

Managing Human Resources in the Public Sector

A Practical Approach



Edited by
Dennis N. Love

Managing Human Resources In The Public Sector

**Hannah S. Sistare, Myra Howze
Shiplett, Terry F. Buss**



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Human Resource Management in the Public Sector John Daly, 2015-01-28 This affordable text covers the management of both human resource systems and employees in local government settings. It focuses on the significant changes facing local governments especially the growing demand for increased Work Life balance as an integral component of human resource management. *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. **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. **Human**

Resource Management in Public Service Evan M. Berman, 2010 The Third Edition of this award winning text helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector. It provides thoroughly updated and enhanced coverage with additional practical tools for managers and student job seekers more international examples more examples from hospitals and social services and new sections on ethics training motivation psychological contracts civil service reform and workplace violence. **Research Handbook on HRM**

in the Public Sector Steijn, Bram, Knies, Eva, 2021-12-10 Bringing together over fifty leading global experts this Research Handbook provides a state of the art overview of research findings regarding Human Resource Management HRM in the public sector Original chapters provide useful insights from two different disciplines public administration and HRM They illustrate that the public context of organisations matters and discuss research findings detailing how this plays out in practice

Human Resource Management Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich, 2015-09-16 Sound HRM practices matter they are a sine qua non of effective governance in democratic government equally so at the local regional state and national levels of government The NASPAA Network of Schools of Public Policy Affairs and Administration accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels These competencies include skills to lead and manage in public governance to participate in and contribute to the policy process to analyze synthesize think critically solve problems and make decisions to articulate and apply a public service perspective and to communicate and interact productively with a diverse and changing workforce and citizenry This second edition of Human Resource Management is designed specifically with these competencies in mind to Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory foundation and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management especially diversity ethics and technology Demonstrate and describe differences among HRM practices in public for profit and nonprofit organizations and between the levels of government Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools Thus students will consider the issues purposes and techniques of HRM and conceptualize how varied their roles are or will be whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems Each chapter includes a thorough review of the principles and practices of HRM including the why and the how selected readings important themes diverse examples key terms study questions applied exercises case studies and examples of forms and processes would be managers will encounter in their roles

South African Human Resource Management for the Public Sector Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Handbook of Human Resource Management in Government Stephen E. Condrey, 2010-08-02

HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing privatization and the diminution of public employee rights This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative state of the art information for public administrators and human resource professionals The third edition features contributions from noted experts in the field including Donald E Klingner Mary E Guy Jonathan P West Jeffrey L Brudney Montgomery Van Wart J J Steven Ott Norma M Riccucci and many more Praise for the Handbook of Human Resource Management in Government This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars practitioners and general readers in need of concise summaries of up to date cutting edge public personnel administration research No other handbook on the market more concisely more comprehensively more clearly synthesizes this vast rapidly changing field that remains so vital to effective government performance RICHARD STILLMAN editor in chief Public Administration Review The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice The result is a clear road map that can finally make HR a key player in helping the government meet the unprecedented challenges facing our nation our states and our communities BOB LAVIGNA vice president Research Partnership for Public Service Washington DC With each successive edition Condrey s Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field Condrey s own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive engaging and authoritative DONALD E KLINGNER University of Colorado Distinguished Professor School of Public Affairs University of Colorado at Colorado Springs former president American Society for Public Administration and fellow National Academy of Public Administration

Managing Human Resources in the Public Sector Gill Robinson Hickman, Dalton S. Lee, 2001 This book is written for the large number of public administration students and practitioners who are interested in becoming department managers and supervisors in various areas of government service It emphasizes the interdependence between the human resource department and line managers in implementing personnel functions It also provides enough background and history about human resource management in the public sector for line managers to appreciate why the field functions as it does

South African Human Resource Management for the Public Sector Ernst Van der Westhuizen, Jacobus Wessels, 2016 Written from a uniquely South African perspective this book explores the many facets of the employment relationship These include strategic employment processes staff maintenance trade union interactions public sector labour relations and terminating employment relationships This well researched text adapted from the best selling South African Human Resource Management Theory and Practice Swanepoel Erasmus Van Wyk and Schenk is rich in theory and applications It explains the latest developments in structuring learning programmes for public officials so that they are in line

with the South African Qualifications Authority SAQA the National Qualifications Framework NQF as well as employment equity and affirmative action policies It further details a workable Human Resource Management strategy for the public sector that includes practices in relation to performance management appraisal systems compensation and incentives management and relevant legislation and regulations This 2nd edition will be indispensable for all public sector managers HR specialists corporate strategists trade unionists as well as undergraduate and postgraduate Public Administration and Management students

Innovations in Human Resource Management Hannah S. Sistare, Myra Howze Shiplett, Terry F. Buss, 2015-01-28 Human resource management is experiencing profound change new challenges exciting accomplishments and much uncertainty The public service has moved away from the old days of personnel management concerned mostly with processing personal action paperwork to a system where public employees are managed as human capital to get the work of the government done more effectively and efficiently This volume brings together the latest thinking on human resource management in the public service presented by distinguished thought leaders in the field While it focuses primarily on federal government policies and practices the principles conclusions and recommendations translate readily to state and local government and to the private sector as well

Public Human Resource Management Richard C. Kearney, Jerrell D. Coggburn, 2015-07-30 Public Human Resource Management Problems and Prospects brings together exemplary contributors who provide concise essays on major contemporary public human resources management issues Organized into four parts setting techniques issues and prospects and covering the major process function and policy issues in the field the text offers valuable wisdom to students and practitioners alike With sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars the new edition works as a primary or supplementary text for courses in human resource management or issues in public administration

Public Sector Management in Australia Ciaran O'Faircheallaigh, John Wanna, Patrick Moray Weller, 1999 Revised and updated second edition of a text first published in 1992 Includes recent empirical research and a new section on management in practice Addresses issues relating to the design and structure of governmental bodies the utility and impact of alternative management techniques and public sector ethics and accountability Includes references and an index The authors have senior positions at the Centre for Australian Public Sector Management and have published extensively in their field

Managing Human Resources in Africa Ken N. Kamoche, 2004 This volume addresses the shortage of knowledge about the nature diversity and context of HRM in Africa and highlights the important trends and patterns that have been emerging on the continent

Human Resource Management in the Public Sector Rona S. Beattie, Stephen Osborne, 2007-08-09 HRM is a core element of public service organizations whose employees are often their most valuable resource This outstanding book tackles the subject head on bringing together cutting edge research from a range of respected international authors

Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2004-07-29 In this

thoroughly revised and updated second edition of Human Resources Management for Public and Nonprofit Organizations Joan E Pynes a respected authority in public administration demonstrates how strategic human resources management is essential for proactively managing change in an environment of tighter budgets competition from private organizations the need to maintain and train a more diverse workforce and job obsolescence brought about by shifts in technology Complete with a free online instructor s manual this new edition offers current compensation and budgetary guidance and helps practitioners navigate the newest legal and technological challenges and opportunities in human resource management

Managing Human Resources in Health Care Organizations Leiyu Shi, 2006-05-22 **Human Resource Management in Public Service Organizations** Rona S. Beattie, Jennifer Waterhouse, 2014-04-30 Human resource management HRM is a core element of any service but especially so in public service organizations whose employees are often their most valuable resource However until now there has been little information readily available in the form of key texts which explore this important topic Now this outstanding book tackles the subject head on bringing together cutting edge research on HRM in the public sector from a range of respected international authors It covers such key issues as the relationship between HRM and organizational performance managing cultural change and the work life balance Timely and topical this book will be of great interest both to researchers in the fields of HRM and public sector management and to management practitioners keen to inform their practice from an evidence base This book was first published as a special issue of Public Management Review

Public Personnel Management Jared J. Llorens, 2017-12-14 Now in a thoroughly revised 7th edition Public Personnel Management focuses on the critical issues and common processes in the management of public sector personnel In keeping with prior editions the text centers on the core processes within public human resource management strategic workforce planning effective recruitment and retention workforce development and employee relations Designed to further address the ways in which expectations for human resource managers have changed and developed in recent years the 7th edition includes several new features and improvements Substantially restructured updated and additional case studies and student exercises Coverage of how the field of Public HRM has been influenced by the two most recent national recessions economic downturns at the state and local level privatization and contracting trends at all levels of government the growing presence of millennial employees in the workplace issues surrounding social media use within the workplace the evolving goals of social equity and diversity and the shifting role and influence of labor unions Discussions of how the growth in information technology capabilities has influenced the major processes within HRM from workforce analysis through big data analytics to the explosion in automated recruitment assessment and instructional technologies For the first time the text includes an online Instructor s Manual PowerPoint slides discussion questions and suggestions for further reading to make it even easier to assign and use this classic text in the classroom Providing the most up to date and thorough overview of the history and practice of public human resource management for both undergraduate

and graduate students Public Personnel Management 7e remains the beloved text it ever was ideal for introductory courses in Public Personnel Management Public Human Resource Management and Nonprofit Personnel Management **Human Resource Management in Public Service** Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2012-03-28 Effective human resource management is a critical function in today's public workplace and this book provides students and practitioners with the tools to succeed in public sector management

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