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# **Public Personnel Policy The Politics Of Civil Service**

**Marc Holzer** 

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loyalty to the organization and loyalty to the public morale burnout and turnover The volume also includes cross national analyses of the public service in other systems proposals for rethinking public service systems and questions as to the future of the public service It recaptures a long continuing debate as to the health of the public service and in so doing suggests agendas for university research and administrative action 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 Personnel Literature United States. Office of Personnel Management. Library, 1984 The State of Public Administration Donald C Menzel, Harvey E White, 2015-01-28 The trends and practices of public administration are ever changing and it is essential that they be appraised from time to time Designed as a capstone survey of the field The State of Public Administration focuses on leading edge issues challenges and opportunities that confront PA study and practice in the 21st Century **Civil Service Systems** in East and Southeast Asia Chong-Min Park, Yousueng Han, Yongjin Chang, 2022-12-30 This book compares contemporary civil service systems across East and Southeast Asia a dynamic region of greater diversity in local administrative tradition imported models of modern administration and the character of prevailing political institutions Featuring chapters on Japan South Korea Taiwan Singapore Hong Kong Vietnam Indonesia Thailand Malaysia and the Philippines this book provides a detailed analysis of key aspects of the civil service system including centralization recruitment classification openness of positions performance assessment promotion training and senior civil service It distinguishes four modes of public employment namely bureaucratization professionalization politicization and marketization to develop a conceptual framework for comparing the civil service system at the operational level The region s contemporary civil service systems appear to be hybrid systems that combine at varying degree these modes of public employment responding to administrative reform pressures The patterns of public employment across East and Southeast Asia reflect local administrative traditions imported Western models of administration and the relative timing of democratization and bureaucratization With contributions from leading local experts across the region this book will be invaluable to students scholars and practitioners interested in Asian public administration especially civil service systems **Public Administration in Post-Communist** Countries Saltanat Liebert, Stephen E. Condrey, Dmitry Goncharov, 2017-09-25 Although it has been more than 20 years since Communism crumbled in Central and Eastern Europe and the Soviet Union many scholars and politicians still wonder what the lifting of the Iron Curtain has really meant for these former Communist countries And because these countries were largely closed off to the world for so long there has yet to be an all inclusive study on their administrative systems until now

In Public Administration in Post Communist Countries Former Soviet Union Central and Eastern Europe and Mongolia expert contributors supply a comprehensive overview and analysis of public administration in their respective post Communist countries They illustrate each country s transformation from an authoritarian system of governance into a modern market based and in some cases democratic government The book covers the countries that were officially part of the Soviet Union Russia Ukraine Moldova Estonia Lithuania Georgia Kazakhstan and Kyrgyzstan those that were theoretically independent but were subject to Soviet dominated Communist rule Bulgaria Hungary Romania and Poland as well as a satellite republic that was under significant Soviet influence Mongolia Each chapter includes a brief introduction to the specific country an overview of politics and administration and discussions on key aspects of public management and administration including human resource management public budgeting financial management corruption accountability political and economic reform civil society and prospects for future development in the region The book concludes by identifying common themes and trends and pinpointing similarities and differences to supply you with a broad comparative perspective 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 Personnel Management in Government Katherine C. Naff,Norma M. Riccucci,Jay Shafritz,David H. Rosenbloom,Albert C. Hyde,2001-05-15 A comprehensive guide this book covers employee relations and the legacy of quality and reengineering and discussions on the growth of public personnel management in state and local sectors. The authors discuss affirmative action and equal opportunity case law work and family issues the Volcker Commission findings an analysis of federal pay reform and innovative classification and compensation systems currently implemented by federal agencies a discussion of constitutional and legal issues facing public personnel administration in areas such as AIDS and drug testing figures and tables on collective bargaining laws and trends and more

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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 American Public Service James S. Bowman, Jonathan P. West, 2006-10-04 Understanding the effects of radical change on public personnel systems is critically important both now and in the future to all those interested in the quality of American democracy Civil service reform is occurring at all levels of government both in the United States and abroad American Public Service Radical Reform and the Merit System is a collection of papers that examine the innovations strategies and issues found in the contemporary civil service reform debate Offering diverse perspectives from expert contributors this book presents matters concerning radical reform and the merit system at the federal state and local levels of government This volume offers fresh insight into the effects of merit system changes on employees Divided into four sections this book Examines a portrait of contemporary reforms from across the country and concepts to interpret those data Addresses whether the relaxation of civil service protections against partisan intrusion will result in corruption Provides examples of ongoing changes and analyzes survey data from state managers Discusses a variety of key issues such as the impact on racial inequality of moving from a protected class employment status to an unprotected at will relationship The book provides a baseline of data on reforms as well as an account of their current promises and pitfalls Covering topics ripped from the headlines this text also identifies pressing issues and makes suggestions for the future Offering a variety of methodological approaches it is ideal for all those interested in effective governance **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 Human Resource Management R. Paul Battaglio Jr., 2014-09-02 Public Human Resource Management Strategies and Practices in the 21st Century offers a novel take on public human resource management PHRM by providing practical guidance for practitioners operating in a drastically reformed HR environment Author R Paul Battaglio assesses how the traditional practice of public HR has changed and not necessarily for the better by looking at new material on human resource information systems managing motivation in the public sector and public HR management education a topic rarely found in contemporary PHRM texts Public Human Resource Management is an essential guide to managing and navigating the challenges and opportunities posed in the changing landscape of HR reform

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