



Human Resource Management: The Public Service Perspective

By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich

[Download now](#)

[Read Online](#) 

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich

Sound HRM practices matter?they are a *sine qua non* of effective governance in democratic government?equally so at the local, regional, state and national levels of government. The NASPAA (Network of Schools of Public Policy, Affairs, and Administration) accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels. These competencies include: skills to lead and manage in public governance; to participate in and contribute to the policy process; to analyze, synthesize, think critically, solve problems and make decisions; to articulate and apply a public service perspective; and to communicate and interact productively with a diverse and changing workforce and citizenry. This second edition of *Human Resource Management* is designed specifically with these competencies in mind to:

- Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes
- Provide exercises to give students practice for their skills after being introduced to the theory, foundation, and practices of public and nonprofit sector HRM
- Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature
- Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management, especially diversity, ethics, and technology.
- Demonstrate and describe differences among HRM practices in public, for-profit and nonprofit organizations, and between the levels of government.

Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools. Thus, students will consider the issues, purposes, and techniques of HRM and conceptualize how varied their roles are, or will be, whether a

personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems. Each chapter includes a thorough review of the principles and practices of HRM (including the why and the how), selected readings, important themes, diverse examples, key terms, study questions, applied exercises, case studies, and examples of forms and processes would-be managers will encounter in their roles.

 [Download Human Resource Management: The Public Service Pers...pdf](#)

 [Read Online Human Resource Management: The Public Service Pe...pdf](#)

Human Resource Management: The Public Service Perspective

By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich

Sound HRM practices matter?they are a *sine qua non* of effective governance in democratic government?equally so at the local, regional, state and national levels of government. The NASPAA (Network of Schools of Public Policy, Affairs, and Administration) accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels. These competencies include: skills to lead and manage in public governance; to participate in and contribute to the policy process; to analyze, synthesize, think critically, solve problems and make decisions; to articulate and apply a public service perspective; and to communicate and interact productively with a diverse and changing workforce and citizenry. This second edition of *Human Resource Management* is designed specifically with these competencies in mind to:

- Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes
- Provide exercises to give students practice for their skills after being introduced to the theory, foundation, and practices of public and nonprofit sector HRM
- Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature
- Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management, especially diversity, ethics, and technology.
- Demonstrate and describe differences among HRM practices in public, for-profit and nonprofit organizations, and between the levels of government.

Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools. Thus, students will consider the issues, purposes, and techniques of HRM and conceptualize how varied their roles are, or will be, whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems. Each chapter includes a thorough review of the principles and practices of HRM (including the why and the how), selected readings, important themes, diverse examples, key terms, study questions, applied exercises, case studies, and examples of forms and processes would-be managers will encounter in their roles.

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen,

Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich Bibliography

- Published on: 2015-10-07
- Original language: English
- Number of items: 1
- Dimensions: 10.25" h x 8.00" w x 1.00" l, 2.00 pounds
- Binding: Hardcover
- 330 pages

 [Download Human Resource Management: The Public Service Pers ...pdf](#)

 [Read Online Human Resource Management: The Public Service Pe ...pdf](#)

Download and Read Free Online Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich

Editorial Review

Review

"The authors have done a masterful job in exposing the strategic centrality and impact of HRM in an era of profound *disruption*. This edition is a must-read for those of us who care deeply about *people*-management in all its manifestations." - *Meredith A. Newman, Vice Provost for Faculty and Global Affairs, Florida International University, USA*

"I am a longtime fan of Human Resource Management having adopted it as assigned reading in my HR courses for a dozen years. It has served as the basis of HR education for well over 300 students in my HR classes. The second edition of Human Resource Management is eagerly anticipated and much needed! In reviewing the changes to the second edition, I find it has retained all of the outstanding qualities of the first edition, but now reflects on new and very current HR issues such as succession planning and emotional labor. Too many public focused HR books focus solely on the federal level, but Human Resource Management does an excellent job of focusing more broadly, helping students understand HR systems and issues at the state and local level, as well as HR issues in nonprofit organizations. Having taught HR in the United Arab Emirates, I have seen how concepts in Human Resource Management are easily exported into international classroom settings. As evidence of the book's versatility, my former students who have moved into private sector work have told me that Human Resource Management proudly sits on their office shelf as a guide to managing their employees. Human Resource Management should be viewed as essential reading in undergraduate or graduate public administration course of study." - *Christopher A. Simon, MPA Program, University of Utah, USA*

About the Author

Elizabeth D. Fredericksen is a Professor and the MPA and Nonprofit Administration Director at Boise State University, USA.

Stephanie L. Witt is a Professor of Public Policy and Administration at Boise State University, USA.

W. David Patton, former faculty member at Boise State University and the University of Utah, USA, has directed applied research and technical assistance centers serving state and local governments at both universities.

Nicholas P. Lovrich was the Director of Washington State University's Division of Governmental Studies and Services, USA, for 32 years.

Users Review

From reader reviews:

Irene Vaughan:

A lot of people always spent their own free time to vacation or perhaps go to the outside with them

household or their friend. Were you aware? Many a lot of people spent these people free time just watching TV, or playing video games all day long. If you would like try to find a new activity this is look different you can read a book. It is really fun for you. If you enjoy the book that you just read you can spent the whole day to reading a reserve. The book Human Resource Management: The Public Service Perspective it doesn't matter what good to read. There are a lot of folks that recommended this book. These people were enjoying reading this book. In the event you did not have enough space to bring this book you can buy the actual e-book. You can m0ore easily to read this book from a smart phone. The price is not too costly but this book features high quality.

Richard Slawson:

Reading can called imagination hangout, why? Because when you find yourself reading a book specifically book entitled Human Resource Management: The Public Service Perspective your head will drift away trough every dimension, wandering in every single aspect that maybe unfamiliar for but surely can become your mind friends. Imaging each and every word written in a e-book then become one contact form conclusion and explanation in which maybe you never get just before. The Human Resource Management: The Public Service Perspective giving you one more experience more than blown away your thoughts but also giving you useful information for your better life within this era. So now let us demonstrate the relaxing pattern is your body and mind is going to be pleased when you are finished reading through it, like winning a casino game. Do you want to try this extraordinary paying spare time activity?

Johnnie Colby:

On this era which is the greater individual or who has ability to do something more are more important than other. Do you want to become one among it? It is just simple method to have that. What you are related is just spending your time almost no but quite enough to experience a look at some books. One of many books in the top record in your reading list is usually Human Resource Management: The Public Service Perspective. This book which is qualified as The Hungry Mountains can get you closer in turning out to be precious person. By looking upward and review this reserve you can get many advantages.

Betsy Aguilar:

A lot of book has printed but it is unique. You can get it by online on social media. You can choose the top book for you, science, amusing, novel, or whatever by simply searching from it. It is referred to as of book Human Resource Management: The Public Service Perspective. You can include your knowledge by it. Without causing the printed book, it may add your knowledge and make an individual happier to read. It is most crucial that, you must aware about book. It can bring you from one place to other place.

Download and Read Online Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie

L. Witt, W. David Patton, Nicholas P. Lovrich #RNPW964YK2C

Read Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich for online ebook

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich books to read online.

Online Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich ebook PDF download

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich Doc

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich Mobipocket

Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich EPub

RNPW964YK2C: Human Resource Management: The Public Service Perspective By Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich