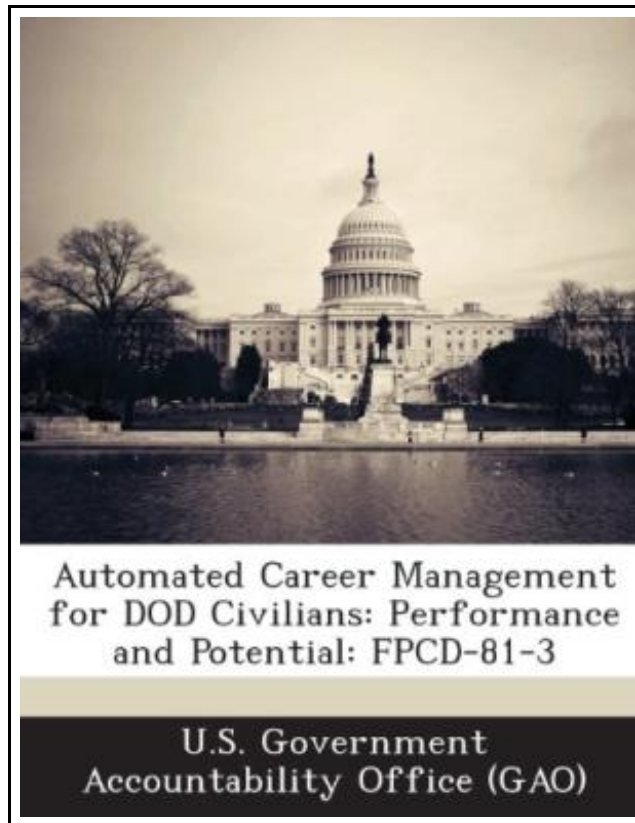


## Automated Career Management for Dod Civilians: Performance and Potential: Fpcd-81-3



Filesize: 6.51 MB

### ***Reviews***


*This is actually the greatest publication i have go through right up until now. I really could comprehended every little thing using this composed e book. I realized this book from my i and dad advised this ebook to learn.*

*(Jimmie Schmidt I)*

## **AUTOMATED CAREER MANAGEMENT FOR DOD CIVILIANS: PERFORMANCE AND POTENTIAL: FPCD-81-3**



Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.The manner in which the Department of Defense (DOD) recruits, selects, develops, and uses its civilian personnel determines its ability to provide an effective defense work force and maintain ongoing military readiness. The Automated Career Management System (ACMS), a computer-based civilian personnel inventory, appraisal, and referral system, has unrealized potential as an information tool for managing the defense civilian work force. GAO found that employee and managerial complaints about the present and future uses of ACMS have made it a subject of controversy. Several problems noted were: (1) questionable objectivity of the ACMS appraisal instrument; (2) doubtful reliability of the rating system; (3) unknown validity of the appraisal and promotion process; (4) no assurance that the evaluation and selection of candidates for promotion referral is job related; and (5) supervisors insufficient understanding and training in the ACMS rating and ranking process. Under the present procedures, getting consistent ratings from different raters may be more a matter of chance than of real performance or potential. Since DOD has no clearly defined performance benchmarks, supervisory ratings tend to be inconsistent and difficult to compare. Research indicated that the relevance, objectivity, reliability, and validity of supervisory appraisals are increased when supervisors are trained to make appraisals and avoid common rater errors.

 [Read Automated Career Management for Dod Civilians: Performance and Potential: Fpcd-81-3 Online](#)

 [Download PDF Automated Career Management for Dod Civilians: Performance and Potential: Fpcd-81-3](#)

## Other eBooks



**Index to the Classified Subject Catalogue of the Buffalo Library; The Whole System Being Adopted from the Classification and Subject Index of Mr. Melvil Dewey, with Some Modifications .**

Rarebooksclub.com, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This historic book may have numerous typos and missing text. Purchasers can usually...

[Download Book »](#)



**Kindergarten Culture in the Family and Kindergarten; A Complete Sketch of Froebel s System of Early Education, Adapted to American Institutions. for the Use of Mothers and Teachers**

Rarebooksclub.com, United States, 2012. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This historic book may have numerous typos and missing text. Purchasers can download...

[Download Book »](#)



**A Year Book for Primary Grades; Based on Froebel s Mother Plays**

Rarebooksclub.com, United States, 2012. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.This historic book may have numerous typos and missing text. Purchasers can download...

[Download Book »](#)



**Two Treatises: The Pearle of the Gospell, and the Pilgrims Profession to Which Is Added a Glasse for Gentlewomen to Dresse Themselves By. by Thomas Taylor Preacher of Gods Word to the Towne of Reding. (1624-1625)**

Proquest, Eebo Editions, United States, 2010. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.EARLY HISTORY OF RELIGION. Imagine holding history in your hands. Now...

[Download Book »](#)



**Two Treatises: The Pearle of the Gospell, and the Pilgrims Profession to Which Is Added a Glasse for Gentlewomen to Dresse Themselves By. by Thomas Taylor Preacher of Gods Word to the Towne of Reding. (1625)**

Proquest, Eebo Editions, United States, 2010. Paperback. Book Condition: New. 246 x 189 mm. Language: English Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.EARLY HISTORY OF RELIGION. Imagine holding history in your hands. Now you...

[Download Book »](#)