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Public Personnel Management The Heritage Of Civil Service Reform

Jack Rabin



Public Personnel Management The Heritage Of Civil Service Reform:

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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* Norma M. Riccucci, Katherine C. Naff, Madinah F. Hamidullah, 2019-11-21 With over 20 million people on its payroll the government is the largest employer in the country Managing people who do the nation's work is of critical importance to politicians government leaders and citizens alike Personnel Management in Government Politics and Process eighth edition examines the progress and innovations that public personnel professionals are making to address changes in the political legal and managerial environment of government It provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector A number of new developments are addressed in the eighth edition including discussion of Human resource management in nonprofit organizations in an all new dedicated chapter Current and future challenges to recruitment and hiring including the use of social media in recruitment Privatization and contracting out The rise of employment at will policies Digital technology or digitalization in HRM and the need to enhance cybersecurity Managing performance with human capital analytics Increased reliance on telework States attacks on public sector labor unions HRM changes under the Trump administration Since publication of the first edition in 1977 Personnel Management in

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