

Human Resource Management In Local Government [PDF]

Richard D. Bingham

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.

Innovations in Human Resource Management Hannah S. Sistare, Myra Howze Shiplett, Terry F. Buss, 2015-01-28

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.

Human Resource Management in Local Government Alan Fowler, 1988

Applying the Best to Government! President's Council on Management Improvement (U.S.), 1987

Personnel Management in State and Local Governments United States Civil Service Commission. Library, 1976

The Human Factor in Governance W. McCourt, 2006-10-06 This book explores the ways governments manage public employees in developing countries, and how this in turn impacts on the success of national development and governance strategies. It presents seven in-depth case studies from developing countries in Africa and Asia and proposes ways forward for Human Resource Management in developing countries.

Managing Human Resources in Local Government Urban Institute, National Commission on Productivity, 1973

Pamphlet on personnel management problems in local government, in the USA, with particular reference to Motivation of public servants and civil servants - covers wage incentive programmes, job enrichment schemes, fringe benefits, flexible hours of work, etc. References.

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.

Personnel Management in Government Norma M. Riccucci, Katherine C. Naff, 2017-09-25 With over 20 million people on its payroll, the government continues to be the largest employer in the country. Managing people who do the nation's work is of critical importance to politicians and government leaders as well as citizens. The great recession of 2008 put enormous strains on governments, highlighting the key role personnel play in managing under times of austerity as well as prosperity. A thorough examination of political and historical aspects, *Personnel Management in Government: Politics and Process*, Seventh Edition provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector. It discusses the development of public sector human resource management, the present status of best practices, and important insights from current scholarship on all three levels of government: federal, state, and local. See What's New in the Seventh Edition: Personnel reforms under the Obama administration Pension developments at state and local levels of government Labor relations reforms at state and local levels, e.g. recent experiences in Michigan, Ohio, and other states making big changes to labor laws and policies Changes to diversity and affirmative action initiatives across the nation Developments in performance outcome initiatives at all levels of government During the 36 years since the publication of the first edition, the authors have addressed issues that were not yet considered mainstream, yet have become so over time. The seventh edition is no different. It examines progress that public personnel professionals are making to address changes in the political, legal, and managerial environment of the current decade. Exploring developments and innovations in the management of people who carry out the government's work, the book introduces students to public sector personnel management.

Human Resource Management in Local Government Siegrun Fox Freyss, 2009

Personnel Management in Government Katherine C. Naff, Norma M. Riccucci, 2007-08-09 Human resources represents one of the largest shares of government budgets at every level. The management of people who carry out the government's work is therefore a critical issue to politicians and government managers and leaders, as well as citizens. Regardless of which administration is in office or which reforms are being touted as necessary, personnel are always at the heart of government and governing. *Personnel Management in Government: Politics and Process* highlights the rapid developments in public personnel administration and management. As one of the bestselling texts in the field, this sixth edition reflects the major changes that have occurred recently in government personnel administration, including the authorization given to the new Department of Homeland Security and the Department of Defense to develop their own

personnel management systems. Addressing reforms in federal and state governments to illustrate the employment scene in public sector workforces, this book continues to provide updated information on the political, legal, and managerial aspects of public personnel systems and policies. Features Reflects the changing nature of public personnel administration Provides up-to-date knowledge on the political, legal, and managerial aspects of public personnel management Addresses developments in the Department of Homeland Security and in the Department of Defense Presents major reforms in personnel policy and administration across federal, state, and local governments

Managing Local Government Richard D. Bingham,1991-06-18 This book provides a descriptive analysis of how public administrators manage municipal government. Using examples from the United States, it explores six dimensions of public administration: legal aspects of public management; human resources management; budgeting and public finance; the political dimension; intergovernmental relations and ethical considerations. As well as theory, the authors address such practical issues as economic development, housing, culture and recreation, public safety, transportation and waste disposal.

Human Resource Management in Local Government Tony Eddison,Sadun Emrealp,Alan Duben,IULA-EMME.,1993
Human Resource Management in Public Service Evan M. Berman,James S. Bowman,Jonathan P. West,Montgomery R. Van Wart,2019-03-04 Recognizing the inherent tensions and contradictions that result from managing people in organizations, *Human Resource Management in Public Service: Paradoxes, Processes, and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector. Continuing the award-winning tradition of previous editions, this Sixth Edition helps students to understand complex managerial puzzles and explores the stages of the employment process, including recruitment, selection, training, legal rights and responsibilities, compensation, and appraisal. Grounded in real public service experiences, the book emphasizes hands-on skill building and problem solving. New to the Sixth Edition: Ethics case studies have been added to all the chapters, enabling students to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer students a window into the most current methods used in the recruitment process and provide insight into the job seeker's perspective. New examples from a broad range of local, state, federal, and international settings enable students to apply key concepts to common management issues.

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!

Human Resource Management in Local Government James Ansel Buford, James R. Lindner, 2002 This book represents a unique approach to human resource management that addresses two important needs. First, the book answers the need for a practical guide for local government HR management. The authors detail applications and techniques required in this working environment. Second, the book answers the need for an instructional text that accurately presents the local government HR manager's role and everyday activities.

Human Capital Sally Coleman Selden, 2008-07-21 Take a sneak peak inside! Click on the link below to preview chapter one. Order your exam copy today by clicking on the Request an Exam Copy link above. Chapter 1 With the shift from “human resources” to “human capital management” (HCM), public agencies are striving to strategically manage their workforces. Sally Selden’s groundbreaking book moves far beyond describing best practices and offers the context in which innovative practices have been implemented. She details how agencies are creating performance-aligned workforces by adopting systems and policies that are driven by their strategic missions. This book covers core topics of personnel courses—including hiring, training, retention, performance, and recognition—but also includes integrated coverage on measuring success through assessment. Further helping readers grasp how HCM works, the book uses original data from the Government Performance Project and incorporates many comparative examples across a wide range of states, plus federal and municipal agencies. Unlike anything else available, Human Capital fills a critical gap for both students and public personnel professionals.

Public Administration in Germany Sabine Kuhlmann, Isabella Proeller, Dieter Schimanke, Jan Ziekow, 2021-01-29 This open access book presents a topical, comprehensive and differentiated analysis of Germany’s public administration and reforms. It provides an overview on key elements of German public administration at the federal, Länder and local levels of government as well as on current reform activities of the public sector. It examines the key institutional features of German public administration; the changing relationships between public administration, society and the private sector; the administrative reforms at different levels of the federal system and numerous sectors; and new challenges and modernization approaches like digitalization, Open Government and Better Regulation. Each chapter offers a combination of descriptive information and problem-oriented analysis, presenting key topical issues in Germany which are relevant to an international readership.

[An Approach to Manpower Planning and Management Development in Canadian Municipal Government](#) Anne B. McAllister, Institute of Public Administration of Canada, 1979

Human Resource Management in Local Government. The Administrative Districts from Lower Saxony in Germany Olaf Levonen, 2020-04-11 Academic Paper from the year 2020 in the subject Leadership and Human Resource

Management - Leadership, grade: 1,0, language: English, abstract: Public sector authorities are facing the challenges of demographic change. There is currently a shortage of junior employees and skilled staff. The leap from a rigid personnel administration to an active, modern Human resource management is therefore unavoidable, as the central key to the administrations' long-term success. The aim of the paper is therefore to take stock and gain an overview of the effects of demographic change on Personell Management in the public sector, the identification of optimisation potential, and the derivation of suitable courses of action and recommendations for a future, holistic Human Resouce Management. The term human resources management will be defined in general terms in the second chapter, together with a presentation of its elements and areas of activity. A short digression will then show the historical development of personnel work until the present. Moreover, an overview will be given of the statistics about personnel in public service and its development until now. This is followed by an explanation of the special features of HRM.in the public sector and its demographic challenges. There is also an explanation of the resource and modernisation gap in public administration. The core activities of HRM will be presented in Chapter three. The areas of activity employee recruitment, personnel marketing and recruiting, employee retention and demographic management, personnel development and talent management, as well as severance, will be described individually and, in each case, the special features of public administration will be explained for each area of activity. Chapter four contains the main part of this paper. In it, the current situation in HRM is examined, using the example of district authorities in Lower Saxony. The research objects will be presented first, followed by the c

Personnel Management in Local Government Alan Fowler,1975 Monograph on personnel management in local government in the UK - includes definitions, and covers management, labour relations at the national level and the local level, wages, working conditions, wage incentives, job evaluation, etc. Statistical tables.

Making Local Government Work Leendert Theodoor van den Dool,2005 This book looks at the development of local government on a global scale: its history, practice, and future. Leon van den Dool explores local government from a practical standpoint, including human resource policy and financial management, offers a concise summary of modern public management theories, and links this theory with practice, providing case studies from countries at different stages of development. A valuable tool for students and scholars of management, Making Local Government Work is also an excellent overview for anyone interested in how such organizations really operate.

Solutions for Federal, State, and Local Government Organizations ,1998

Human Resource Management in the Nonprofit Sector Ronald J. Burke,Cary L. Cooper,2012-01-01 ÔThis volume addresses on several important topics that influence HRM in the nonprofit sector. By providing rich context and linking research to practice, it creates a foundation for those interested in advancing the art and science of human resources in voluntary organizations.Õ Æ Gary R. Kirk, Virginia Tech, US This impressive book assembles the latest research findings and

thinking on the management of voluntary/nonprofit sector organizations and the effective utilization of both paid staff and volunteers. The authors expertly look into the challenges faced by this sector and the growing role that it plays in society. They review HRM in the voluntary sector and discuss the challenges of bringing about best practices, as well as suggesting how to improve leadership of voluntary/nonprofit organizations. Non-profit organizations serve several useful purposes in society and exist in every country in the world. Like organizations in other sectors, non-profit organizations now have to do more with less. This book indicates the ways in which human resource management policies and practices can improve the effectiveness of non-profit organizations. The authors consider the roles played by non-profit organizations IN effective leadership and its development, developing the non-profit brand, enhancing learning and skills development of both paid staff and volunteers and encouraging and supporting bring about organizational change. They also examine how university-based education programs are developing talent in the non-profit sector. This timely book will prove invaluable to academics and doctoral students interested in all aspects of management within the non-profit/voluntary sector. Government professionals working in this sector will also find this compendium insightful.

Human Resource Management in Local Government Alan Fowler,1995 This book provides a comprehensive examination of the main elements of employee management in local government. It will assist you in developing an understanding for: the special staffing characteristics of local government how to implement recruitment and selection procedures how to set up staff appraisal development systems the importance of motivation and communications and how to enhance both how to promote team and group working and equal opportunities the role of personnel specialists and selected members

Human Resource Management in Public Service Evan M. Berman,James S. Bowman,Jonathan P. West,Montgomery R. Van Wart,2021-07-14 Human Resource Management in Public Service: Paradoxes, Processes, and Problems offers provocative and thorough coverage of the complex issues faced by employees and managers in the public sector, including managing under tight budgets with increasing costs, hiring freezes, contracting out, and the politicization of the civil service. Continuing the award-winning tradition of previous editions, authors Evan M. Berman, James S. Bowman, Jonathan P. West, and Montgomery R. Van Wart encourage active learning through various skill-building exercises and a mixture of individual, group, and in-class tasks. The Seventh Edition includes new examples on how COVID-19 has disrupted the workplace, equity and racial discord, organizational diversity, employee engagement and motivation, leadership development training, work-life balance, gender-based inequities, behavioral biases in appraisal, and unionization trends.

Managing Human Resources Charles H. Levine,1977-11

Human Resource Management in the Public Sector John L. Daly,2015

Public Human Resource Management Richard C. Kearney,Jerrell D. Coggburn,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.

Human Resource Management in Local Government Siegrun Fox Freyss,2009 This completely updated and revised edition tackles today's complex human resource issues, and provides best practices and insight on addressing long-term workforce needs, recruiting and maintaining a high-performance team, and creating an environment where excellence thrives.

The Strategy Process and Human Resource Management in Local Government Eugene Crawley,2000

Municipal Management Annelise Venter,2007 Book & CD. In a developmental state like South Africa, municipalities have the specific responsibility of generating growth and development in their areas of jurisdiction. Through consultative processes, municipal goals and functioning are in the public domain. As co-creator of the future of local communities, municipalities must master the totality of local governance. To do this, current and prospective municipal managers need to understand, for example: the role and functions of municipalities in South Africa; the constitutional dispensation as it affects municipalities; the strategic orientation of municipalities within the global and national contexts; the capacities and resources available; best practices as far as management processes, procedures and methods are concerned. The book explores the multifaceted nature of municipal management in South Africa and focuses the readers attention on selected key strategic issues such as: local economic development; local democracy; disaster risk reduction.

Personnel Management in State and Local Governments United States. Office of Personnel Management. Library,1979

Cases in Government Succession Planning James Alexander,William J. Rothwell,Mark Bernhard,2008 Accompanied by 1 CD-ROM containing additional resources; contents of CD-ROM listed on p. 295-297.

Human Resource Toolkit for Local Government Organizations Russell Lorne Cape,Local Government Management Association of British Columbia,2010

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 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.

In Pursuit of Performance Patricia W. Ingraham,2007-04-15 *In Pursuit of Performance* is an invaluable tool for government leaders and the scholars who study them.

Public Personnel Administration Steven W. Hays,Richard C. Kearney,2003 Table of Contents Preface Sect. 1 The Setting 1 1 The Political Context of Public Personnel Administration 3 2 Competing Perspectives on Public Personnel Administration: Patronage, Civil Service, and Privatization 16 3 What Every Public Personnel Manager Should Know About the Constitution 29 4 Personnel Management in the Local Government Setting 46 5 The American Federal Bureaucracy: A Retrospective Look at Reinvention and Reform 62 6 Deregulating the Public Personnel Function 75 Sect. 2 The Techniques 91 7 Strategic Human Resource Management 93 8 Issues, Challenges, and Changes in Recruitment and Selection 106 9 Why Public Managers Hate Position Classification 126 10 Compensation, Merit Pay, and Motivation 143 11 The Trials and

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Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2004-07-29
 In this thoroughly revised and updated second edition of *Human Resources Management for Public and Nonprofit Organizations*, Joan E. Pynes--a respected authority in public administration--demonstrates how strategic human resources management is essential for proactively managing change in an environment of tighter budgets, competition from private organizations, the need to maintain and train a more diverse workforce, and job obsolescence brought about by shifts in technology. Complete with a free online instructor's manual, this new edition offers current compensation and budgetary guidance and helps practitioners navigate the newest legal and technological challenges and opportunities in human resource management.

Human Resource Management In Local Government: Bestsellers in 2023
 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the captivating narratives that have charmed audiences this year.
Human Resource Management In Local Government : Colleen Hoover's "It Ends with Us"
 This heartfelt tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph.
Human Resource Management In Local Government : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo"
 This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery.
Discover the Magic : Delia Owens "Where the Crawdads Sing"
 This captivating coming-of-age story follows Kya

Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and thrilling novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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Human Resource Management In Local Government Introduction

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