

# The New Public Personnel Administration

SEVENTH EDITION



J. Edward Kellough - Lloyd G. Nigro

# New Public Personnel Administration

**Rachel S Tattersall**



## **New Public Personnel Administration:**

The New Public Personnel Administration Felix A. Nigro, Lloyd G. Nigro, 1981      The New Public Personnel Administration Lloyd G. Nigro, Felix A. Nigro, J. Edward Kellough, 2012-12-13 Prepare for your career in public personnel management with THE NEW PUBLIC PERSONNEL ADMINISTRATION With coverage of public policies law rulings and court rulings this text gives you a solid foundation for advanced studies in specialized areas of public personnel management Major policy trends and debates are discussed including affirmative action compensation and benefits sexual harassment workplace violence substance and alcohol abuse performance appraisal and collective bargaining Discussion questions suggested readings chapter appendices informative illustrations and examples are just a few of the tools that will help you succeed in this course Important Notice Media content referenced within the product description or the product text may not be available in the ebook version      **Public Personnel Administration** Dennis D. Riley, 1993 X Riley Dennis D Public Personnel Administration Second Edition This book presents snapshots of the issues and events transforming the world of public personnel administration as the new century begins The book includes both traditional and contemporary issues such as compensation training job analysis sexual harassment drug testing and the ADA This updated edition is easy to read and contains exercises and case problems that help readers apply concepts to examples from real life U For those interested in public personnel management      **Public Personnel Management** Norma M. Riccucci, 2017-08-09 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 over the last 25 years Since the first edition published in 1991 the book has offered professors and students alike an in depth look at cutting edge developments beyond standard textbook coverage to provide 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 often controversial concerns for public personnel management such as pensions gender and sexuality healthcare unions and a multi generational workforce Now in an extensively revised sixth edition Public Personnel Management presents new original chapters to examine developments of interest to researchers and practitioners alike including remote working cybersecurity public service motivation the abandonment of traditional civil service at the state and local levels the Affordable Care Act and its implications for practice pension systems and labor relations affirmative action social equity legislation surrounding LGBT rights and as the field of public personnel management becomes more internationalized a chapter addressing public personnel management across Europe This careful and thoughtful overhaul will ensure that Public Personnel Management remains a field defining book for the next 25 years      **Strategic Public Personnel Administration** Ali Farazmand, 2007 The history of public personnel administration is as old as human civilization itself Persia China Assyria Egypt and Rome all practiced strategic personnel management systems 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 through outsourcing 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

**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

**Public Personnel Administration and Labor Relations** Norma Riccucci, 2007 Cover human resource management this work includes articles which traces the historical and evolutionary development of the fields of public personnel administration and labor relations from the point at which the first civil service law was passed the Pendleton Act in 1883 through the 21st century *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 *New Public Personnel Studies* ,1930

**Public Personnel Administration** Oscar Glenn Stahl,1971 Abstract A text book for college students majoring in the field of public administration presents authoritative information on the characteristics of personnel administration in the government The 26 text chapters are grouped among 8 themes covering influences of government growth on its personnel function the merit review system the general characteristics of a personnel system career systems position classifications compensation methods for acquiring new agency staff the attributes of motivation and effectiveness individual and group responsibilities for ethical conduct procedures for separating people from an agency retirement disability staff reductions the overall personnel organization and new challenges in personnel administration and management An annotated bibliography on personnel administration is appended

**New Approaches and Innovations in Public Personnel Management** Kulaç, Onur,Ciğeroğlu Öztepe, Mısra,2025-10-10 Public personnel management is undergoing a transformative shift as organizations respond to evolving workforce dynamics and technological advancements in public service Traditional approaches to recruitment and retention are being reimaged through innovative strategies that prioritize flexibility and data decision making By using modern tools such as AI and digital platforms alongside policies that emphasize employee well being and professional growth and finding new ways to enhance organizational effectiveness These emerging approaches not only improve workforce management but also strengthen public trust New Approaches and Innovations in Public Personnel Management explores how emerging strategies and innovations in personnel management can be used for officials employed in public institutions This book examines the effects of the systems policies and practices regarding public personnel management and provides the opportunity for comparison Covering topics such as personnel management public administration and governance this book is an excellent resource for researchers academicians policy makers public officials and more

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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 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 **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      Public Personnel Administration N. Joseph Cayer, Meghna Sabharwal, 2016-03-15 In an era of doing more with less public personnel managers and administrators face constantly changing pressures and concerns The 6th edition includes new discussion on the impact of social media on personnel management and updated research on sexual orientation diversity generational differences and inclusion in the workplace      *The Fundamentals of Public Personnel Management* J. Cheminais, G. Van der Wal, 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      *New Public Personnel Studies*, 1927      **Public Personnel Studies - Bureau of Public Personnel Administration, Institute for Government Research**, 1924

Extending the Horizons of Public Personnel Administration Public Personnel Association, 1968      *Public Personnel Management* Carolyn Ban, Norma Riccucci, 1991

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