 **Local Government Review** ,1991
Municipal Journal ,1895 2000 Federal Personnel Guide ,2000 Law Books in Print: Publishers ,1997 *British Medical Journal* ,1891 *Performance Management in Local Government* Steve Rogers,1990 Local Government faces major challenges today These include the management of increasingly scarce resources the provision of modern services in response to public needs competition for services from outside local government increasingly complex issues of political control and direction and the challenge to local government autonomy by central government *British Reports, Translations and Theses* British Library. Document Supply Centre,1990 **Catalogue of the books of the Manchester law library society** Manchester incorporated law library society,1891 Subject Catalog of the Institute of Governmental Studies Library. University of California, Berkeley University of California, Berkeley. Institute of Governmental Studies. Library,1978
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