

Public Personnel Administration



Sushant Kumar Kar

Public Personnel Administration

N. Joseph Cayer



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Public Personnel Administration Ronald D. Sylvia, 1994 Starting from the premise that management of human resources is critical to successful implementation of government programs the authors give aspiring managers the tools they need to effectively manage employees and thus achieve their agency's goals This Second Edition incorporates changes brought about by recent attempts to streamline operations at all levels of government and covers the impact of technology on government employment

The New Public Personnel Administration Felix A. Nigro, Lloyd G. Nigro, 1976 *Public Personnel Administration* Felix A. Nigro, 1959 Public Personnel Administration Steven W. Hays, Richard C. Kearney, 1983 This collection of original manuscripts representing a cross section of the timeliest scholarship in public personnel administration explores the theme of problems and prospects in public personnel administration The contributions are organized into four broad sections The Setting The Techniques The Issues and Reform and the Future Section One focuses primarily on the social political economic and legal trends that have served as catalysts in the transformation of public personnel administration Section Two is composed of selections that summarize developments in the practice of HRM with special emphasis on emerging personnel techniques and the ways that traditional approaches to the staffing function are being revised Section Three discusses and suggests responses to some of the most troublesome or pervasive issues in modern personnel management The final section assesses the probable trends in the field's future and analyzes the efficacy of recent reform efforts For human resource personnel looking to broaden their perspective in the field

Public Personnel Administration Oscar Glenn Stahl, 1962 Textbook on personnel management in respect of public servants in public administration offices with particular reference to the USA covers recruitment promotion wages staff Motivation and behaviour working conditions legal status of staff job classification employees associations personnel research etc and includes a chapter on personnel administration in international organizations ILO mentioned references and bibliography pp 483 to 520

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 Donald E. Klingner, Jared J. Llorens, John Nalbandian, 2015-07-17 Distinguished by its coherent values perspective Public Personnel Management focuses on the conflicts political processes and management techniques that provide the context for personnel administration in the public sector Organized around the four principal personnel functions that must be fulfilled in any complex organization this book provides a comprehensive exploration of the planning acquisition development and sanctions within public personnel management

Public Personnel Administration and Labor Relations Norma M 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 **Public Personnel Administration** Gilbert B. Siegel, Robert C. Myrtle, 1989-11-22

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 **Public Personnel Administration** N. Joseph Cayer, Meghna Sabharwal, 2016-03-15 In an era of doing more with less public personnel managers and administrators face constantly changing pressures and concerns The 6th edition includes new discussion on the impact of social media on personnel management and updated research on sexual orientation diversity generational differences and inclusion in the workplace *Strategic Public Personnel Administration* Ali Farazmand, 2006-12-30 The history of public personnel administration is as old as human civilization itself Persia China Assyria Egypt and Rome all practiced strategic personnel management 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 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 *Public Personnel Management* Norma Riccucci, 2006 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 such as the continuing debate over affirmative action and diversity global developments in HR managing HR in the post 9 11 era HR challenges in the Third Sector and the treatment of gays and lesbians in public sector workforces **Public Personnel Administration** Robert H. Elliot, 1985 Public Personnel Administration N. Joseph Cayer, 2004 This textbook stresses the relationship between the practice of managing public employees and the social context shaping the practice Chapters discuss the contemporary administrative environment the history of public administration personnel system design specific techniques staffing motivation and productivity the rights and duties of public workers labor relations workplace diversity and current challenges Cayer teaches public affairs at Arizona State University Annotation c 2003 Book News Inc Portland OR booknews com The Bureau of Public Personnel Administration, Institute for Government Research Bureau of Public Personnel Administration, 1923 Review of Public Personnel Administration, 2003 Include abstracts **Public Personnel Administration** Dennis D. Riley, 1993 X Riley Dennis D Public Personnel Administration Second Edition This book presents snapshots of the issues and events transforming the world of public personnel administration as the new century begins The book includes both traditional and contemporary issues such as compensation training job analysis sexual harassment drug testing and the ADA This updated edition is easy to read and contains exercises and case problems that help readers apply concepts to examples from real life U For those interested in public personnel management Principles of Public Personnel Administration Arthur Procter, 1921 **Public Personnel Management** Donald Klingner, Jared J. Llorens, John Nalbandian, 2017 Now in a thoroughly revised 7th edition Public Personnel Management 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 core processes within 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 develop in recent years the 7th edition includes several new features and improvements Substantially restructured updated and additional case studies and student exercises Coverage of how the field of Public HRM has been influenced by the two most recent national recessions economic downturns at the state and local level privatization and contracting trends at all levels of government the growing presence of millennial employees in the workplace issues surrounding social media use within the workplace the evolving goals of social equity and diversity and

the shifting role and influence of labor unions Discussions of how the growth in information technology capabilities has influenced the major processes within HRM from workforce analysis through big data analytics to the explosion in automated recruitment assessment and instructional technologies For the first time the text includes a robust companion website with Instructors Manual PowerPoint slides discussion questions and suggestions for further reading to make it even 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 for both undergraduate and graduate students Public Personnel Management 7e remains the beloved text it ever was ideal for introductory courses in Public Personnel Management Public Human Resource Management and Nonprofit Personnel Management

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