

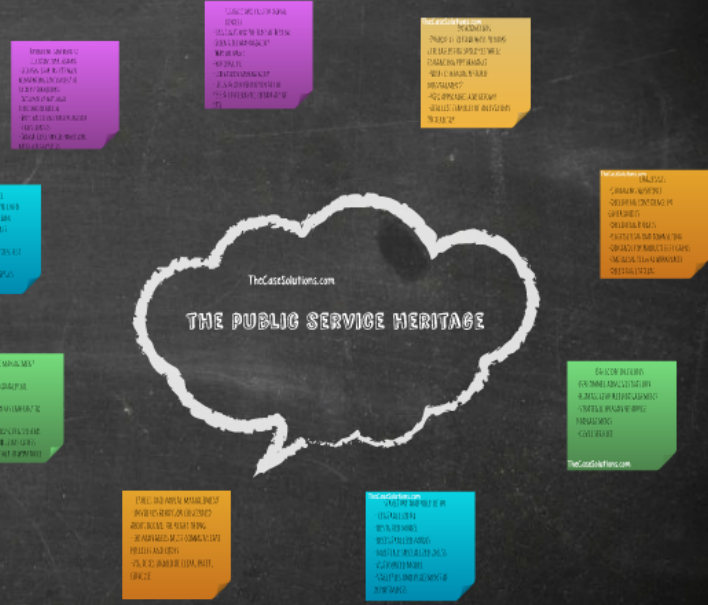
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PEOPLE, PROCESS, AND PURPOSE

"When government has the right people, and the right system, and the right intentions, many good things are possible. The trick is knowing which ones they are."
-Alan Ehrenhalt



WHAT DOES THE CLASSIFY?
-THE SHARROW STRUCTURE, ENVIRONMENT, PEOPLE, & MANAGEMENT OF THE MANAGEMENT
-DEFINING THE TASKS OF BECOM
-MANAGE AND SUPERVISING IN PUBLIC SERVICE HISTORY
-LEARNER FROM THE PAST ABOUT THE MANAGEMENT OF THE PAST
-CONTRIBUTIONS OF ROBERT ROYCE
-HOW WOULD INFLUENCE GOVERNANCE
-EXTERNAL SUPERVISORS SUPPORT OF THE MANAGEMENT

QUESTIONS? TIME FOR JEOPARDY!

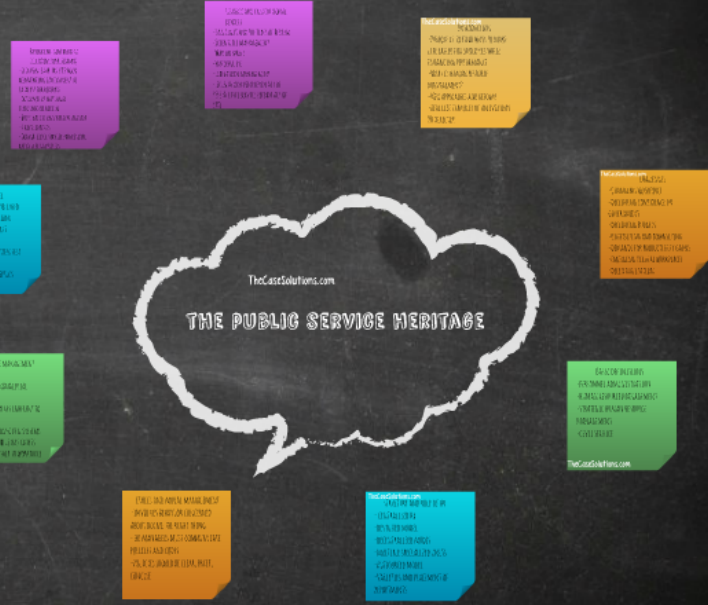
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Introduction

Challenges in
getting and
managing the
right people

Basic
definitions

The structure
and role of
human
resource
departments


Historic and
institutional
context

Reforming
government in
the Clinton,
Bush, Obama
years

State and
local level

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management
principles

Ethics and
moral
management



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THE PUBLIC SERVICE HERITAGE

INTRODUCTION

- PURPOSE IS TO FIND WAYS TO MAKE LIFE EASIER FOR EMPLOYEES WHILE ENHANCING PERFORMANCE
- WHAT IS HUMAN RESOURCE MANAGEMENT?
- NEW APPROACHES AND REFORM
- REAL LIFE EXAMPLES OF AN EVERYDAY HR DIRECTOR

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- DECLINING CONFIDENCE IN GOVERNMENT
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- RIGHTSIZING AND DOWNSIZING
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- HUMAN RESOURCE MANAGEMENT
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MANAGEMENT
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STRUCTURE AND ROLE OF HR

- CENTRALIZED HR
- DEVOLVED MODEL
- DECENTRALIZED MODES
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- OUTSOURCED MODEL
- VARIETIES AND PLACEMENT OF DEPARTMENTS