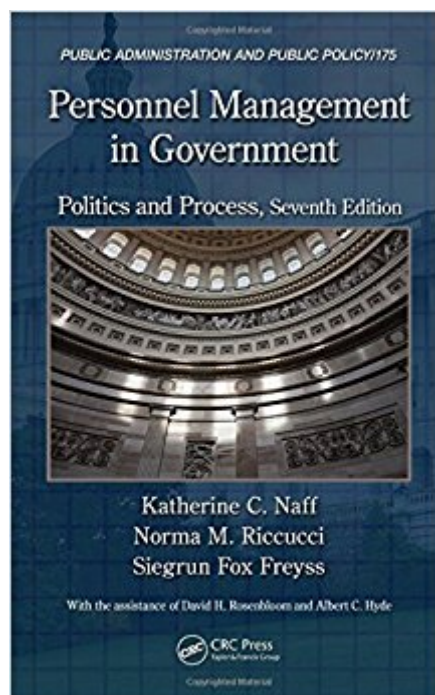


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# Personnel Management In Government: Politics And Process, Seventh Edition (Public Administration And Public Policy)



## Synopsis

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.

## Book Information

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## Customer Reviews

Personnel Management in Government (2008) is now a new classic Public Administration book in academia which in its 6th edition, has not yet reflected the new Human Resource Management with licensing of HR Directors. The book is exceptional in its depth, and a particular thank you for the continued attention to Affirmative Action and Equal Employment Opportunity (EEO), including the diversity and demographics of the federal workforce. However, alternative dispute resolution procedures ( p. 551) for the Americans with Disabilities Act, and revisions in laws (ADA, 2008) have not yet reached these audiences; in addition, other aspects such as Individuals with Disabilities Education Improvement Act (IDEIA, originally Education for all Handicapped Childrens' Act of 1974) is not included while schools systems have primary responsibility for "adult transitions to work and adulthood". The book is considered a "management-labor" bible on Public Personnel Management inclusive of the unions and collective bargaining; new employee assistance programs; the planning, classification and compensation, performance appraisal, and recruitment, selection, training and development; history and operation of civil service systems in state, local and federal governments; and the public service legal framework underpinning the rights in workplaces. New to the books are the post-911 security measures of violence in the workplace and drug testing as an employment procedure, and labor union lawsuits related to the post-911 transfer of civil service to Homeland Security. The authors are extremely knowledgeable on the state civil service systems (pp. 80-81), efforts at workforce planning and Presidential initiatives (e.g., Bush's red-yellow-green light on rating agencies on strategic management of human capital), downsizing and recovery of the workforce two years later; professional, technical and administrative appointments to the federal government; federal government civilian appointments by function; leading diversity and inclusion approaches; sexual harrassment, pregnancy and HIV-AIDS; performance management in the 1990s and beyond; Age Discrimination in employment laws; representation of women and people of color in local governments; and the women and men wage gap, among others. Must read for Public Personnel Managers, Workforce Planners and Affirmative Action (now passe) Administrators! Reflective of the textbooks of responsible governments across all departments (e.g., transportation, housing, labor, water transport, public welfare, immigration, vocational rehabilitation and education). Related journal, Public Personnel Management with hundreds of references documenting each

chapter! Excellent companion to Public Administration and Disability: Community Services Administration in the US (Racino, 2014).

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