

## **GPA-318 Public Personnel Management**

**Pre-Requisites:** Management Theory and Practice

### **Learning Objectives:**

This course is designed to develop students' practical understanding of public human resource management. It is structured to examine the relationships between contemporary public policy-making processes, legal and ethical standards of public human resource management, and key human resource functions. Students will analyze how strategic human resource management and positive organizational frameworks apply to key public human resource functions, including recruiting and retention, compensation and benefits, and skill development. The course will also provide students with action-oriented learning to value the impact of current public policy issues on public organizations in general.

### **Learning Outcomes:**

After completing the course, students should be able to:

- Understand basic concepts of public human resource management
- Examine the relationships between contemporary public policy-making processes, legal and ethical standards of public human resource management, and key human resource functions.
- analyze how strategic human resource management and positive organizational frameworks apply to key public human resource functions
- critically examine the impact of current public policy issues, such as healthcare and immigration reforms, on public organizations.

### **Course Contents:**

The history and environment of public personnel management. The process of human resources management. Human Resources Planning. Classification and Compensation. Recruitment and Selection. Performance Appraisal. Training and Development. Quality Management. Equal Opportunity and Diversity in Government. Unions and employee relations in government. Employee Relations.

**Text Books and Software:**

1. Riccucci, N. M., & Naff, K. C. (2017). Personnel management in government: Politics and process. Routledge.
2. Pynes, J. E. (2008). Human resources management for public and nonprofit organizations: A strategic approach (Vol. 30). John Wiley & Sons.