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MANAGING HUMAN CAPITAL IN THE PUBLIC SECTOR



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Managing Human Resources In The Public Sector

Richard C. Kearney, Jerrell D. Coggburn



Managing Human Resources In The Public Sector:

Human Resource Management in Public Service Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2012-03-28 Effective human resource management is a critical function in today's public workplace and this book provides students and practitioners with the tools to succeed in public sector management

Human Resource Management in the Public Sector: Policies and Practices John L. Daly, 2015-05-18 This affordable text covers the management of both human resource systems and employees in local government settings. It focuses on the significant changes facing local governments especially the growing demand for increased Work Life balance as an integral component of human resource management

Human Resource Management in the Public Sector Ronald J. Burke, Andrew Noblet, Cary L. Cooper, 2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field. A valuable resource for courses on the topic and an important reference for scholars and those seeking to maintain expert knowledge about it.

Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector. Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce. This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead. These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change. With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike. It will also be valuable for HR specialists and managers of HR units in the public sector

Handbook of Human Resources Management in Government Stephen E. Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization. Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal. Expand your ability to maximize productivity efficiency and employee satisfaction. Develop budgets use volunteers and employ consultants. Also included with purchase is a free supplemental on line Instructor's Manual. Order your copy now

Managing Human Resources in the Public Sector Gill Robinson Hickman, Dalton S. Lee, 2001 This book is written for the large number of public administration students and practitioners who are interested in becoming department managers

and supervisors in various areas of government service It emphasizes the interdependence between the human resource department and line managers in implementing personnel functions It also provides enough background and history about human resource management in the public sector for line managers to appreciate why the field functions as it does

Handbook of Human Resource Management in Government Stephen E. Condrey, 2010-08-02 HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing privatization and the diminution of public employee rights This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative state of the art information for public administrators and human resource professionals The third edition features contributions from noted experts in the field including Donald E Klingner Mary E Guy Jonathan P West Jeffrey L Brudney Montgomery Van Wart J J Steven Ott Norma M Riccucci and many more Praise for the Handbook of Human Resource Management in Government This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars practitioners and general readers in need of concise summaries of up to date cutting edge public personnel administration research No other handbook on the market more concisely more comprehensively more clearly synthesizes this vast rapidly changing field that remains so vital to effective government performance RICHARD STILLMAN editor in chief Public Administration Review The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice The result is a clear road map that can finally make HR a key player in helping the government meet the unprecedented challenges facing our nation our states and our communities BOB LAVIGNA vice president Research Partnership for Public Service Washington DC With each successive edition Condrey s Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field Condrey s own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive engaging and authoritative DONALD E KLINGNER University of Colorado Distinguished Professor School of Public Affairs University of Colorado at Colorado Springs former president American Society for Public Administration and fellow National Academy of Public Administration *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

Human Resource Management in the Public Sector John L. Daly, 2015 *Research Handbook on HRM in the Public Sector* Steijn, Bram, Knies, Eva, 2021-12-10 Bringing together over fifty leading global experts this Research Handbook provides a state of the art overview of research findings regarding Human Resource Management HRM in the public sector Original chapters provide useful insights from two different disciplines public administration and HRM They illustrate that the public context of organisations matters and discuss research findings detailing how this plays out in practice

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

Strategic Human Resource Management in the Public Arena John Cunningham, 2017-09-16 Accompanying online resources for this title can be found at bloomsburyonlineresources.com strategic human resource management These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

Public Human Resource Management Richard C. Kearney, Jerrell D. Cogburn, 2015-07-30 Public Human Resource Management Problems and Prospects 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 With sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars the new edition works as a primary or supplementary text for courses in human resource management or issues in public administration Digital Transformation in Public Sector Human Resource Management Shava, Elvin,Ndebele, Nduduzo,2024-07-10 The advent of the Fourth Industrial Revolution 4IR has created a pressing need for digital transformation in human resources management HRM in public institutions Traditional practices must be updated preventing institutions from effectively managing their workforce and meeting stakeholder demands The lack of digitalization leads to inefficiencies ineffective performance evaluation and an inability to adapt to the rapidly evolving technological landscape This gap between existing HR practices and the demands of the digital age poses a significant challenge for public sector organizations Digital Transformation in Public Sector Human Resource Management offers a comprehensive solution to the challenges faced by public institutions The book provides practical insights and strategies for aligning HR practices with the modern technological landscape by exploring how digital transformation can revolutionize HRM processes It demonstrates the benefits of adopting digital technologies and innovative strategies in public sector HRM through real world examples and case studies The book guides public sector professionals policymakers and academics helping them navigate the complexities of digital transformation in HRM *Strategic Human Resource Management* Dennis M. Daley,2002 Designed from the perspective of program managers this book uses a how to approach in examining the basic techniques and practices of human resource personnel management Each technique practice is set within a strategic framework focusing on achieving organizational goals and corresponds to exercises that provide action learning hands on experience for readers Chapter topics cover organization of personnel function planning motivation compensation benefits position management staffing designing appraisal systems performance appraisal training and development employee rights and labor relations For first line supervisors and other individuals working in the area of Personnel Administration and Human Resources Management *South African Human Resource Management for the Public Sector* Ernst Van der Westhuizen,Jacobus Wessels,2016 Written from a uniquely South African perspective this book explores the many facets of the employment relationship These include strategic employment processes staff maintenance trade union interactions public sector labour relations and terminating employment relationships This well researched text adapted from the best selling South African Human Resource Management Theory and Practice Swanepoel Erasmus Van Wyk and Schenk is rich in theory and applications It explains the latest developments in structuring learning programmes for public officials so that they are in line with the South African Qualifications Authority SAQA the National Qualifications Framework NQF as well as employment equity and affirmative action policies It further details a workable Human Resource Management strategy for the public sector that includes practices in relation to performance management appraisal systems compensation and incentives management and relevant legislation and regulations This 2nd edition will be indispensable for

all public sector managers HR specialists corporate strategists trade unionists as well as undergraduate and postgraduate Public Administration and Management students

Innovations in Human Resource Management Hannah S. Sistare, Myra Howze Shiplett, Terry F. Buss, 2009 Human resource management is experiencing profound change new challenges exciting accomplishments and much uncertainty The public service has moved away from the old days of personnel management concerned mostly with processing personal action paperwork to a system where public employees are managed as human capital to get the work of the government done more effectively and efficiently This volume brings together the latest thinking on human resource management in the public service presented by distinguished thought leaders in the field While it focuses primarily on federal government policies and practices the principles conclusions and recommendations translate readily to state and local government and to the private sector as well

Public Personnel Management Jared J. Llorens, Heather Getha-Taylor, 2025-10-20 Effective public personnel management also known as human resource management HRM or human capital management is essential for successful government Now in a thoroughly revised 8th edition Public Personnel Management Contexts and Strategies focuses on the critical issues and common processes in the management of public sector personnel In keeping with prior editions the text centers on the essential elements of public human resource management strategic workforce planning effective recruitment and retention workforce development and employee relations Designed to further address the ways in which expectations for human resource managers have changed and developed over the last few years this 8th edition includes several new features and improvements All new substantially restructured and updated case studies and applied work assignments Examination and discussions of the impact and promise of artificial intelligence adoption on all aspects of the human resource management process Careful exploration of the evolving characterizations of diversity equity and inclusion in public workforces and the impact that the COVID 19 pandemic has had on employee working conditions and expectations A fully updated online Instructor s Manual PowerPoint slides discussion questions and suggestions for further reading to make it easier to assign and use this classic text in the classroom Providing the most up to date and thorough overview of the history and practice of public human resource management Public Personnel Management 8th Edition reflects the need to navigate change while preserving enduring values to effectively manage the public service workforce It serves as an ideal textbook for undergraduate and graduate introductory courses in public personnel management public human resource management and nonprofit personnel management

A Human Resources Framework for the Public Sector Dixon Southworth MPA, 2009-03 An Entirely New Way to Look at Human Resources in the Public Sector What makes a good worker Why do some people naturally do well at their jobs while others struggle These questions are at the heart of the human resource HR profession And while there is no shortage of theories about how people achieve success no one has explained the entire body of HR theories Until now In A Human Resources Framework for the Public Sector Dixon Southworth offers a fresh new

perspective on HR management with the first comprehensive theoretical framework for work performance tying human resource theories concepts and concerns to public administration With the introduction of the Work Performance Framework WPF Southworth offers a roadmap for work performance in the nonprofit and public sectors that focuses on three fundamental objectives of HR programs and services build human resource capacity build performance and build community

Strategic Human Resource Management in the Public Arena J. Barton Cunningham, 2016 Increasingly the public sector is facing a range of unique and complex challenges As a result human resource management is vital in changing organizations engaging people and in assisting in the implementation of strategies and objectives Strategic Human Resource Management in the Public Arena focuses on the specific challenges of the public and non profit sectors It takes a managerial approach focusing on how HR practices and processes can be aligned with an organization s strategic objectives with each chapter structured around implementing or designing an HR process for an organization s unique setting and strategic priorities Key features bullet Puts the reader in the role of a manager bullet Recognizes the unique perspective of public sector organizations and the growing research and theory on public sector organizations bullet Includes a wealth of practice based problem solving activities This core textbook is the ideal companion for Undergraduate and Postgraduate students taking modules in SHRM or Public Sector Management

Public Personnel Management Jared J. Llorens, 2017-12-14 Now in a thoroughly revised 7th edition Public Personnel Management focuses on the critical issues and common processes in the management of public sector personnel In keeping with prior editions the text centers on the core processes within public human resource management strategic workforce planning effective recruitment and retention workforce development and employee relations Designed to further address the ways in which expectations for human resource managers have changed and developed in recent years the 7th edition includes several new features and improvements Substantially restructured updated and additional case studies and student exercises Coverage of how the field of Public HRM has been influenced by the two most recent national recessions economic downturns at the state and local level privatization and contracting trends at all levels of government the growing presence of millennial employees in the workplace issues surrounding social media use within the workplace the evolving goals of social equity and diversity and the shifting role and influence of labor unions Discussions of how the growth in information technology capabilities has influenced the major processes within HRM from workforce analysis through big data analytics to the explosion in automated recruitment assessment and instructional technologies For the first time the text includes an online Instructor s Manual PowerPoint slides discussion questions and suggestions for further reading to make it even easier to assign and use this classic text in the classroom Providing the most up to date and thorough overview of the history and practice of public human resource management for both undergraduate and graduate students Public Personnel Management 7e remains the beloved text it ever was ideal for introductory courses in Public Personnel Management Public Human Resource Management and

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