

Public Personnel Management

Current Concerns,
Future Challenges

Edited by
Carolyn Ban
Norma M. Riccucci



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Getha-Taylor, 2025-10-20 Effective public personnel management also known as human resource management HRM or human capital management is essential for successful government Now in a thoroughly revised 8th edition Public Personnel Management Contexts and Strategies 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 essential elements of 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 over the last few years this 8th edition includes several new features and improvements All new substantially restructured and updated case studies and applied work assignments Examination and discussions of the impact and promise of artificial intelligence adoption on all aspects of the human resource management process Careful exploration of the evolving characterizations of diversity equity and inclusion in public workforces and the impact that the COVID 19 pandemic has had on employee working conditions and expectations A fully updated online Instructor s Manual PowerPoint slides discussion questions and suggestions for further reading to make it 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 Public Personnel Management 8th Edition reflects the need to navigate change while preserving enduring values to effectively manage the public service workforce It serves as an ideal textbook for undergraduate and graduate introductory courses in public personnel management public human resource management and nonprofit personnel management

Handbook of Public Management Practice and Reform Kuo-Tsai Liou, 2019-09-16 Outlining the origins motivations strategies implementations and effectiveness of reform policies and programs Handbook of Public Management Practice and Reform examines changes and challenges in major areas of public administration including budgeting finance human resources and organizational management reviews the lessons of reform and addresses new ideas and emerging issues Discussing the development and contribution of public administration education research and professional associations the book covers decentralization and deregulation institutional arrangement and support and cooperation between public and nonprofit organizations

Personnel Management in Government Katherine C. Naff, Norma M. Riccucci, 2007-08-09 Human resources represents one of the largest shares of government budgets at every level The management of people who carry out the government s work is therefore a critical issue to politicians and government managers and leaders as well as citizens Regardless of which administration is in office or which reforms are being touted as necessary personnel are always at the heart of government and governing Personnel Management in Government Politics and Process highlights the rapid developments in public personnel administration and management As one of the bestselling texts in the field this sixth edition reflects the major changes that have occurred recently in government personnel administration including the authorization given to the new Department of Homeland Security and the Department of Defense to develop their own personnel

management systems Addressing reforms in federal and state governments to illustrate the employment scene in public sector workforces this book continues to provide updated information on the political legal and managerial aspects of public personnel systems and policies Features Reflects the changing nature of public personnel administration Provides up to date knowledge on the political legal and managerial aspects of public personnel management Addresses developments in the Department of Homeland Security and in the Department of Defense Presents major reforms in personnel policy and administration across federal state and local governments

Personnel Management in Government Agencies and Nonprofit Organizations Dennis L. Dresang, 2017-06-14 The long awaited new edition of this highly praised text includes full coverage of policy issues and professional practice in nonprofit organizations as well as at federal state and local levels of government Retaining its accessible writing style this sixth edition examines the latest management theories such as employee engagement and motivation and current issues including disability privatization merit systems and family and medical leave roots the discussion in public policy issues providing students with a better understanding of the actors involved and the broader context of personnel administration provides abundant pedagogical tools including learning objectives summaries and discussion questions to guide student understanding and foster critical thinking includes exercises and case studies throughout the book for individual or group work helping students apply public personnel management concepts to real world situations In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession public service contracting public sector unions security concerns performance measurement remote management management of volunteers the challenges and opportunities of developing an organizational culture and lessons from the experiences of countries around the world This is a textbook that is ideally suited to prepare students to manage people effectively whether in government nonprofit organizations NGOs or in the private sector

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

Public Human Resource Management Richard C. Kearney, Jerrell D. Coggburn, 2015-07-30 Public Human Resource Management Problems and Prospects by Richard C Kearney and Jerrell D Coggburn 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 The new edition boasts sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars

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Human Resource Management in Public Service Evan M. Berman, 2006 Effective human resource management is a critical function in today's public workplace and the authors have written a book that helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector The Second Edition has been completely revised and updated to reflect changes in practice policy law and scholarship and has been carefully crafted to be an effective learning tool with learning objectives chapter reviews and three sets of end chapter study questions class discussion team activities and individual assignments The book concludes with a comprehensive glossary and interesting and illuminating examples are liberally scattered throughout the book

Strategic Public Personnel Administration Ali Farazmand, 2006-12-30 The history of public personnel administration is as old as human civilization itself Persia China Assyria Egypt and Rome all practiced strategic personnel management some systematically and others unsystematically But despite the longstanding practice of strategic public personnel administration the systematic study of this field is a fairly new development in the modern world Today the need for strategic thinking in public personnel administration and human capital development is more urgent than

ever before Managing and coping with the challenges of transworld migrations of capital and labor cyber employment and virtual workplaces and relentless global pressures for results oriented performance all require the development of human capital as a key asset of modern governments and private organizations Governments and public administration organizations must confront these challenges if they are to survive and thrive in the 21st century and Strategic Public Personnel Administration provides a comprehensive analysis of the past development and current function of the field so as to give a clearly balanced picture of public personnel administration in both theory and practice Today strategic public personnel management is a central component of strategic governance and administration in public and nonprofit organizations Strategic personnel administration aims to lead organizations along the right paths with the necessary people on hand to achieve strategic goals and objectives in modern governance and public administration This two volume set fills a major gap in the current literature and it will serve as a key work that addresses the history knowledge policy management process and culture of public personnel administration with a strategic perspective

Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2013-07-03 Since the first edition was published in 1997 Human Resources Management for Public and Nonprofit Organizations has become the go to reference for public and nonprofit human resources professionals Now in its fourth edition the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis changes in federal employment laws how shifting demographics affect human resources management the increased use of technology in human resources management practices how social media has become embedded in the workplace and new approaches to HRM policy and practice Written by Joan E Pynes a noted expert in public administration this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment The book Includes new material on workplace violence and employee discipline Reviews updates on the legal environment of HRM Contains suggestions for managing a diverse workforce Offers a wealth of revised tables and exhibits Updates the most recent developments in collective bargaining in the public and nonprofit sectors Outlines the most current approaches to recruitment and selection Presents an overview of recent information on compensation and benefits Gives an update of the technological advances used for strategic human resources management Provides examples of HRM policies from other countries The book also includes an enhanced instructor's guide with examination questions PowerPoint slides experiential exercises and video vignettes that are coordinated with chapters in the book

Managing Nonprofit Organizations in a Policy World Shannon K. Vaughan, Michelle Arsneault, 2013-01-08 In explicitly tying the policy realm to management skills this book sheds new light on how nonprofit managers can better navigate policymaking and regulatory contexts to effectively lead their organizations

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 Anupama Puri Mahajan, 2023-10-16 This book addresses the processes and concerns within the purview of public personnel administration which is the key to success in carrying out governmental responsibilities and duties With special focus on Indian administrative system this volume probes into how public personnel administration is a critical aspect of the public sector that involves enhanced management of human resources It also studies the evolution of public personnel administration in countries like the USA UK France and Germany Besides discussing the personnel processes in the post pandemic age the book also examines the challenges that governments face on a global level This title will be useful to students researchers and teachers of Public Administration Public Policy Political Science and General Management The book will also be an invaluable companion to the policymakers in the government sector as it will strengthen their conceptual understanding of the subject

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