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Public Personnel Management (PPM) is published specifically for human resource executives and managers in the public sector. Each quarterly edition contains in-depth articles on trends, case studies and the latest research by top human resource scholars and industry experts. This journal is a member of the Committee on Publication Ethics (COPE).

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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 ...

*Personnel Management in Government Agencies and Nonprofit ...*

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Now in its sixth edition, this book is established as one of the best selling introductions to the ideas and developments that form the basis of the study of management. While the overall structure of this new edition remains the same, all the material has been updated and much of the material has been expanded.

*Management Theory and Practice - Gerald A. Cole - Google Books*

Principles of Personnel Management International student edition McGraw-Hill series in management Tax and Estate Planning Series: Author: Edwin B. Flippo; Edition: 4; Publisher: McGraw-Hill, 1976; Original from: the University of California; Digitized: 17 May 2008; ISBN: 007021316X, 9780070213166; Length: 592 pages ; Export Citation: BIBTeX ...

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Free Personnel Management Books. Human resources management is concerned with the effective use of the skills of people. They may be salespeople in a store, clerks in an office, operators in a factory, or technicians in a research laboratory. In a business, personnel management starts with the recruiting and hiring of qualified people and ...

*Personnel Management in Government: Politics and Process...*

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, together with a new opening chapter by distinguished scholar Donald Klinger examining the state of public human resource management around the globe, will ensure that Public Personnel Management remains a field-defining book for the next 25 years.

The contemporary workplace is ever changing. In many countries the effects of economic globalization has seen the rise in zero-hour contracts, the erosion of trade union power and income inequality. In addition, high-performance work systems, business ethics and environmental sustainability are now creating tremendous challenges in many organizations. These developments play out amongst differing national and international contexts. This fluid and diverse environment makes it even more important to understand the myriad of different theories underpinning human resource management and to explore its impact on organizations, managers and workers. This engaging textbook provides an essential introduction to both the 'how' and 'why' of human resource management; it looks at the way organizations manage human capability, but also exposes the tensions inherent in the employment relationship, encouraging the reader to reflect critically on the realities of contemporary HRM. Building on the success of the previous five editions, this new edition includes: Two new chapters on Ethics in HRM and Green HRM New 'HRM as I see it' video interviews with real life HR managers sharing their experiences on managing people in organizations, accessible through a new interactive ebook New 'HRM and Globalization' features discussing the particular challenges faced by international organizations New 'HRM in Practice' features exploring practical implementation of HR theories Coverage of contemporary themes such as line managers' roles in HRM, bullying, diversity and inequality Over 100 new references, bringing the discussion right up to date An extensive online resource centre with further teaching and learning materials, accessible at [www.palgravehighered.com/bg-hrm-6e](http://www.palgravehighered.com/bg-hrm-6e).

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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 develop 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 a robust companion website with Instructors 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 Nonprofit Personnel Management.

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

Each chapter contains exercises designed to keep students thinking about competitive advantage in a variety of scenarios, discussions and questions. Experimental exercises in which the user is asked to analyse a case study. Dozens of up-to-date cases with analysis and discussion as well as cases for additional student analysis. Policies and materials from well-known companies HR policy statements and practices, examples of commonly used forms and relevant laws and governmental regulations.

Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

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 you 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 you to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer you 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 you to apply key concepts to common management issues.

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.

Public Human Resource Management: Problems and Prospects by Richard C. Kearney and Jerald D. Coggburn 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. The new edition boasts sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up-and-coming new scholars.

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