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(Dr. Lily Wunsch II)

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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 42 pages. Original publisher: Washington, D. C. : U. S. General Accounting Office, 2003 OCLC Number: (OCoLC)53171612 Subject: Administrative agencies -- United States -- Personnel management. Excerpt: . . . flexibilities. To assist in developing this guide, OPM in July 2002 asked federal human resources directors to share information with OPM about their improved results in areas related to hiring by using newly developed practices, strategies, and methods that could assist other agencies in addressing similar challenges. According to OPM, the contents of this Web-based document will likely parallel the steps of the federal hiring process and encompass areas such as workforce planning, recruitment, assessment, and retention. The guide is also expected to include actual examples of agency hiring practices, such as the Emerging Leaders Program, a 2-year career development intern program created by the Department of Health and Human Services, and the Recruitment Timely Feedback Executive Tool, a monthly reporting and accountability system for gauging progress on recruiting initiatives that was established at the Social Security Administration. This Preferred Practices Guide, which OPM plans to post on its Web site in early 2003, would complement other ongoing OPM hiring-related efforts to encourage agencies to (1) provide interested persons with timely and informed responses to questions about the federal recruiting process, (2) develop clear and understandable job announcements, and (3) provide job applicants with regular updates on the status of their applications as significant decisions are reached. OPM has also issued a report entitled Demonstration Projects and Alternative Personnel Systems: HR Flexibilities and Lessons Learned, which contains lessons learned about implementing change to improve federal human capital management. According to OPM, these lessons learned are based on the testing of several personnel...



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