

<<2010年公共管理国际会议论文集>>

图书基本信息

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内容概要

《2010年公共管理国际会议论文集(第6届)(套装上中下册)》包括上中下三册。

Practicing public administrators and scholars worldwide are committed to serving citizens in a globalised world. Both challenges and opportunities however confront the efficient, effective, economical delivery of essential public goods and services. Fundamental resource challenges resulting from the global downturn of national economies over the past several years have added complexity and frustration to getting the job done. The phrase "doing more with less" has become all too real in many parts of the world. As the papers in these Proceedings demonstrate, the 2010 International Conference on Public Administration includes wide ranging inquiry into the challenges and opportunities to serve citizens in a diverse array of cultures, economies, and political-administrative settings.

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章节摘录

插图：However, the addressing conversion doesn't bring fundamental changes of management thinking, concept, principles and the mode in personnel management. Essentially, personnel management from the significance of human resource development doesn't solve the value absence of personnel management under the planning system (from a pragmatic sense, human resources development cannot completely cover the scope of personnel management, but since the emergence of the concept of human resource development, the concept of personnel management has rarely been used. Thus, objectively, human resource development has become a synonym for personnel management). On the contrary, human resources development directly regards humans as human resources, and materializes them as the special "material", which leads directly to of non-completeness of human resources development thinking and practical content. From the ontology sense, the basic content of personnel management is the management of the human relations in organization, that is, the relation between positions, the relation between man and position, and the relation between staff. The existence of relationship management is firstly required that the human exists in the thinking of personnel management. However, in the perspective of human resource development, complete, organic, individual and personalized human beings are materialized as the abstract symbolized human resources. The human beings are said to be virtualized or dehumanized resulting the human mind is not present in human resource development. The absence of human does result in apparent non-system in the human resources development thinking, that is, issues of proper human relations and interpersonal relations are ignored in personnel management thinking, substituted by the relations between materials, namely, the relation between position and human resources and the relation between human resources. Correspondingly, human resource development practice places greater emphasis on efficiency and reflects the properties and logic of capital for the understanding and management of staff — it regards human as human capital, and handles issues in the personnel management from the logic of capital, human resource development, this feature further exacerbating the value absence of personnel management from thinking to practice. For this reason, personnel management from the sense of human resource development appears in the market-economic society of socialism, but in essence, it has no essential difference with personnel management under the traditional planned economic system. If there is a difference, it is that the former reflects the real instrumental nature of personnel management. For this reason, this paper will put human resources development into the traditional personnel management to examine and analyze.

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