

**Public Personnel
Administration
and
Constitutional
Values**

YONG S. LEE

Public Personnel Administration And Constitutional Values

Norma M. Riccucci



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Public Personnel Administration and Constitutional Values Yong Lee, 1992-08-30 Several Supreme Court battles during the Warren Burger era finally brought public sector employees under constitutional protection setting forth a new legal framework for personnel management This new framework requires administrators to manage personnel foremost in compliance with the established constitutional principles without necessarily sacrificing efficiency Public Personnel Administration and Constitutional Values is a sketch of this new framework in which constitutionalism and judicial accountability become defining characteristics In the text the author provides for the first time a comprehensive review of case law principles in non technical terms that are central to today s personnel management and decision making First Amendment freedoms procedural due process equal protection of the laws with respect to anti discrimination affirmative action and compensation and governmental and official liability The author concludes that although excessive legalism may undoubtedly cause administrative timidity a constitutionally competent administrator should be able to overcome this timidity more important a democratic administration grounded in constitutional values promises the best of all possible alternatives This book is an invaluable addition to education and training for the students of public administration as well as public administration practitioners at all levels in the United States It also provides an important insight for the scholars of public administration in other parts of the world **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 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

Personnel Management in Government Agencies and Nonprofit Organizations Dennis 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

Public Administration and Law David H. Rosenbloom, Rosemary O'Leary, Joshua Chanin, 2010-06-23 Since the first edition of Public Administration and Law was published in 1983 it has retained its unique status of being the only book in the field of public administration that analyzes how constitutional law regulates and informs the way administrators interact with each other and the public Examining First Fourth Fifth Eighth and Fourteenth Amendment rights as they pertain to these encounters it explains how public administrators must do their jobs and how administrative systems must operate in order to comply with constitutional law Explores the conflicts between laws The book begins by presenting a historical account of the way constitutional and administrative law have incrementally retrofitted public agencies into the nation's constitutional design It examines the federal judiciary's impact on federal administration and the effect of the nation's myriad environmental laws on public administration Next it focuses on the role of the individual as a client and customer of public agencies In a discussion of the Fourth Amendment it examines street level encounters between citizens and law enforcement agents Responding to the rise of the new public management NPM it also adds for the first time in this edition a chapter that analyzes the rights of the individual not only as a government employee but also as a government contractor Enhanced with numerous references The final chapters of the book address issues concerning the rights of inmates in administrative institutions and balancing the need to protect individual rights with the ability of agencies to function effectively Supplemented with case citations and lists of articles books and documents this text is designed to facilitate further study in a constantly evolving area About the Authors David H Rosenbloom Ph D is Distinguished Professor of Public Administration in the School of Public Affairs at American University in Washington D C and Chair Professor of Public Management at City University of Hong Kong Rosemary O Leary Ph D J D is Distinguished Professor of Public Administration and the Howard G and S Louise Phanstiel Chair in Strategic Management and Leadership

at Syracuse University Joshua M Chanin M P A J D is a Ph D candidate in Public Administration and Justice Law and Society in the School of Public Affairs at American University in Washington D C *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 Public Administration and Law, Third Edition David H. Rosenbloom, Rosemary O'Leary, Joshua Chanin, 1996-09-12 A Practical Handbook for Public Administrators Despite the sizeable literature on administrative law and the courts few books adequately demonstrate how judicial decisions have transformed American public administration thought and practice *Public Administration and Law* is the first book of its kind to comprehensively examine the impact of judicial decisions on the enterprise of public administration A practical guide for practitioners this book goes beyond a theoretical framework and provides concrete advice for real world situations Rather than abstractly and generally discuss doctrines such as procedural and substantive due process the book analyzes their application to specific contexts in which administrators engage individuals Written in a non technical fashion the volume discusses contemporary federal administrative law and judicial review of agency action or inaction It clearly explains the general framework that controls agency rule making adjudication release of information and related issues In addition a section is included on the burgeoning and litigious field of environmental law and advice is presented as to what public administrators need to know about environmental regulations and what can happen to those who fail to head them Now in its second edition this handbook is a must for public administrators who want to successfully avoid judicial scrutiny and challenge of their official actions **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 CONTOURS OF CONTEMPORARY LEGAL RESEARCH: A MULTIDISCIPLINARY PERSPECTIVE: Volume 1: FOUNDATIONS AND FRONTIERS OF PUBLIC LAW Adarsh Pandey, Garima Dixit, Jyoti Priya, Mr. Sourabh Batar, 2025-07-12 This study delves into the multifaceted evolution of constitutionalism examining its global trajectory and specific manifestations within the Indian context Constitutionalism as a doctrine and

practice embodies the principles of limited government the rule of law and the protection of individual rights evolving dynamically in response to socio political transformations and philosophical shifts By analyzing historical developments theoretical underpinnings and comparative case studies this paper elucidates the complex interplay between global constitutional norms and indigenous interpretations particularly focusing on the adaptation and innovation of constitutional principles in India

South African Human Resource Management for the Public Sector Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

The Enigmatic Realm of **Public Personnel Administration And Constitutional Values**: Unleashing the Language is Inner Magic

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