Human Resource Management in Public Sector Harvard Case Solution & Analysis

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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



Introduction

Challenges in getting and managing the right people

Basic definitions

The structure and role of human resource departments

State and local level

Historic and institutional context

Human resource management principles Reforming government in the Clinton, Bush, Obama years

Ethics and moral management



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

CHALLENGES

- -CHANGING WORKFORCE
- -DECLINING CONFIDENCE IN GOVERNMENT
- -DECLINING BUDGETS
- -RIGHTSIZING AND DOWNSIZING
- -DEMANDS FOR PRODUCTIVITY GAINS
- -EMERGING VIRTUAL WORKPLACES
- -DECENTRALIZATION

BASIC DEFINITIONS

- -PERSONNEL ADMINISTRATION
- -HUMAN RESOURCE MANAGEMENT
- -STRATEGIC HUMAN RESOURCE
- MANAGEMENT
- -CIVIL SERVICE

STRUCTURE AND ROLE OF HR

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