

| | |
|-------------------------|--|
| 1. Record Nr. | UNINA9910449958803321 |
| Autore | Liebowitz Jay <1957-> |
| Titolo | Addressing the human capital crisis in the Federal Government [[electronic resource]] : a knowledge management perspective / / Jay Liebowitz |
| Pubbl/distr/stampa | Amsterdam ; ; Boston, : Butterworth-Heinemann, c2004 |
| ISBN | 1-138-43509-0 1-136-43098-9 1-281-05207-8 9786611052072 0-08-048188-4 |
| Descrizione fisica | 1 online resource (227 p.) |
| Disciplina | 352.6/0973 |
| Soggetti | Civil service - United States - Personnel management Human capital - United States Knowledge management - United States Electronic books. |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Description based upon print version of record. |
| Nota di bibliografia | Includes bibliographical references and index. |
| Nota di contenuto | Front Cover; Addressing the Human Capital Crisis in the Federal Government: A Knowledge Management Perspective; Copyright Page; Contents; Preface; 1. A Broad View of Human Capital; Is Human Resources the Same as Human Capital?; What Should Be the Attributes of a Chief Human Capital Officer?; Linking Human Capital to Knowledge Management; 2. The Human Capital Crisis in the Federal Government; Statistics Abound . . . ; How Did We Get into This Mess?; A Case in Point; Industry Is Also Experiencing Similar Human Capital Challenges; Are Other Governments Experiencing Similar Human Capital Crises? So,What Is Being Done about It? 3. Developing a Human Capital Strategy; What Human Capital Strategy Models and Measures Are Available in the Federal Government?; An Agency Developing Its Human Capital Strategy: The Internal Revenue Service; Developing an Approach for Constructing a Human Capital Strategy; 4. The Four Pillars of Human Capital; The Essentials of a Human Capital Strategy; To |

Summarize . . . ; 5. Knowledge Management: The Key Pillar in a Human Capital Strategy; Knowledge Management; Lessons Learned from the Trenches; Crafting a Knowledge Management Strategy
Implementing a Knowledge Management Strategy as Part of a Human Capital Strategy 6. Pillar Two: Performance Management through a Knowledge Management Lens; Enhancing Performance Management through Knowledge Management; How Knowledge Management May Improve Performance Management; 7. Competency Management: A Necessary Pillar in a Human Capital Strategy; Knowledge Management and Competency Management; 8. Change Management: The Forgotten Pillar; Change Management in Knowledge Management and Vice Versa; NASA: Applying Change Management Strategies
Integrated Financial Management Program Change Management
Change Management, Knowledge Management, and Human Capital; 9. Establishing Strategic Partnerships for Human Capital; Using Online Communities to Strengthen Human Capital; Linking with Universities for Stimulating an Organization's Intellectual Capital; What's Ahead?; 10. Strategic Management of Human Capital: The Future; The Need to Further Leverage Informal Networks in Organizations; Tapping into the Senior Workforce; Building the "Organizational Intelligence"; Knowledge Management Technology; Recommendation for Reform
Final Thoughts Case Study: An Operational Study of Knowledge Management Activities at the ABC Foundation; Introduction; Knowledge Management Implementation Critical Success Factors; Knowledge Management - Related Initiatives at ABC Foundation; Discussion; Summary; References; GAO Report: Human Capital: Practices That Empowered and Involved Employees; Index

Sommario/riassunto

President Bush's number-one management initiative for the federal government is the Strategic Management of Human Capital. According to Knowledgeworkers.com, human capital is the accumulated value of an individual's intellect, knowledge, and experience. In the U.S. federal government, a human capital crisis exists. The factors contributing to a human capital dilemma include a knowledge bleed due to retirement eligibility, changing perspectives on work, and escalating knowledge loss. According to a Joint Hearing on the Federal Human Capital, by 2005, more than half of the 1.8 million non-postal
