

# **Realism in EEO**

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**Katherine C. Naff, Norma M. Riccucci**



## **Realism In Eeo:**

*Realism in EEO* Harold P. Hayes, 1980      **Personnel Literature**, 1981      Equality Transformed Herman Belz, A quarter century after the enactment of the 1964 Civil Rights Act its legacy remains controversial The statutory language intended to ensure equal opportunity to all individuals is now interpreted as authorizing both public and private employers to adopt preferential policies that benefit designated groups based on race and gender Much the same transformation has occurred in federal contract programs President Kennedy's executive order that required equal employment opportunity is now understood as mandating minority hiring with numerical goals tantamount to quotas Herman Belz's *Equality Transformed* A Quarter Century of Affirmative Action traces this transformation of equality and how it was brought about by courts regulatory agencies and activists The early champions of civil rights sought to eradicate impediments to advancement for the downtrodden the ultimate aim was to create a truly colorblind society Over the years this goal while still professed became even more elusive Preferences goals and timetables temporary means for the attainment of a nondiscriminatory society seemed to undermine that noble quest *Equality Transformed* provides a textured history of affirmative action and its effects upon race relations and our democratic egalitarian ideals In recent years under the impetus of the Reagan Justice Department the Supreme Court has backed away however hesitantly from its earlier sympathy towards race conscious remedies and preferential treatment Belz's analysis of recent Supreme Court cases and their antecedents allows us to better understand both the tensions in our society and the fury that the Court has triggered with its recent civil rights pronouncements Belz makes a strong case for hewing to a forward looking rather than a backward looking approach to eradicating discrimination Anyone interested in the history law theory or morality of affirmative action in employment will find *Equality Transformed* invaluable      Sex Segregation in the Workplace National Research Council, Commission on Behavioral and Social Sciences and Education, Committee on Women's Employment and Related Social Issues, 1984-01-01 How pervasive is sex segregation in the workplace Does the concentration of women into a few professions reflect their personal preferences the tastes of employers or sex role socialization Will greater enforcement of federal antidiscrimination laws reduce segregation What are the prospects for the decade ahead These are among the important policy and research questions raised in this comprehensive volume of interest to policymakers researchers personnel directors union leaders anyone concerned about the economic parity of women      *Housing and Planning References*, 1981      *Report of the Commission on Equality in Employment* Canada. Royal Commission on Equality in Employment, Rosalie Silberman Abella, 1984      **Michigan Business Papers**, 1980      **Equal Employment Opportunities in Current Drug Enforcement Agencies** United States. Congress. House. Committee on the Judiciary. Subcommittee No. 4, 1973      Equal Employment Opportunities in Current Drug Enforcement Agencies United States. Congress. House. Committee on the Judiciary, 1973      **Training and Development Journal**, 1980      Personnel Management in Government Katherine C.

Naff, Norma M. Riccucci, 2012-02-27 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.

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*Affirmative Action in District Government: Employment Act (Council Act No. 1-87) and Report of the Council of the District of Columbia as Referred to the Committee on the District of Columbia, House of Representatives, Ninety-fourth Congress, Second Session*, 1976

*Training*, 1980

Resources for Affirmative Action Joan Bartczak Cannon, Ed Smith, 1982

*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

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