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Standards for a Merit System of Personnel Administration

1980

starting from the premise that management of human resources is critical to successful implementation of government programs the authors give aspiring managers the tools they need to effectively manage employees and thus achieve their agency s goals this second edition incorporates changes brought about by recent attempts to streamline operations at all levels of government and covers the impact of technology on government employment

Public Personnel Administration

1994

in indian context

The New Public Personnel Administration

1994

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

Public Personnel Administration

1956

presents a comprehensive point of view at the policy level while offering brief descriptions and evaluations of techniques and procedures which implement organization wide personnel policies new to this edition are the exposition of the concept of interactive contemporary trends which have affected personnel administration and a section on women and minorities in management chapters have been revised to reflect new findings in the behavioral sciences new concepts in managerial planning and forecasting updated information on public sector unions and employee associations newer ways of diagnosing organizational health and to include new case studies

Public Personnel Administration

1990

comparative analysis of the public bureaucracy s implementation of two asean policies in indonesia malaysia the philippines singapore and vietnam

Public Personnel Administration

1989

in 1996 the ethiopian government introduced the civil service reform program csrp to disentangle the intricacies of the old bureaucratic system and to build a fair responsible efficient ethical and transparent civil service that accelerates and sustains the economic development of the country however lack of competent personnel prevalence of attitudinal problems and absence of a strong institutional framework constrained the success of the reform to reinvigorate the csrp the ethiopian government has been implementing bpr in

public organizations since 2004 in this regard there are claims and counter claims on the effectiveness of bpr implementation in improving the performance of public organizations motivated by such claims this research has assessed the design challenges implementation and outcome of bpr in four public organizations using questionnaires interviews observations and review of secondary sources

Public Personnel Administration : Theory and Practice

2008

this core textbook introduces the key concepts theories models and frameworks used in implementation science and supports readers applying them in research projects the first part of the book focuses on the theory of implementation science providing a discussion of its emergence from the evidence based practice movement and its connections to related topics such as innovation research it includes chapters looking at a wide range of theories methods and frameworks currently used in implementation science and a chapter focusing on suitable theories that could be imported from other fields the first part also addresses strategies and outcomes of implementation and discusses how researchers can build causal pathways adapted to their study the second part of the book focuses squarely on putting the theory of implementation science to work in practice with chapters discussing research methods used in the field and how to select the most appropriate approach this section also features several chapters presenting in depth case studies of specific applications this multidisciplinary text is an essential resource for graduate students from a range of healthcare backgrounds taking courses on implementation science as well as researchers from medicine nursing public health allied health economics political science sociology and engineering

Personnel Administration in Education

1992

the hard part of government is not passing new laws but implementing those laws implementation is where high minded ideas are pushed and prodded into the chaos that is the real world often this leads to unintended consequences as ideas are transformed into actions for better or worse policy implementation occurs within organized anarchies marred by ambiguity where who pays attention to what and when is the most important determinant of outcomes while the new law serves as a cue implementers must figure out how to make it functional in the best way possible and how to institutionalize it to establish new norms that endure in unpacking an argument of how and why patterns of policy implementation manifest as they do luke fowler takes the reader through a journey of how policymakers organizations and entrepreneurs shape the way implementers understand policies and translate them into action under ambiguous circumstances the result is a complex picture of why some policies work in practice and others do not

Personnel Administration

1926

with the increased pace of global economic and technological development change has become an inevitable feature of any organisation to survive in the competitive market if it is a planned change process the hr practitioner can use any of the existing general models or theories of change and use suggestive interventions to increase effectiveness and capability to change itself when the magnitude of change is unpredictable or the degree of the organisational process or systems is unorganised the existing models or practice of planned change is still in the formative stage and there is room for continuous refinement and improvement this book will bridge this gap in the current organisational development and change literature by benefiting the hr practitioner with six real case studies the cases bring out the interventions adopted key activities associated with the successful implementation of interventions and the critical role played by hr in achieving organisational effectiveness this book captures the transformational journey of a diverse set of companies and weaves various dimensions into a common coherent framework for the field of hrm in change management the case studies illustrate six powerful organisational experiences listing the major activities contributing to effective change management from motivating change vision support from

key stakeholders transition management to organisational and hr commitment for implementation by demonstrating the role of hr as a change agent this volume will be valuable to researchers academics managers and students in the fields of human resource management and change management

The Fundamentals of Public Personnel Management

1998

considers 82 s 1135 82 s 1148 82 s 1160

Handbook of Modern Personnel Administration

1985

this is an open access title available under the terms of a cc by nc nd 4 0 license it is free to read download and share on elgaronline com this insightful book examines all aspects of the design process and implementation of questionnaire surveys on the activities of business public sector and non profit organizations anthony arundel discusses how different aspects of the survey method and planned statistical analysis can constrain question design and how these issues can be effectively resolved

Personnel Administration

1981

at the uruguay round developing countries took on obligations not only to reduce trade barriers but also to undertake significant reforms of regulations and trade procedures the round did not however take into account the cost of implementing these reforms a full year s development budget for many of the least developed countries nor did it ask whether the money might be more productive in other development uses

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1987

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