

Federal Manager's Handbook Rehabilitating or Removing the Problem Employee

Shaw, Jerry G.

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The Federal Managers Handbook A Guide To Rehabilitating Or Removing The Problem Employee

J Rink



The Federal Managers Handbook A Guide To Rehabilitating Or Removing The Problem Employee:

The Federal Manager's Handbook G. Jerry Shaw, William L. Bransford, 1994 **The Federal Manager's Handbook** G. Jerry Shaw, William L. Bransford, 1992 THE FEDERAL MANAGER S HANDBOOK A GUIDE TO REHABILITATING OR REMOVING THE PROBLEM EMPLOYEE Every federal manager or supervisor faces the task of rehabilitating or removing problem employees a complicated process involving specific legal phone 202 466 6446 For the federal market MPC also publishes the highly successful THE WAYS OF WILLS TRUST bulk discounts are available Reinventing Human Resource Management National Performance Review (U.S.), 1994 *The Federal Manager's Handbook* G. Jerry Shaw, 2002-01-01

The Future of Merit James P. Pfiffner, Douglas A. Brook, 2000-09-12 Passage of the Civil Service Reform Act was controversial and there is still controversy over its effectiveness A book of this sort will be well received and anxiously read by specialists in public administration public policy and public personnel administration H George Frederickson University of Kansas The Civil Service Reform Act of 1978 was the most far reaching reform of the federal government personnel system since the merit system was created in 1883 The Future of Merit reviews the aims and rates the accomplishments of the 1978 law and assesses the status of the civil service How has it held up in the light of the National Performance Review What will become of it in a globalizing international system or in a government that regards people as customers rather than citizens Contributors examine the Senior Executive Service whose members serve between presidential appointees and the rest of the civil service These crucial executives must transform legislative and administrative goals into administrative reality but are often caught between opposing pressures for change and continuity In the concluding chapter Hugh Heclo many of whose ideas informed the 1978 reform act argues that the system today is often more responsive to the ambitions of political appointees and the presidents they serve than to the longer term needs of the polity On the other hand the ambition of creating a government wide cadre of career general managers with highly developed leadership skills has not been fulfilled Other contributors helped to frame the 1978 act helped to implement it or study it as scholars of public administration Dwight Ink Carolyn Ban Joel D Aberbach Bert A Rockman Patricia W Ingraham Donald P Moynihan Hal G Rainey Ed Kellough Barbara S Romzek Mark W Huddleston Chester A Newland and Hugh Heclo Six former directors of the Office of Personnel Management commented on early versions of these chapters at a 1998 conference **The Federal Veterinarian** ,1990

The Rights and Responsibilities of Your Federal Employment G. Jerry Shaw, William L. Bransford, 2000 *How Do Public Managers Manage?* Carolyn Ban, 1995-05-22 If the reengineering of government is to be successful we must first understand how the current system affects how managers actually manage Based on a comprehensive study of four federal agencies including interviews with over 100 public managers How Do Public Managers Manage is a richly detailed analysis of the effect of organizational culture on managers behavior This important book offers a practical understanding of how government managers solve problems manage personnel and plan in the face of bureaucratic constraints How Do Public

Managers Manage examines what managers can do to work more effectively within existing systems and evaluates the potential of success of the reform efforts designed to free managers from the chains of bureaucracy Author Carolyn Ban delivers critical information on how managers from government agencies that vary in mission size structure resources and leadership cope with bureaucratic limitations and constraints She reveals how organizational differences directly affect such considerations as the management selection process the quality of management training and the managers career path The book also analyzes how the role of manager can vary within and between organizations as exemplified by first line working manager supervisors and supervisors who have the title but perform very few of the functions of a supervisor Focusing on how coping strategies differ across agencies the author probes how managers react to the constraints imposed by the civil service system and the budget process and outlines the strategies they use when dealing with the lengthy and complex process of hiring and firing And the author examines how managers implement the often frustrating mandates of personnel ceilings hiring freezes and reductions in workforce Using numerous examples and insightful stories the book reveals the range of methods that managers find to operate within or to circumvent the formal systems of **Government Executive** ,1992 **Foreign Service Journal** ,1993

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