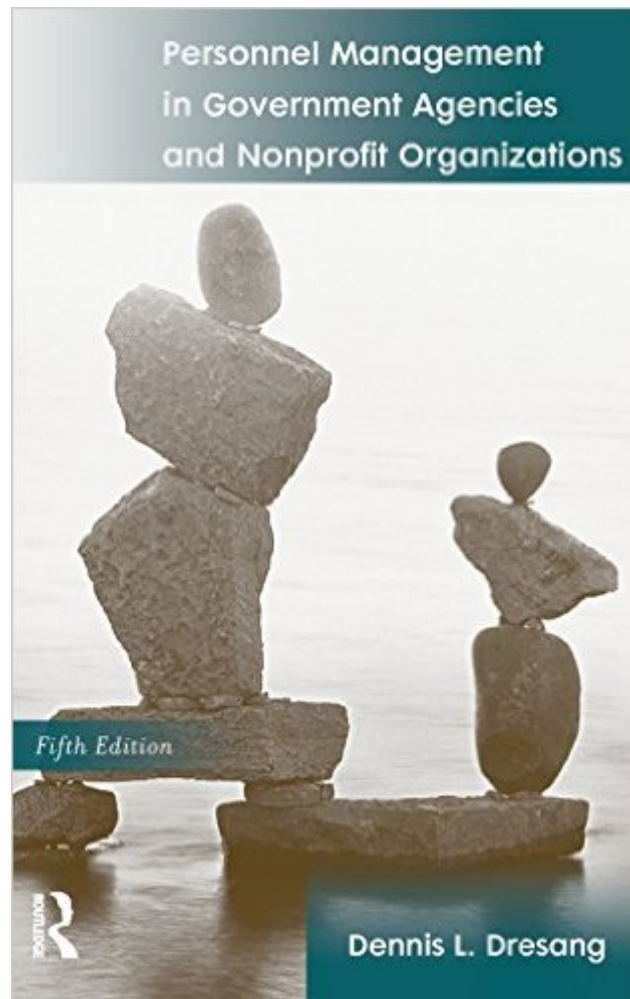


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# Personnel Management In Government Agencies And Nonprofit Organizations



## Synopsis

The long-awaited new edition of this highly praised text now includes full coverage of policy issues and professional practice in nonprofit organizations, as well as at every level of government. It retains the characteristics that have made previous editions a success: an accessible writing style, and an abundance of practical exercises and real life case studies. In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations, this new edition has been thoroughly updated with the latest in scholarship and research and includes timely material on succession planning, post 9-11 security concerns, increased reliance on volunteers, and the challenges and opportunities of outsourcing. Key Features: Includes coverage of issues relating to every level of government (state, local, and federal) as well as in nonprofit organizations. Examines the latest management theories (such as Total Quality Management) and current issues including disability, privatization, sexual harassment, and family and medical leave. The discussion is rooted in public policy issues, providing students with a better understanding of the actors involved and the broader context of personnel administration. The focus on the human resource issues is important to the work of all managers--not just personnel specialists. Abundant pedagogical tools, including learning objectives, summaries, and discussion questions, guide student understanding and foster critical thinking. Exercises and case studies throughout the book can be assigned for individual or group work, helping students apply public personnel management concepts to real world situations.

## Book Information

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## Customer Reviews

I'm in a graduate program that is why I bought this book. I work in nonprofit but in the service delivery area and I don't know much about personnel and HR. I thought the class/book would be boring, but I have learned a lot about HR and personnel resource because of this book (and the class). I think the previous reviewer overstated the perceived gender biases and comments but they are not as strong as the reviewer makes them out to be. Honestly, the reviewer missed the meat of the book and hamstrung themselves on their own issues, ignoring why the book exists. The book begins with introducing personnel management in govt, necessity and concepts/theories. Moves into historical background of political patronage, into merit system, Pendleton Act and Civil Rights Acts of 64, 78. Then into personnel rights, rights of management, theories of productivity and motivation (Maslow, etc). Then it explores most importantly the concept of HR planning, integrating into budgets and strategic planning (something I wouldn't have considered) and their reliance on one another (probably the best part of the book). It delves into performance evaluation, hiring practices, affirmative action and equal employment rules/regulations (not specific, general) employee needs, and collective bargaining. In this day/age of contracting and unions, being able as a public manager to manage HR to the point that the mission is getting done and people are happy and productive, is probably one of the most important things we can do when working in the public sector. The book is effective in its writing, uses real-world examples and yes, sometimes it's biased in overstating the lack of women/minorities in some sectors, military issues and other things. But to focus on that over what the book intends to do is rather petty. Only complaint? Price- \$106 is steep for this but since it's a textbook, things get rather inflated sometimes in that realm.

It is a nice book, minor highlighting/underlining but no bends or ripped pages; everything was legible. I would recommend to other students.

This was for school, it did what it needed to. Nothing great or bad about it.

### Awesome Book

Okay, I understand we have freedom of speech, and textbooks are another way we can use it (apparently.) However, I'd prefer not to be a captive audience to someone's blatantly biased, snotty remarks against anyone on the other side of the fence. I pay good money for my graduate degree and right now I'm wasting my time listening to barbs and zingers. If he even attempted to just

present an informative textbook with a little flavoring of opinion for spice, that would be okay. Variety is the spice of life and I like to have a comfortable debate with classmates. He overseasoned the pot and has left a sour taste in my mouth! There is no room for any other view but his. I paid \$70 for that? You can't say I can't read it--it's mandatory and I didn't get to preview the book before I purchased it. And some genius bought the most recent addition, too, so there were no used! What a waste. Hello, Dr Dresang, textbooks aren't a venue to print your editorials on life. You're only one man with one man's opinion. Allow a little room for others'!

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