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Nota di contenuto	Cover; Preface; Contents; Figure; Tables; Summary; Abbreviations; Part One - Introduction; Part Two - Pay for Performance: Social Science Perspective; Part Three - PFP: Different Forms; Part Four - The Appraisal System: A Source of Concern; Personal Characteristics; Rater Training; Part Five - PFP in the Public Sector: Evidence; Pay for Performance in the State Systems; Part Six - PFP in the U.S. Federal Government; The GS Structure; How Are Employees Evaluated?; Is Performance Evaluation Linked to Pay?; Measuring Substandard Performance in the Federal Government Is It Necessary to Modify the GS System?Part Seven - Some Departures from the GS; The DoD PFP Demonstration Projects; What Is Broadband Pay?; The SES; FDIC and IRS; Part Eight - Proposals to Change the GS; Part Nine - Burgeoning Opposition to PFP; The TSA; Opposition to the DoD's PFP Scheme; References; Related Readings
Sommario/riassunto	Enhancing the performance of the civil service has been a central objective of the United States since the Civil Service Reform Act of 1978 authorized a performance-based component to federal salary structures. In 2003, the National Commission on the Public Service, also known as the Volcker Commission, recommended that explicit

pay-for-performance (PFP) systems be adopted more broadly throughout the federal government. The authors compare several proposals aimed at enhancing the role of PFP in the federal government: a White House proposal (the Working for America Act), which recommends that

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