

Building and Maintaining a Diverse, High-Quality Workforce: A Guide for Federal Agencies (Paperback)



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(Mr. Ari Powłowski)

BUILDING AND MAINTAINING A DIVERSE, HIGH-QUALITY WORKFORCE: A GUIDE FOR FEDERAL AGENCIES (PAPERBACK)



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Createspace Independent Publishing Platform, United States, 2012. Paperback. Condition: New. Language: English. Brand new Book. The Federal Government strives to be a model employer by building and maintaining a workforce that reflects the rich diversity of the Nation. Diversity has evolved from sound public policy to a strategic business imperative. It is an issue that requires more attention and support within the Federal workplace, and the U.S. Office of Personnel Management (OPM) is committed to bringing this about. This guide, Building and Maintaining a Diverse, High-Quality Workforce: A Guide for Federal Agencies, reflects OPM's commitment to diversity and to providing the best possible workplace for all Federal employees. The guide is a tool to help Federal agencies develop an effective program to build and maintain a diverse, high-quality workforce. Building includes activities to attract, recruit, and hire employees. Maintaining includes activities to develop, manage, reward, and retain employees. This guide is designed to: increase awareness of the business, cultural, demographic, and legal frameworks for understanding and managing diversity; support managers, supervisors, human resource professionals, and other staff in their efforts to respect, appreciate and value individual differences; increase agencies' understanding of how diverse perspectives can improve organizational performance; help prevent unlawful discrimination or harassment incidents, improve workplace relations, build more effective work teams, improve organizational problem solving, and improve customer service; and identify helpful tools and strategies to obtain, retain, strengthen, and fully utilize a diverse, high-quality workforce. Equally important, the guide provides agencies a basic blueprint of the action they can take to build and maintain a diverse, high-quality workforce, which include: positioning the agency, designing and implementing a diversity program and sustaining commitment.



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