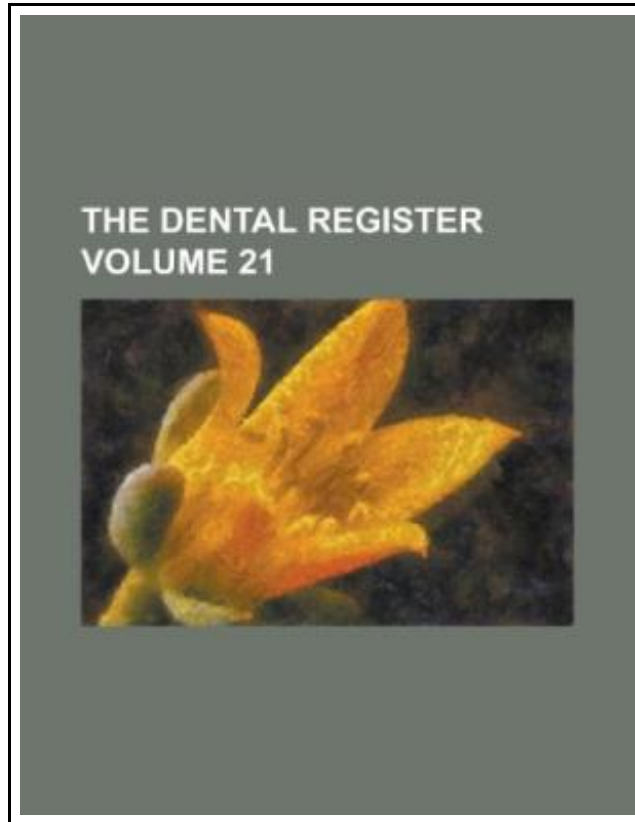


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 64 pages. Original publisher: Washington, D. C. : U. S. General Accounting Office, 2002 OCLC Number: (OCoLC)52880914 Subject: Labor supply -- United States. Excerpt: . . . Even under current Title 5 personnel provisions and their applicable regulations, efforts to reform and improve the personnel system have provided many human capital flexibilities for agencies to use. Within broad 7 parameters, such as adherence to merit system principles and employee 8 protection from prohibited personnel practices, these flexibilities offer the agencies effective ways to accomplish their missions while maintaining the key values of a centralized system. For example, agencies have many flexibilities available to help them restructure and realign their workforces. Moreover, agencies have numerous compensation flexibilities that authorize them to provide additional direct payments to support their recruitment, relocation, and retention efforts, although some of them may require the approval of OPM or the Office of Management and Budget (OMB). Today, federal agencies are facing many human capital challenges. With Agency Officials and the increasing numbers of employees retiring and the numbers of Union Representatives employees who will be eligible to retire in the near future, along with competition from private companies, federal agencies are in a struggle to Cited Most Effective recruit and retain highly skilled employees. In response to these Human Capital challenges, agencies need to use the various human capital flexibilities that Flexibilities are available to them in managing their workforces to achieve agency missions and accomplish goals. Our discussions with agency officials and union representatives revealed numerous human capital flexibilities that they deemed effective in managing their workforces. These flexibilities encompassed broad areas of personnel-related actions such as recruitment, retention, compensation, position classification, incentive awards and recognitio. . . This item ships...



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