1. Record Nr. UNINA9910778022303321 Autore Bilmes Linda J **Titolo** The People Factor [[electronic resource]]: Strengthening America by Investing in Public Service Washington,: Brookings Institution Press, 2008 Pubbl/distr/stampa **ISBN** 1-282-13154-0 9786612131547 0-8157-0157-8 Descrizione fisica 1 online resource (377 p.) Altri autori (Persone) GouldW. Scott Disciplina 352.632 352.63236709 Soggetti Civil service -- United States Civil service reform -- United States Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Description based upon print version of record. Note generali Nota di contenuto Cover; Table of Contents; Preface; Acknowledgments; Part One: Strengthening Public Service; Chapter 1: A Call to Arms; Chapter 2: The Power of Strategic Human Capital; Chapter 3: The People Factor in Government: Part Two: Investing in Public Service: Chapter 4: Leadership in the Public Sector; Chapter 5: Why Organizational Structure is Important; Chapter 6: Achieving Excellence in Human Resources; Chapter 7: Training; Chapter 8: Managing Performance; Part Three: Enacting Public Service Reform; Chapter 9: A Job for the President: Engaging Stakeholders to Reform Public Service Chapter 10: Funding the Transition Program Appendix A: Survey of College Juniors and Seniors--Attitudes toward Working for the Public and Private Sectors; Appendix B: Summary of Laws, Reforms, and Key Demonstration Projects and Test Cases Pertaining to the Civil Service; Appendix C: List of Interviewees; Appendix D: Federal Election Commission Vacancy Announcement; Appendix E: The History of Personnel Reform; Notes; Index; About the Authors Sommario/riassunto Successful businesses have spent the past two decades retooling and rethinking how to manage their people better. Most big companies that

have survived and prospered in the 21st century view employees as a

vital strategic asset. In comparison, the U.S. federal government is a Stone Age relic, with its top-down bureaucracy, stove piping of labor and responsibilities, and lack of training and investment in its own public servants. The inevitable result is a government not keeping up with the complex demands placed on it.In The People Factor, Linda Bilmes and Scott Gould present a blueprint for re