

PUBLIC PERSONNEL MANAGEMENT—

A Contingency Approach

Perry Moore

Public Personnel Management A Contingency Approach

Barney Erasmus



Public Personnel Management A Contingency Approach:

Public Personnel Management Perry Moore, 1985 *The Fundamentals of Public Personnel Management* J. Cheminais, G. Van der Walddt, M. S. Bayat, W. Fox, 1998 Government and those executing its policies face the daunting task of delivering essential services to a dispossessed and hugely disadvantaged electorate The authors of *The Fundamentals of Public Personnel Management* argue that although the state controls a wide range of limited resources only the effective management and judicious administration of its primary asset its personnel will allow it to translate physical financial material and technological resources into synergistic founts of national well being Trained and motivated public employees schooled in the ethics of their profession are essential to transforming inanimate structures and resources into people oriented dispensers of sustainable service delivery **Handbook of Public Personnel Administration** Jack Rabin, 1994-09-29 Offers in depth analyses spanning the entire field of public personnel administration from a history of the American civil service as characterized by competing perspectives to the contemporary application of total quality management by human resources practitioners Addresses the major laws that regulate worker compensation Public Personnel Management Norma M. Riccucci, 2023-08-28 Public Personnel Management has served as an essential concise reader for public personnel and human resource management courses in the fields of public administration political science and public policy for more than 30 years Since the first edition published in 1991 the book has provided professors and students alike with an in depth look at cutting edge developments beyond standard textbook coverage to cultivate a broad understanding of the key management and policy issues facing public and nonprofit HRM today Original chapters are written expressly for the text by leading public administration scholars each focusing on specific and sometimes controversial concerns for public personnel management such as social equity labor relations public employee rights and the operation of nonprofits Now in an extensively revised seventh edition Public Personnel Management presents new original chapters to examine developments of interest to researchers and practitioners alike including new ways of working NWW remote work the effects of the COVID 19 pandemic on public service workforces work life balance patterns of discrimination and employees perceptions of fairness affirmative action generational differences in the workforce and as the field of public personnel management becomes more internationalized chapters addressing human resource management across Europe and a chapter on NWW practices in Switzerland These together with other chapters ensure that Public Personnel Management will remain a field defining book for the next 30 years 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 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 Productivity Handbook** Marc Holzer, Mark Holzer, Seok-Hwan Lee, 2004-02 Presented by Holzer public administration Rutgers U US and Lee public administration Catholic U of Korea 38 papers address public administration professionals who are seeking insights into improving productivity and performance in the context of efficiency effectiveness quality and out The Personnel Management Function United States Civil Service Commission. Library, 1977 **Handbook on Asian Public Administration** M. S. Haque, Wilson Wong, Kilkon Ko, 2023-01-19 Providing context specific regional and national perspectives this novel Handbook sets out to disentangle the considerable intellectual ambiguities that surround Asian public administration and Asia s diverse applications of Western administrative models **Personnel Management in Government** Katherine C. Naff, Norma M. Riccucci, Jay Shafritz, David H. Rosenbloom, Albert C. Hyde, 2001-05-15 A comprehensive guide this book covers employee relations and the legacy of quality and reengineering and discussions on the growth of public personnel management in state and local sectors The authors discuss affirmative action and equal opportunity case law work and family issues the Volcker Commission findings an analysis of federal pay reform and innovative classification and compensation systems currently implemented by federal agencies a discussion of constitutional and legal issues facing public personnel administration in areas such as AIDS and drug testing figures and tables on collective bargaining laws and trends and more Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and

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Organizational Behavior 4 John B. Miner, 2015-03-26. This unique work bridges the gap between theory and practice in organizational behavior. It provides a practical guide to real life applications of the 35 most significant theories in the field. The author describes each theory and then analyzes its usefulness and importance to the successful practice of management. His analysis covers key managerial topics such as goal setting, training and development, assessment, job enrichment, influence processes, decision making, group processes, organizational development, organizational structuring and effective organizational operation. *Journal of Collective Negotiations in the Public Sector*, 1996.

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