Human Capital: Practices That Empowered and Involved Employees: Gao-01-1070 (Paperback)

By -

Bibliogov, United States, 2013. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****.People are the federal government s most valuable asset. Studies of private and public sector organizations have shown that high-performing organizations value and invest in their employees--human capital--and align their people policies to support organizational performance goals. In the federal government, however, strategic human capital management is a pervasive challenge. GAO has included human capital on its high-risk list. The Administration s emphasis on workforce planning and restructuring will require federal agencies to flatten their organizational hierarchy and improve their work processes. To optimize the services provided to citizens, federal employees must understand the link between their daily work and the results their organization seeks to achieve. For the initiatives GAO reviewed, agencies had to overcome organizational and cultural barriers, including a lack of trust, resistance to change and lack of buy-in from front-line employees and managers, and various implementation issues, such as workload demands. The agencies developed strategies to address these barriers, such as maintaining open communication and reassigning and hiring personnel. In implementing the practices to empower and involve employees, agencies identified a range of examples to demonstrate the performance improvements...

READ ONLINE
[1.06 MB]

Reviews

The best book i ever study. I could possibly comprehended every little thing out of this composed e ebook. I discovered this book from my dad and i advised this pdf to discover.
-- Ernie Lebsack

This publication might be well worth a read through, and much better than other. It is amongst the most incredible book i actually have read through. I am delighted to tell you that here is the finest book i actually have read through inside my own life and could be he best ebook for possibly.
-- Aracely Hickle