



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

People In Public Service A Reader In Public Personnel Administration By

Felix A. Nigro, Lloyd G. Nigro



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People in Public Service Robert T. Golembiewski, Michael Cohen, 1976 **Personnel Management in Government** Norma M. Riccucci, Katherine C. Naff, 2017-09-25 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 Literature, 1977-05 **The Federal Civil Service - History, Organization and Activities** United States Civil Service Commission. Library, 1978 Annotated bibliography USA civil service administrative aspects administrative reform labour relations legislation commentary management development personnel management wages political participation confidentiality and financial aspects etc **The Personnel Management Function** United States Civil Service Commission. Library, 1978 **Personnel Bibliography Series** United States Civil Service Commission. Library, 1960 **The Public Administrator's Companion** Sandra Emerson, Kathy Van Ness, Georgianna Streeter, Linda-Marie Sundstrom, Parker G. Emerson, 2022-12-05 The second edition of The Public Administrator's Companion A Practical Guide examines the most important elements of public administration The authors provide readers with a keen understanding of how government works useful for both students and practitioners of public administration The book discusses governmental structure human resources and public funding It delineates administrators' actions in strategic planning consensus building budget development performance measurement and public policy assessment and implementation This edition includes new chapters on nonprofit organizations and leadership for administrators as well as an

appendix about preparing and making presentations The previous edition s appendix on getting a job in local government has been revised to include interviewing and hiring from the perspectives of both the agency and applicant Real world examples and cases from the local state and federal level reinforce key topics Each chapter ends with a Practicing Public Administration section that provides helpful exercises for building the skills described in the chapter and a Bibliography which provides useful source materials that can broaden the reader s comprehension of the chapter

A Practical Guide to Government Management Vince Meconi,2015-03-15 A Practical Guide to Government Management provides a comprehensive yet one volume work on high level government management and can be described as a management book reference book and textbook all in one It is geared towards any upper level government manager public administration student or anyone interested in public sector management Government managers receive limited or no management training and at higher levels focus more on policy than management with negative consequences for the agencies they manage This book seeks to address that dearth written from the point of view of someone who successfully led government organizations for an extended period and faced a wide variety of managerial problems and issues It covers a number of topics seldom discussed and certainly not all in one volume such as handling problem employees cutback management prioritization making decisions gaining control of an organization and telling one s boss the elected official no Leo Strine Chief Justice of Delaware s Supreme Court and a former colleague says that In a time when many Americans are jaded about public service it s refreshing to be reminded that there are talented people who devote their careers to making our government work for the governed Vince Meconi always put the public first in his decades of service in all three branches of government and anyone interested in making government more effective will benefit from his insights and experience Former Delaware Medicaid Director Harry Hill says I have led government agencies managed for multiple Fortune 500 Companies and run my own business Vince Meconi is the best manager I have ever encountered As a student of management myself I collected over 800 books on the subject Most offered little new just a new way of saying the same thing This book has what the others lacked written instructions practical examples and advice for public sector managers from someone who has actually faced all the challenges for a prolonged period It is a management book reference book and textbook all in one

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The New Public Personnel Administration Felix A. Nigro,Lloyd G. Nigro,1976

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Dictionary Catalog of the Department Library United States. Department of the Interior. Library,1969

A Bibliography of Public Personnel Administration Literature United States Civil Service Commission. Library,1949

Management Laureates H. Igor Ansoff,1992 Part of a series which provides autobiographical studies by individuals who

are among contemporary leaders in the management discipline Essays explore their experiences and the factors and forces influencing their professional and personal development Bibliographies of their work are included *Public Personnel Studies*, 1926 *Handbook on Human Service Administration* Jack Rabin, 1988-05-27 Introducing theories and concepts essential for human services administration this book covers organization theory and management budgeting and financial management personnel administration and labor relations laws and regulations innovation and change and data administration and information systems The author explores bioethics and managing Babies Doe legal right to refuse treatment nursing home payments and more He applies important general concepts to specific concerns such as organizational structure and service delivery arrangements internal financial planning innovations in drug services delivery and implementing medical information systems Public Personnel Administration and Labor Relations Norma M Riccucci, 2015-03-26 The readings in this volume will enlighten and enliven the contents of any standard public administration text covering human resource management Selected mainly from the pages of Public Administration Review and Review of Public Personnel Administration these classic articles trace the historical and evolutionary development of the fields of public personnel administration and labor relations from the point at which the first civil service law was passed the Pendleton Act in 1883 through the 21st century The collection covers everything from the seminal concerns of civil service e g keeping spoils out to topics that early reformers would never have envisioned e g affirmative action and drug testing These works continue to inform the theory and practice of public personnel and labor relations To facilitate an instructor s ability to assign readings that illuminate lectures and course material a correlation matrix on the M E Sharpe website shows how this book can be used easily alongside eight leading textbooks **Catalog of Copyright Entries. Third Series** Library of Congress. Copyright Office, 1978 **Managing Public Services - Implementing Changes** Tony L. Doherty, Terry Horne, 2005-08-18 Focusing on change as a constant factor in the management of any organization this informative book helps the student and practitioner to develop the skills and knowledge they require to underpin the work of a modern service manager in rapidly changing public sector organizations whether publicly owned privately managed or sub contracted Taking a distinctive approach emphasizing management and organizational learning as keys to organizational success this introductory text is solidly practical and is supported by strong pedagogical features including case studies review questions illustrative vignettes This comprehensive text has been specifically designed and developed to meet the needs of students studying public services management at undergraduate certificate diploma and postgraduate level It allows the reader to develop transferable skills in thinking and learning as they work through the book and gives greater awareness of the benefits of continuous learning for staff and managers

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