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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 34 pages. Original publisher: Washington, D. C. : U. S. Government Accountability Office, 2005 OCLC Number: (OCoLC)61667921 Subject: United States -- Appropriations and expenditures -- Management. Excerpt: . . . of principles, criteria, and processes that would serve as a starting point for further discussion in developing a governmentwide framework in advancing needed human capital reform, as shown in figure 1. 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. There i . . This item ships from La Vergne,TN. Paperback.



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