

CLASSICS OF PUBLIC PERSONNEL POLICY

Second Edition
Revised and Expanded

FRANK J. THOMPSON

Classics Of Public Personnel Policy

**Thomas N. Ingram,Raymond W.
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Classics of Public Personnel Policy Frank J. Thompson, 2003 In this revised and expanded reader Thompson brings 30 classic articles and book chapter reprints together under one cover giving students a grounding in the history development and current status of public personnel policy in the United States In addition to discussion of hot topics Thompson includes such important primary source materials as the Pendleton Act Title VII of the Civil Rights Act of 1972 the Volcker Commission's Leadership for Governance findings and key Supreme Court decisions Enhanced by the editor's extensively revised section introductions these readings give students a sense of the rich historical legacy of the field while casting light on contemporary issues and policy dilemmas

Classics of Public Personnel Policy Frank J. Thompson, 1991 This book should be of interest to public administration courses

Classics of Public Personnel Policy Frank J. Thompson, 1979

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

Handbook of Public Administration W. Bartley Hildreth, Gerald J. Miller, Jack Rabin, 2018-01-19 Since the publication of the previous edition the best selling Handbook of Public Administration enters its third edition with substantially revised updated and expanded coverage of public administration history theory and practice Edited by preeminent authorities in the field this work is unparalleled in its thorough coverage and comprehensive references This handbook examines the major areas in public administration including public budgeting and financial management human resource management decision making public law and regulation and political economy Providing a strong platform for further research and advancement in the field this book is a necessity for anyone involved in public administration policy and management This edition includes entirely new chapters on information technology and conduct of inquiry In each area of public administration there are two bibliographic treatises written from different perspectives The first examines the developments in the field The second analyzes theories concepts or ideas in the field's literature

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Critical Issues in Public Personnel Policy Ronald D. Sylvia, 1989 Personnel Literature, 1979

Human Resource Management Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas

P. Lovrich, 2015-09-16 Sound HRM practices matter they are a sine qua non of effective governance in democratic government equally so at the local regional state and national levels of government The NASPAA Network of Schools of Public Policy Affairs and Administration accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels These competencies include skills to lead and manage in public governance to participate in and contribute to the policy process to analyze synthesize think critically solve problems and make decisions to articulate and apply a public service perspective and to communicate and interact productively with a diverse and changing workforce and citizenry This second edition of Human Resource Management is designed specifically with these competencies in mind to Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory foundation and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management especially diversity ethics and technology Demonstrate and describe differences among HRM practices in public for profit and nonprofit organizations and between the levels of government Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools Thus students will consider the issues purposes and techniques of HRM and conceptualize how varied their roles are or will be whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems Each chapter includes a thorough review of the principles and practices of HRM including the why and the how selected readings important themes diverse examples key terms study questions applied exercises case studies and examples of forms and processes would be managers will encounter in their roles

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 *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 *Government* Thomas N. Ingram,Raymond W. LaForge,Ramon A. Avila,Charles H. Schwepker, Jr.,Michael R. Williams,2003-03-11 Most public administration texts overly compartmentalize the subject and don't interconnect the various specializations within government which leaves a serious gap in preparing students for public service Government A Public Administration Perspective is designed to fill that void It provides a comprehensive multidisciplinary view of government that includes perspectives from political science political theory international relations organizational sociology economics and history The text draws on classic and modern literature from all these areas to analyze government at four different levels ideational societal organizational and individual layers It links public administration's various subfields human resource management budgeting policy making organizational theory etc into a holistic framework for the study of government It also includes an extensive bibliography drawing from American and European literature in support of the book's global historical and comparative approach **Privatizing the Polity** Holona LeAnne Ochs,2015-08-04 Research on poverty and research on governance currently exist as largely disparate literatures without a framework for building knowledge regarding how policies and practices compare as poverty alleviation strategies In Privatizing the Polity Holona LeAnne Ochs examines the evolution of the governance of welfare programs across the United States Throughout the political spectrum the trend in recent decades has been towards welfare privatization shifting the boundaries of poverty governance from public to private actors whether they are foundations or social entrepreneurs whose interests in poverty governance are more obscure The analysis of more than eighteen years of data suggests that strategies of devolution and privatization make it more difficult for people to move out of poverty At the same time the framework for understanding the governance structures enactment practices and social wealth leverage presented in Privatizing the Polity offers numerous opportunities for acquiring a deeper understanding of assumptions formerly taken for granted and redirecting the system to enhance poverty alleviation *The Idea of Good Governance and the Politics of the Global South* Haroon A. Khan,2015-08-11 One of the major objectives of good governance is human development Many worry that without good governance many developing countries may become failed states Using one of the worst industrial disasters in Bangladesh to date Haroon A Khan helps further our understanding of the importance of bureaucratic capacity

for achieving good governance and offers a new paradigm for a merit system to improve governance In doing so he introduces the reader to the concept of good governance and its importance by investigating its relationship with failed states globalization bureaucratic effectiveness and human development The Idea of Good Governance and the Politics of the Global South will be useful for the students interested in political science public administration and international relations

Managing Criminal Justice Organizations Richard R.E. Kania,Richards P. Davis,2014-09-19 This book studies the formal and informal nature of the organizations involved in criminal justice It will acquaint readers with the historical developments and application of managerial theories principles and problems of managing criminal justice organizations Covers management positions in criminal justice historical antecedents decisionmaking and planning staffing and personnel training and education

Handbook of State Government Administration John J. Gargan,2020-01-27 Devised to meet the ongoing challenge of identifying the skills and knowledge necessary for expanding the governing capacity of state and local authorities this book discusses the fiscal consequences of get tough approaches to crime and presents more effective and less expensive policy options Surveying the range of administrative and management practices employed by state governments the editor and contributors explore the results of the governmental reform tradition the impact of federalism and intergovernmental relations and the effects of political culture on state government by focusing on economic development welfare corrections and environmental programs and policies

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

Nominations of Philip D. Winn, John J. Knapp, Emanuel S. Savas, and Arthur E. Teele, Jr United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs,1981

Justice for All Norman J. Johnson,James H. Svara,2011 This is the first book that provides a comprehensive examination of social equity in American public administration The breadth of coverage theory context history implications in policy studies applications to practice and an action agenda cannot be found anywhere else The introduction examines the values that support social equity fairness equality justice in relationship to each other Unlike other books Justice for All contrasts equality with the value of freedom and related norms such as individualism and competition It is the tension between these competing value clusters that shapes the debate about social equity in the United States Subsequent chapters advance this theme for example contrasting the choice between combatting inequality and promoting development in urban regions and between affirmative action and advancing diversity Later chapters highlight the book s key contribution the application of social equity principles in practice with chapters on health criminal justice

education and planning Additional chapters examine the ways that social equity can be advanced through leadership and policy social entrepreneurship assessment of agency management and managing human resources The book concludes with an agenda that affirms a more active and comprehensive definition of social equity for the field and elaborates how that definition can be converted into actions supported by the measurement of access procedural fairness quality and results

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

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