



Handbook of Human Resource Management in Government (Jossey-Bass Nonprofit and Public Management Series)

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Traditionally, the role of human resource managers has been to respond to problems and situations after-the-fact. In this comprehensive reference, Stephen E. Condrey brings together leading experts in public administration and human resource management to demonstrate how human resource managers can take a more strategic role in their organizations. Handbook of Human Resource Management offers expert advice and insights on crucial issues such as diversity, EEO regulations and other legal issues, compensation, sexual harassment, job analysis, and performance appraisal. The contributors also go beyond the traditional view of human resource management issues, showing that HRM is a strategic management tool encompassing such cutting edge topics as TQM, benchmarking, strategic planning, budgeting, information technology, and more. This authoritative handbook provides readers with a reference point for assessing organizational needs and overcoming complexities within the changing public human resource management, helping human resource managers at all levels of government expand their involvement within an organization and dramatically increase their ability to maximize their productivity, efficiency and employee satisfaction.

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