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*Recruiting, Retaining,  
and Motivating*

# **THE FEDERAL WORKFORCE**

*Gail Johnson*

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# Recruiting Retaining And Motivating The Federal Workforce

**United States. Congress. House.  
Committee on Post Office and Civil  
Service. Subcommittee on Position  
Classification**

## **Recruiting Retaining And Motivating The Federal Workforce:**

Recruiting, Retaining, and Motivating the Federal Workforce Gail Johnson, 1991-05-30 This study explores the question of what it takes to attract and maintain a talented and committed Federal work force focusing on the Presidential Management Intern Program which brings young people with graduate degrees into Federal service Johnson takes a close look at the program and its interns from 1978 to 1984 detailing the percentage who have remained in the Federal work force and the reasons that have prompted others to leave the public sector ISBN 0 89930 562 8 42 95      **The Effectiveness of Federal Employee Incentive Programs** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Oversight of Government Management, Restructuring, and the District of Columbia, 2000      **Human capital attracting and retaining a highquality information technology workforce** ,2001      **Federal Workforce Flexibility Act of 2003** United States. Congress. Senate. Committee on Governmental Affairs, 2004      *Improving the Recruitment, Retention, and Utilization of Federal Scientists and Engineers* National Research Council, Policy and Global Affairs, Office of Scientific and Engineering Personnel, Committee on Scientists and Engineers in the Federal Government, 1993-02-01 This book assesses the capacity of the federal government to recruit and retain highly qualified scientists and engineers for federal service It recommends more vigorous use of the existing Federal Employees Pay Comparability Act of 1990 FEPCA as well as changes in legislation It discusses the variety of management structures needed to support the different missions of federal agencies and identifies where organizational responsibility for implementing changes should lie      *Practical Human Resources for Public Managers* Nicolas A. Valcik, Teodoro J. Benavides, 2017-09-25 Employers face a myriad of issues when hiring how to recruit whom to select how to interview Equal Employment Opportunity policies fair salary offerings health issues performance evaluations behavior disciplinary actions turnover and the list goes on and on Practical Human Resources Management for Public Managers A Case Study Approach provides insight into human resource trends and demonstrates how complex situations can be successfully managed by public sector practitioners The authors take us step by step into the real world with examples of historical events that compare What Happened with What Could Have Happened as well as suggested readings for more in depth analysis and important points to remember Exploring the space between theory and what actually occurs in the world this book supplies instructional case studies based upon actual events The authors introduce key human resources issues with clear concise language and provide techniques to address these issues in a real world setting The case studies cover legal and liability issues recruiting and hiring employee performance reward and discipline issues retention termination workplace violence mentorship motivation and managing through transitions The authors bring know how from a wide array of working environments including teaching and administrative experience in public universities and management in municipalities of various population sizes from a few thousand to more than a million They have also worked in a variety of capacities within these organizations which allow them to see different perspectives on

how different departments handle similar situations They use their from the trenches knowledge to explore pragmatic ways to deal with human resource issues in public sector workplaces

**Building the 21st Century Federal Workforce** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia,2005

Departments of Transportation and Treasury, and Independent Agencies Appropriations for 2005 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Transportation and Treasury, and Independent Agencies Appropriations,2004

**Report on Job Evaluation and Ranking in the Federal Government** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Position Classification,1969

**Federal Pay Policies and Administration** United States. Congress. House. Committee on Oversight and Government Reform. Subcommittee on Federal Workforce, Postal Service, and the District of Columbia,2009

**Expanding Flexible Personnel Systems Governmentwide** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Oversight of Government Management, Restructuring, and the District of Columbia,2002

Federal Register ,2012-05

**Recruitment, Retention, and Utilization of Federal Scientists and Engineers** Policy and Global Affairs,Office of Scientific and Engineering Personnel,Committee on Scientists and Engineers in the Federal Government,1990-02-01

**Budget of the United States Government** United States. Office of Management and Budget,2003

**The Budget of the United States Government** United States,2004

**Revaluig the Federal Workforce** Anthony Stanford,2014-06-11 This insider s perspective on the federal workforce demystifies the myth of the underworked and overcompensated employee examines workers daily challenges and considers the future of government work and its workers Since the 1995 Oklahoma City bombing and the terrorist attacks of September 11 2001 federal employees unlike any other segment of the American worker have dealt with the reality that their workplaces are potential targets Additionally this workforce deals with public scrutiny and a prevailing opinion that federal employees are obsolete and inept This unprecedented study attempts to dispel ill informed speculation about our nation s civil servants by providing a thorough examination of the differences and similarities between the private and federal employment sectors Himself a 30 year veteran of government work Anthony Stanford explores the challenges unique to this group including the impact of political posturing the bureaucratic red tape preventing progressive change and the tensions and security concerns stemming from terrorist threats Chapters cover topics such as the fallacy of the underworked employee performance measurements that impede performance and threaten the mission of some federal agencies the obstacles that prevent federal managers from effectively dealing with personnel issues and strategies for altering the public perception of the federal workforce Written in an engaging and accessible style the book allows readers to learn what it is really like to work for the federal government

**House Document** United States. Congress,1988

**Improving Performance** United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government

Management, the Federal Workforce, and the District of Columbia,2009      **Financial services and general government appropriations for 2018** United States. Congress. House. Committee on Appropriations. Subcommittee on Financial Services and General Government,2017      Public Human 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

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## **Recruiting Retaining And Motivating The Federal Workforce Introduction**

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