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Public Personnel Management The Heritage Of Civil Service Reform

Lorenzo Castellani



Public Personnel Management The Heritage Of Civil Service Reform:

Public Personnel Management Jay M. Shafritz, 1975 Monograph on personnel management in the civil service of the USA covers the merit system and the results of the administrative reform incl Political aspects and proposes a new emphasis on system improvement through development of human resources and job enrichment Bibliography pp 155 to 174 and references Public Personnel Management United States. Office of Personnel Management. Library, 1979 **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 Government has addressed issues not yet considered mainstream but that have proven central to the development of the field over time This long standing but no less innovative textbook is required reading for all students of public government and non profit personnel management *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 **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 **The Federal Civil Service--history, Organization, and Activities** United States Civil Service Commission. Library, 1977 Public Personnel Management and Public Policy Dennis L. Dresang, 1991 Dresang Dennis L. Public Personnel Management and Public Policy 4th Edition The latest edition of this highly praised book retains the characteristics that have made it a success an accessible writing style and an abundance of practical exercises and real life case studies With an increased inclusion of research findings this updated text continues to elucidate policy issues and professional practice in personnel administration at every level of government state local and federal U For those interested in public personnel management and human resource administration *Public Personnel Management* Norma M. Riccucci, 2015-07-14 Updated in a new 5th edition Public Personnel Management by Norma M Riccucci is a concise and accessible reader containing all original articles addressing the most current issues in public personnel management Written expressly for the text by leading scholars all of the articles are either new to this edition or substantially revised Each article

focuses on specific often controversial issues in public personal management such as comparative personnel management pensions sexuality health succession planning unions and the multi generational workforce *The Federal Civil Service--history, Organization and Activities* United States. Office of Personnel Management. Library,1980 **Handbook of Public Administration** W. Bartley Hildreth,Gerald J. Miller,Jack Rabin,2018-01-19 Since the publication of the previous edition the best selling Handbook of Public Administration enters its third edition with substantially revised updated and expanded coverage of public administration history theory and practice Edited by preeminent authorities in the field this work is unparalleled in its thorough coverage and comprehensive references This handbook examines the major areas in public administration including public budgeting and financial management human resource management decision making public law and regulation and political economy Providing a strong platform for further research and advancement in the field this book is a necessity for anyone involved in public administration policy and management This edition includes entirely new chapters on information technology and conduct of inquiry In each area of public administration there are two bibliographic treatises written from different perspectives The first examines the developments in the field The second analyzes theories concepts or ideas in the field's literature *The Federal Civil Service: History, Organization and Activities* ,1979 *Civil Service Systems* George W. Greisinger,Jeffrey S. Slovak,Joseph J. Molkup,1979 Positive and negative effects of civil service regulations on urban police systems is the focus of this research project conducted over approximately a 2 year period beginning in November 1976 Data from the study were collected from 42 randomly selected American cities ranging in size from 50 000 to 750 000 persons In each study site current civil service laws and police union contracts were collected interviews were conducted with the most knowledgeable municipal officials and organization representatives and police departments provided information on programs and policies in a police departmental questionnaire Supplemental data were provided by the Police Foundation the National Planning Association and the FBI The absence of an overall civil service system which governs police personnel affairs in America is noted Civil service commissions differ from city to city in the roles they play in police personnel administration and as a result in the impacts they have on local officials on police departmental programs and practices and on the general quality of local law enforcement While some commissions pose significant constraints on the abilities of local officials to promote innovative police programs others work to promote departmental innovation and more efficient criminal apprehension procedures The study examines a number of issues among them the statutory supports for local civil service commissions and the impact of community politics and police unionism on local police personnel administration Proposals for civil service reforms in the urban police context should be tailored to local circumstances and to meaningful variations in civil service roles Numerous charts footnotes a bibliography and diagrams illustrate the text Appendixes include content analysis checklists for police bargaining contracts and personnel systems a police questionnaire an interview schedule and a letter to urban executives **Public Personnel Management** Jared J.

Llorens, Heather 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

Personnel Literature ,1983 **Human Resource Management in Public Service** Evan M. Berman, 2010 The Third Edition of this award winning text helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector It provides thoroughly updated and enhanced coverage with additional practical tools for managers and student job seekers more international examples more examples from hospitals and social services and new sections on ethics training motivation psychological contracts civil service reform and workplace violence **Legislative History of the Civil Service Reform Act of 1978** United States. Congress. House. Committee on Post Office and Civil Service, 1979 **The History of the United States Civil Service** Lorenzo Castellani, 2021-03-10 The History of the United States Civil Service From the Postwar Years to the Twenty First Century provides a broad comprehensive overview of the US civil service in the postwar period and examines the reforms and changes throughout that time The author situates the history of the civil service into a wider context considering political social and cultural changes that occurred and have been influential in the history of American government The book analyzes the development of administrative reorganizations administrative reforms personnel policy and political thought on public administration It also underlines continuity and changes in the structures organization and personnel management of the federal civil service and the evolution of the role of presidential control over federal bureaucracy Taking an essential but often neglected organization

as its focus the text offers a rich historical analysis of an important institution in American politics This book will be of interest to teachers and students of American political history and the history of government as well as more specifically the Presidency Public Administration and Administrative Law *Personnel Management in the Public Sector* Steven W. Hays,T. Zane Reeves,1984 **A Commission Report: Research** United States. Commission on Political Activity of Government Personnel,1968

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