

TRAINING AND DEVELOPMENT



Management Development And Training In Public Enterprises

G. Van der Waldt, D. F. P. Du Toit



Management Development And Training In Public Enterprises:

Improving Public Enterprise Performance Victor Powell,1987 Discussion on public enterprise management and operations in developing countries **Employee Training and Development in the Public Service** Kenneth T. Byers,1970 Compilation of writings on in plant training for civil servants in the USA covers theoretical aspects methodology the learning process teaching methods the use of audiovisual aids management development training course evaluation the changing role of the training officer etc Bibliography pp 359 to 366 flow charts and references **Management Development and Training in Public Enterprises** R. K. Mishra,1983 Contributed articles in the Indian context

Management, development and training of managers for public enterprises Janko Kralj,1978 *Human Resource Development In Public Enterprises* C.S. Lakshmi,2005 Contents Human Resource Development A Theoretical Framework Methodology of Research Profiles of Select Enterprises in Andhra Pradesh Human Resources Development in Select Public Enterprises in Andhra Pradesh Analysis Conclusions and Suggestions Entrepreneurship Development in Public Enterprises Joseph Prokopenko,Igor Pavlin,1991 This book presents a number of cases both in centrally planned and market economy systems where the culture and practice of entrepreneurship were successfully introduced into the structure and activities of public enterprises The book shows how sponsorship can help promote both public and private economic initiatives by either turning the public enterprise into an entrepreneurial and intrapreneurial organization or by helping small private business in the start up stage **Reforming Public Enterprises** R. K. Mishra,Ch Lakshmi Kumari,J. Kiranmai,2008 Public enterprises reforms occupy the central place in the schemes of economic reforms in India In many developing countries opting for economic reforms public enterprise reforms have come at the beginning of the cycle of economic reforms In India it has not happened so and the results are there for us to see The present book makes an attempt to present a case for reforming public enterprises in India and also the agenda for action for this purposes It outlines the challenges ahead for public enterprises and the need for reforms viewed from the global perspective It outlines the performance of the public enterprises and the areas requiring the attention of the reformers It presents the case of a state in which reforms have to be carried out and the context for such reforms It identifies regulations as one of the key component of the reforms The book also elucidates the reform experience of some of the states It presents a balanced view of the theory and practice of public enterprise management in the reform context It incorporates case studies of nine public enterprises to demonstrate the need and effect of economic reforms Human Resource Development in the Public Sector Sally Sambrook,Jim Stewart,2007-01-24 This text provides examples of attempts to develop HRD practices in health and social care contexts within France Ireland the Netherlands Romania Russia the UK and the USA Thus this book is international in scope and appeal **Public Enterprise Management and Privatisation** Laxmi Narain,2005 A number of public enterprise PE executives have long felt the need for a book which would provide necessary information and analysis of

various dimensions of PE management and privatisation The book provides at one place a precise and authoritative account of the concept policy and analysis of major issues confronting PEs Public ownership per se does not make PE performance sub optimal The operation of the Government system of which PE is a sub system has not been conducive to performance During the last six decades inadequate political will and vested interests have come in the way of freeing PEs from excessive and throttling controls and demoralising accountability Not letting the managers manage with the freedom required in the liberalised and globalised set up is the problem The multifarious and complex managerial problems of PEs which get compounded by faltering moves towards privatisation cannot be wished away These have been considered in the book at some length The book first published in 1980 continues to be a standard work on the subject This latest edition has been revised by Dr R K Mishra Director Institute of Public Enterprise Hyderabad

Human Resource Management in the Public Sector Ronald J. Burke, Andrew Noblet, Cary L. Cooper, 2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field A valuable resource for courses on the topic and an important reference for scholars and those seeking to maintain expert knowledge about it Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike It will also be valuable for HR specialists and managers of HR units in the public sector

Public Sector Reform in Developing and Transitional Countries Christopher Rees, Farhad Hossain, 2013-09-13 Over recent decades decentralization has emerged as a key Public Sector Reform strategy in a wide variety of international contexts Yet despite its emergence as a ubiquitous activity that cuts across disciplinary lines in international development decentralization is understood and applied in many different ways by parties acting from contrary perspectives This book offers a fascinating insight into theory and practice surrounding decentralization activities in the Public Sectors of developing and transitional countries In drawing on the expertise of established scholars the book explores the contexts achievements progress and challenges of decentralization and local governance Notably the contributions contained in this book are genuinely

international in nature the chapters explore aspects of decentralization and local governance in contexts as diverse as Ghana Hong Kong India Indonesia Kazakhstan Morocco Tanzania Uganda and Viet Nam In summary by examining the subject of decentralization with reference to specific developing and transitional Public Sector contexts in which it has been practiced this book offers an excellent contribution towards a better understanding of the theory and practice of decentralization and local governance in international settings This book was published as a special double issue of the International Journal of Public Administration *Talent Strategies and Leadership Development of the Public Sector* Celia Lee, 2021-06-06 To stay ahead of the competition the public sector has to ensure an effective talent management strategy to attract develop and retain talents Effective talent management is about aligning the organisation's approach to talent with the strategic aims and purpose of the organisation This book adopts a comparative country analysis which takes into account the institutional emphasis organisational configuration and unique characteristics of the public sector Against the backdrop of three major stages of administrative development i.e. the colonial postcolonial and modern periods this book unpacks how the talent schemes have been shaped by the reforms experiences cross country knowledge transfers and evolved over time responding to globalisation and digitalisation in Southeast Asia This book will be of great interest to scholars and public managers working on public administration and civil service reforms in Asia towards developing a contextualised understanding of talent management and leadership development in the region **Public Administration Workbook** Pathi, 2010-09

Managing Human Resources in the Middle-East Pawan S. Budhwar, Kamel Mellahi, 2006-08-21 Managing Human Resources in the Middle East provides the reader with an understanding of the dynamics of HRM in this important region Systematic analysis highlights the main factors and variables dictating HRM policies and practices within each country Diverse and unique cultural institutional and business environment factors which play a significant role in determining HRM systems in the region are also elaborated upon The text moves from a general overview of HRM in the Middle East to an exploration of the current status role and strategic importance of the HR function in a wide range of country specific chapters before highlighting the emerging HRM models and future challenges for research policy and practice This text is invaluable reading for academics students and practitioners alike *Managing for Excellence in the Public Sector* G. Van der Wal, D. F. P. Du Toit, 1999-12-31 This book provides public administration instructors with a holistic South African perspective presented by means of a systems approach the addressing of current and future distinctive issues and challenges and the presentation of specific remedies the application of proven private sector principles to the public sector and the use of case studies to place theoretical knowledge within a practical frame of reference **Redefining Public Sector Unionism** Mike Terry, 2012-09-10 This book brings together contributions from both expert academics and leading figures of UNISON in an in depth analysis of the union's achievements to date As the largest and most influential trade union in the public sector UNISON is an ideal case study for the possible future development of UK unions in the twenty first century

Managing Performance in the Public Sector Gerrit Van der Wal, 2004 Monitoring and ensuring effective efficient and economic use of resources in the public sector is addressed in this critical analysis The importance of tracking performance for good governance is considered as are the benefits of designing a departmental and human performance management system Particular attention is paid to the difficult task of measuring worker performance in the public sector where a wide array of unquantifiable variables must be examined Various performance models such as the Excellence Foundation and the Balance Scorecard provide an invaluable resource of concepts considerations and challenges for improving public sector performance

Public Sector Leadership Jeffrey A. Raffel, Peter Leisink, Anthony E. Middlebrooks, 2009-01-01 A truly international examination of public sector leadership this book explores the ways leaders of developed nations are addressing current challenges The overriding question explored by the authors is how public leadership across the globe addresses new challenges such as security financial demographic new expectations of leaders and what public sector leadership means in the new era The book allows the reader to view a large number of situations across the globe to better understand the relation between context and leadership It integrates the two fields of leadership and public administration providing a wide ranging and complementary empirical context to the topic Transcending state centered perspectives the authors include new developments in governance and public private sector collaboration while retaining a focus on the public values involved The chapters address public sector leadership issues in a wide array of nations integrating international perspectives with a globally diverse authorship Several chapters address issues of collaboration across sectors changing roles in the New Public Management paradigm and corresponding new visions of leadership Several of the chapters are explicitly comparative including a study of mental health leadership training topics in eight nations central banking in Europe and efficiency studies in Britain Denmark and Norway The chapters can be used as thought provoking case studies as part of a supplemental text and are accompanied by substantial bibliographies Scholars students and practitioners in leadership public policy and administration and organization studies will find this volume a useful reference

The Public Sector in Hong Kong, Second Edition Ian Scott, 2022-09-21 This book describes and analyses the role of the public sector in the often charged political atmosphere of post 1997 Hong Kong In this second edition Ian Scott explores public sector accountability in terms of Hong Kong s constitutional framework and the structure functions and personnel policies of its civil service system He examines critical issues facing the administration of the public sector and the formulation and implementation of public policy with particular attention to the political challenges confronting the Hong Kong government over the past decade A concluding chapter assesses how contested values in a changing political environment have affected the public sector in recent years This edition has been fully updated to incorporate the latest statistics and research including Scott s work in such areas as integrity management corruption prevention and policing This book is an essential resource for scholars and students of public administration and public policy in Hong Kong and more broadly for those who are interested in how a particular

jurisdiction deals with common administrative problems such as centralisation the role of statutory bodies corruption prevention and the redress of citizens grievances Professor Ian Scott s book The Public Sector in Hong Kong now in a second much expanded and up to date edition offers a thorough and rigorous analysis of contemporary governance in Hong Kong focusing on all the key stakeholders The book is essential reading for government officials politicians journalists academics students and the general public John P Burns The University of Hong Kong The second edition not only updates the development in the public sector of Hong Kong but also provides an important perspective to help readers understand the contexts that navigate its latest developments This edition along with Ian Scott s earlier work will be judged by many in the field to be among the best books on Hong Kong politics Hon S Chan City University of Hong Kong

Human Resource Development Jeff Gold,Rick Holden,Paul Iles,2017-09-16 This core textbook edited by five leading scholars of the subject provides a comprehensive overview of the key topics debates and themes in this increasingly important field Balancing research led theory with industry best practice to provide students with a definitive overview of HRD the book draws on the international experience of its authors to tackle topics as diverse as leadership and managing development change and diversity workplace learning and graduate employability The book s approachable yet thorough writing style and lively presentation helps students to understand the topic from a critical perspective while also demonstrating how HRD plays out in reality This is an essential textbook for undergraduate postgraduate and MBA students of Human Resource Development on HRD or Business and Management degree programmes New to this Edition New contributors and revised content including additional coverage of careers career management and employability More international coverage especially of the EU Inclusion of topical subjects including employee engagement skills shortage and business partnering Improved student friendly pedagogy and updated figures and diagrams to appeal to different learning styles Thoroughly updated references and web links

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