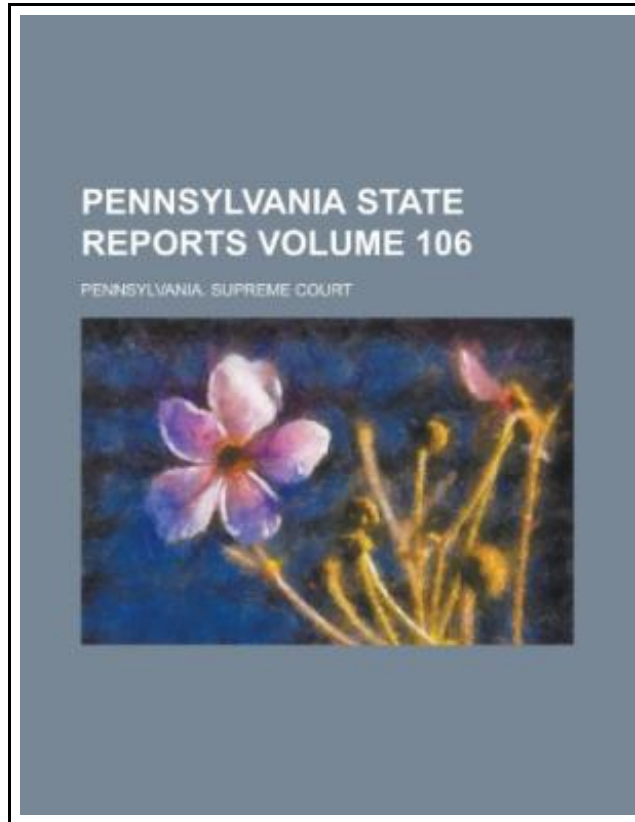


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 24 pages. Original publisher: Washington, D. C. : U. S. General Accounting Office, 2001 OCLC Number: (OCoLC)55475939 Subject: Human capital -- United States. Excerpt: . . . While OPM has recently done more to promote strategic human capital management, OMB has played a limited role in this key area to date. OMBs role in setting governmentwide management priorities and defining resource allocations will be critical to inducing agencies to integrate strategic human capital management into their core business processes. In 2000, two key steps were taken that reflected OMBs potential importance in this area. First, the Presidents fiscal year 2001 budget gave new prominence to human capital management by making align Federal human resources to support agency goals a Priority Management Objective. Second, a June 2000 presidential memorandum directed the heads of the executive branch departments and agencies to integrate human resources management into their planning, budgeting, and mission evaluation processes. The memo also directed agencies to include specific human resource management goals and objectives in their strategic and annual performance plans, beginning October 1, 2000. OMBs latest Circular No. A-11 guidance on preparing annual performance plans now states that agencies fiscal year 2002 annual performance plans should set goals in such areas as recruitment, retention, training, appraisals linked to program performance, workforce diversity, streamlining, and family-friendly programs. These actions by OMB will prove to be useful steps if they result in a better governmentwide focus on the strategic importance of human capital. What is now required is the sustained and forceful leadership to make the promise of these initiatives a reality. This will require much greater attention by OMB to the M side of its mission, and specifically to agencies strategic human capital management. OMB has the...

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