

PUBLIC PERSONNEL ADMINISTRATION Facing the Challenges of Change

David A. Goswami, Thomas E. Sweeney, David L. Brown

Public Personnel Administration Confronting The Challenges Of Change

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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 **Strategic Public Personnel Administration** Ali

Farazmand,2007 The history of public personnel administration is as old as human civilization itself Persia China Assyria Egypt and Rome all practiced strategic personnel management systems 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 through outsourcing 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 **Digital**

Transformation in Public Sector Human Resource Management Shava, Elvin,Ndebele, Nduduzo,2024-07-10 The advent of the Fourth Industrial Revolution 4IR has created a pressing need for digital transformation in human resources management HRM in public institutions Traditional practices must be updated preventing institutions from effectively managing their workforce and meeting stakeholder demands The lack of digitalization leads to inefficiencies ineffective performance evaluation and an inability to adapt to the rapidly evolving technological landscape This gap between existing HR practices and the demands of the digital age poses a significant challenge for public sector organizations Digital Transformation in Public Sector Human Resource Management offers a comprehensive solution to the challenges faced by public institutions The book provides practical insights and strategies for aligning HR practices with the modern technological landscape by exploring how digital transformation can revolutionize HRM processes It demonstrates the benefits of adopting digital technologies and innovative strategies in public sector HRM through real world examples and case studies The book guides public sector professionals policymakers and academics helping them navigate the complexities of digital transformation in HRM **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 Personnel Literature United States. Office of Personnel Management. Library,1991

The Oxford Handbook of American Bureaucracy Robert F. Durant,2012-08-02 One of the major dilemmas facing the administrative state in the United States today is discerning how best to harness for public purposes the dynamism of markets the passion and commitment of nonprofit and volunteer organizations and the public interest oriented expertise of the career civil service Researchers across a variety of disciplines fields and subfields have independently investigated aspects of the formidable challenges choices and opportunities this dilemma poses for governance democratic constitutionalism and theory building This literature is vast affords multiple and conflicting perspectives is methodologically diverse and is fragmented The Oxford Handbook of American Bureaucracy affords readers an uncommon overview and integration of this eclectic body of knowledge as adduced by many of its most respected researchers Each of the chapters identifies major issues and trends critically takes stock of the state of knowledge and ponders where future research is most promising Unprecedented in scope methodological diversity scholarly viewpoint and substantive integration this volume is invaluable for assessing where the study of American bureaucracy stands at the end of the first decade of the 21st century and where leading scholars think it should go in the future The Oxford Handbooks of American Politics are a set of reference books offering authoritative and engaging critical overviews of the state of scholarship on American politics Each volume focuses on a particular aspect of the field The project is under the General Editorship of George C Edwards III and distinguished specialists in their respective fields edit each volume The Handbooks aim not just to report on the discipline but also to shape it as scholars critically assess the scholarship on a topic and propose directions in which it needs to move The series is an indispensable reference for anyone working in American politics General Editor for The Oxford Handbooks of American Politics George C Edwards III

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

Unlocking The Human Potential For Public Sector Performance World Public Sector Report 2005 United Nations,2006 The conditions of globalization including economic integration fiscal discipline introduction of information communications technologies and democratic governance have increasingly forced states to redefine their role in public management and to reform the public administration system

However there is growing realization among decision makers that policy and institutional reform per se will not be sufficient to revitalize the public sector Major strengthening of the knowledge skills values attitudes and leadership abilities of human capital is also needed to transform the public sector particularly in developing countries and countries with economies in transition This year s report is expected to contribute to global and national debates on this topic Publisher s description

The Personnel Management Function - Organization, Staffing and Evaluation United States Civil Service Commission. Library,1971 **The Future of Public Administration around the World** Rosemary O'Leary,David M. Van Slyke,Soonhee Kim,2011-01-04 A once in a generation event held every twenty years the Minnowbrook conference brings together the top scholars in public administration and public management to reflect on the state of the field and its future This unique volume brings together a group of distinguished authors both seasoned and new for a rare critical examination of the field of public administration yesterday today and tomorrow The book begins by examining the ideas of previous Minnowbrook conferences such as relevance and change which are reflective of the 1960s and 1980s It then moves beyond old Minnowbrook concepts to focus on public administration challenges of the future globalism twenty first century collaborative governance the role of information technology in governance deliberative democracy and public participation the organization of the future and teaching the next generation of leaders The book ends by coming full circle to examine the current challenge of remaining relevant There is no other book like this nor is there ever likely to be another in print Simply put the ideas concepts and spirit of Minnowbrook are one of a kind This book captures the soul of public administration past present and future and is a must read for anyone serious about the theory and practice of public administration **Human Resources Management for Public and Nonprofit Organizations** Joan E. Pynes,2008-12-16 Public and nonprofit organizations face difficult challenges today that make the strategic management of human resources crucial This book shows how to integrate HR practices with the mission of their organization An accessible tool complete with an instructor s manual this book provides an integrated approach to current HR concerns and is unique in its focus on both public and nonprofit agencies Offering guidance and techniques for implementing effective human resource management strategies job analysis performance evaluation recruitment and selection training and development compensation and benefits and collective bargaining Pynes demonstrates how strategic human resources management is essential to proactively managing change Challenges Facing the New Commissioner of Social Security United States. Congress. House. Committee on Ways and Means. Subcommittee on Social Security,2003

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