

PUBLIC MANAGEMENT STUDIES

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Flexible Personnel Management In The Public Service

Donald C Menzel, Harvey E White

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Flexible Personnel Management in the Public Service OECD, 1990-03-13 This set of papers examines innovative developments in the management of human resources in the public service and analyses trends and issues in current Public management Studies, South African Human Resource Management for the Public Sector personnel policies 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 **Integrating People Management into Public Service Reform** OECD,1996-09-30 Using surveys and selected country case studies this monograph identifies the factors driving human resource management reforms in the national public administrations of OECD countries **Human Resource** Management in Public Service Evan M. Berman, 2006 Effective human resource management is a critical function in today s public workplace and the authors have written a book that helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector The Second Edition has been completely revised and updated to reflect changes in practice policy law and scholarship and has been carefully crafted to be an effective learning tool with learning objectives chapter reviews and three sets of end chapter study questions class discussion team activities and individual assignments The book concludes with a comprehensive glossary and interesting and illuminating examples are liberally scattered throughout the book 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 Practice in European Human Resource Management Chris Brewster, Ariane Hegewisch, 2017-06-26 Individual Differences in Imaging contains several suggestions for research and how it can be conducted This book is useful for people Managing the Civil Service Barbara Nunberg, 1992 with an interest in the nature and functions of mental imagery Centralized civil service management models provide the best starting point for most developing countries because decentralized agency systems require technological and human resources beyond their capabilities Some better endowed countries could use certain agency type features selectively moving toward an agency system as their institutional capabilities increase The Fundamentals of Public Personnel Management J. Cheminais, G. Van der Waldt, 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 International Encyclopedia of Public Policy and Administration Volume 3 Jay Shafritz, 2019-03-01 This is the third volume of a four volume encyclopaedia which combines public administration and policy and contains approximately 900 articles by over 300 specialists This Volume covers entries from L to Q It covers all of the core concepts terms and processes of applied behavioural science budgeting comparative public administration develop

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Personnel Management Norma M. Riccucci, 2023-08-28 Public Personnel Management has served as an essential concise reader for public personnel and human resource management courses in the fields of public administration political science and public policy for more than 30 years Since the first edition published in 1991 the book has provided professors and students alike with an in depth look at cutting edge developments beyond standard textbook coverage to cultivate a broad understanding of the key management and policy issues facing public and nonprofit HRM today Original chapters are written expressly for the text by leading public administration scholars each focusing on specific and sometimes controversial concerns for public personnel management such as social equity labor relations public employee rights and the operation of nonprofits Now in an extensively revised seventh edition Public Personnel Management presents new original chapters to examine developments of interest to researchers and practitioners alike including new ways of working NWW remote work the effects of the COVID 19 pandemic on public service workforces work life balance patterns of discrimination and employees perceptions of fairness affirmative action generational differences in the workforce and as the field of public personnel management becomes more internationalized chapters addressing human resource management across Europe and a chapter on NWW practices in Switzerland These together with other chapters ensure that Public Personnel Management will remain a field defining book for the next 30 years **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 The State of Public Administration Donald C Menzel, Harvey E White, 2015-01-28 The especially civil service systems 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 The Future of Governing B. Guy Peters, 2001

Examines and compares various forms of government in industrialized countries Starns, Graduate School, USDA., 1964

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