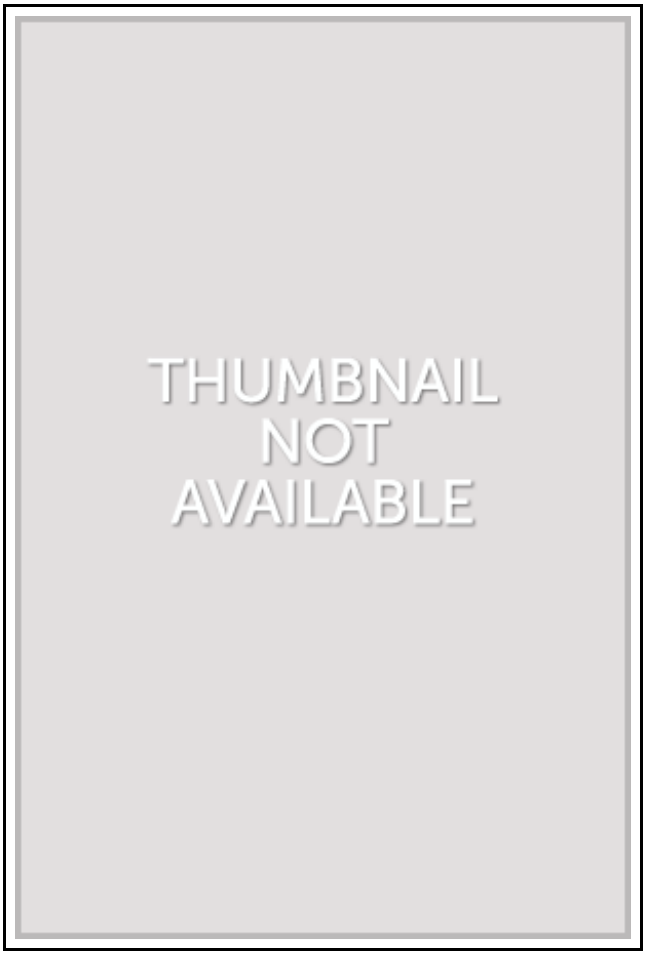
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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 24 pages. OCLC Number: (OCoLC)62593027 Subject: Human capital -- Management -- Government policy -- United States. Excerpt: . . . governmentwide framework in advancing human capital reform, as shown in figure 1. We believe that these principles, criteria, and processes provide an effective framework for Congress and other decision makers to use as they consider and craft governmentwide civil service reform proposals. Figure 1: Principles, Criteria, and Processes Principles that the government should retain in a framework for reform because of their inherent, enduring qualities: Merit principles that balance organizational mission, goals, and performance objectives with individual rights and responsibilities Ability to organize, bargain collectively, and participate through labor organizations Certain prohibited personnel practices Guaranteed due process that is fair, fast, and final Criteria that agencies should have in place as they plan for and manage their new human capital authorities: Demonstrated business case or readiness for use of targeted authorities An integrated approach to results-oriented strategic planning and human capital planning and management Adequate resources for planning, implementation, training, and evaluation A modern, effective, credible, and integrated performance management system that includes adequate safeguards to help ensure equity and prevent discrimination Processes that agencies should follow as they implement new human capital authorities: Prescribing regulations in consultation or jointly with the Office of Personnel Management Establishing appeals processes in consultation with the Merit Systems Protection Board Involving employees and stakeholders in the design and implementation of new human capital systems Phasing in implementation of new human capital systems Committing to transparency, reporting, and evaluation Establishing a communications strategy Assuring adequate training Source: GAO. Moving for. . . This item ships from La Vergne,TN. Paperback.

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