

Human Resource Management in the Public Sector



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Human Resources Management In Public Sector Enterprises

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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

Management of Public Sector K. Balan, 1992

Insights Into Digital Business, Human Resource Management, and Competitiveness Ordóñez de Pablos, Patricia, Lytras, Miltiadis D., Alkhaldi, Afnan, Malik, Sawsan, 2025-01-31 The digital and green transition is reshaping industries and economies driving innovation and sustainable growth across the globe By leveraging emerging technologies and intellectual capital governments and companies can foster long term competitiveness and resilience in a rapidly evolving landscape Understanding how different regions navigate this shift provides valuable insights into best practices and potential challenges The alignment of human resource and knowledge management strategies with digital transformation plays a crucial role in ensuring inclusive adaptive and future ready economies This transition not only boosts economic progress but also addresses global environmental and social goals paving the way for more sustainable development Insights Into Digital Business Human Resource Management and Competitiveness analyzes business human resource management and information technologies in different regions and discusses implications for companies and governments It is crucial to understand the key role of new and emerging technologies for the digital transformation of economies and societies and build more resilient and fair societies Covering topics such as social capital corporate social responsibility and circular economy this book is an excellent resource for industry leaders policymakers business owners human resource managers professionals researchers scholars academicians and more

Digital Transformation in Public Sector Human Resource Management Shava,

Elvin,Ndebele, Nduduzo,2024-07-10 The advent of the Fourth Industrial Revolution 4IR has created a pressing need for digital transformation in human resources management HRM in public institutions Traditional practices must be updated preventing institutions from effectively managing their workforce and meeting stakeholder demands The lack of digitalization leads to inefficiencies ineffective performance evaluation and an inability to adapt to the rapidly evolving technological landscape This gap between existing HR practices and the demands of the digital age poses a significant challenge for public sector organizations Digital Transformation in Public Sector Human Resource Management offers a comprehensive solution to the challenges faced by public institutions The book provides practical insights and strategies for aligning HR practices with the modern technological landscape by exploring how digital transformation can revolutionize HRM processes It demonstrates the benefits of adopting digital technologies and innovative strategies in public sector HRM through real world examples and case studies The book guides public sector professionals policymakers and academics helping them navigate the complexities of digital transformation in HRM

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Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2013-07-01 Since the first edition was published in 1997 Human Resources Management for Public and Nonprofit Organizations has become the go to reference for public and nonprofit human resources professionals Now in its fourth edition the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis changes in federal employment laws how shifting demographics affect human resources management the increased use of technology in human resources management practices how social media has become embedded in the workplace and new approaches to HRM policy and practice Written by Joan E Pynes a noted expert in public administration this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment The book Includes new material on workplace violence and employee discipline Reviews updates on the legal environment of HRM Contains suggestions for managing a diverse workforce Offers a wealth of revised tables and exhibits Updates the most recent developments in collective bargaining in the public and nonprofit sectors Outlines the most current approaches to recruitment and selection Presents an overview of recent information on compensation and benefits Gives an update of the technological advances used for strategic human resources management Provides examples of HRM policies from other countries The book also includes an enhanced instructor s guide with examination questions PowerPoint slides experiential exercises and video vignettes that are coordinated with chapters in the book

Personalinformationssysteme in der Personalentwicklung und im Talent-Management Jasmin Michl, 2024-04-26 Jasmin Michl realisiert eine tiefgehende Untersuchung zum Einsatz von Personalinformationssystemen in der Personalentwicklung und im Talent Management mit besonderem Fokus auf strategische Einsatzgebiete und die Rolle von Stakeholder innen Im Rahmen ihrer Analyse verbindet die Autorin Perspektiven unterschiedlicher Interessengruppen um die zentralen Herausforderungen digitaler Einf hrungsvorhaben im Personalbereich f r Unternehmen und ihre Mitarbeitenden herauszuarbeiten Hierbei wird auf Grundlage eines Mixed Methods Ansatzes deutlich dass die erfolgreiche Bew ltigung von technologischen Einf hrungsprojekten in HR keine rein technische Frage darstellt sondern vielmehr eine der organisationalen Rahmenbedingungen und der sozialen

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South African Human Resource Management for the Public Sector Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Research Handbook on HRM in the Public Sector Steijn, Bram, Knies, Eva, 2021-12-10 Bringing together over fifty leading global experts this Research Handbook provides a state of the art overview of research findings regarding Human Resource Management HRM in the public sector Original chapters provide useful insights from two different disciplines public administration and HRM They illustrate that the public context of organisations matters and discuss research findings detailing how this plays out in practice

Corporate Governance in Public Sector Enterprises S. M. Dewan, 2006 This book attempts to understand issues of corporate governance in the case of the public sector units in India

Human Resource Management Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2014-04-23 This new text treats international strategic and contemporary issues as central to the study and practice of Human Resource Management Covering the core curriculum this book provides all the knowledge and tools you need to get the best possible grades and achieve career success after university Key Features Skills and employability focus will help you to develop the key transferable skills valued by graduate employers Debating HRM boxes encourage critical analysis and debate International and cross cultural cases and discussion will prepare you for the global workplace Contemporary and strategic issues are introduced early on underpinning the HRM functions Chapters on SMEs and the not for profit and voluntary sectors will ensure that your knowledge and skills can be applied in a range of organisational settings Mapped to the CIPD's learning outcomes but equally suitable for non specialist students Journal articles a glossary podcasts and other resources are available on the book's website at www.sagepub.co.uk/crawshaw

Human Resource Management in the Public Sector John Daly, 2015-01-28 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 and Technological Challenges Carolina Machado, J. Paulo Davim, 2013-12-03 This book focuses on the challenges and changes that new technologies bring to human resources HR of modern organizations It examines the technological implications of the last changes taking place and how they affect the management and motivation of human resources belonging to these organizations It looks for ways to understand and perceive how organizational HR individually and as a team conceptualize invent adapt define and use organizational technology as well as how they are constrained by

features of it The book provides discussion and the exchange of information on principles strategies models techniques methodologies and applications of human resources management and technological challenges and changes in the field of industry commerce and services

Navigating the New Normal of Business With Enhanced Human Resource Management Strategies Aquino Jr., Perfecto Gatbonton, Jalagat Jr., Revenio Cabanilla, 2022-02-11 Despite the ill effects of COVID 19 and the temporary closure of business operations worldwide some organizations such as the food and pharmaceutical industries are still functioning and their need to resume operations is dire Managing the workforce and performing other functions of human resource management such as recruitment and hiring is a continuous process and today's organizations must be adaptive and careful in employing the practices of human resource management for any unforeseen events that trigger uncertainty and threats to the company's workforce performance and hinder organizational effectiveness Navigating the New Normal of Business With Enhanced Human Resource Management Strategies shares effective strategies in human resource management from organizations worldwide to shed light and ideas on how existing organizations have managed to continue their operations in a post COVID 19 world as well as how they have enhanced their strategies and prospects for the future Covering a range of topics such as employee rights labor markets and talent management it is an ideal resource for instructors administrators managers industry professionals academicians practitioners researchers and students

Human Resource Management in Western Europe Ingrid Brunstein, 2016-01-29 No detailed description available for Human Resource Management in Western Europe

The Oxford Handbook of Contextual Approaches to Human Resource Management Dr. Emma Parry, Dr. Michael J. Morley, Dr. Chris Brewster, 2021-05-25 In recent years scholars and practitioners have increasingly recognized that human resource management HRM has paid insufficient attention to the impact of context While research has been devoted to examining the impact of national context on HRM systems this literature has been largely separate from that focused on other levels of context affecting organizational choices in HRM strategies such as the impact of the organizational environment industry sector occupation or workforce characteristics In addition research has tended to consider elements of context in isolation rather than considering its impact at different levels The goal of The Oxford Handbook of Contextual Approaches to Human Resource Management is to provide a more holistic approach to developing a contextual understanding of HRM This Handbook offers a comprehensive understanding of the influence of contextual characteristics on the design and implementation of HRM systems Rather than focusing on a single level or approach to examining context the Handbook provides both conceptual and empirical analyses of different elements of context using a range of different lenses and measures In order to explore the influence of contextual factors at multiple levels the volume assembles a range of detailed accounts of how context affects the design implementation and impact of HRM activities

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Case Studies in Work, Employment and Human Resource Management Tony Dundon, Adrian Wilkinson, 2020-02-28 This

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