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# **Cases In Public Human Resource Management**



## Synopsis

CASES IN PUBLIC HUMAN RESOURCE MANAGEMENT is a collection of 30 actual case studies (with only names changed) with an emphasis on the social and ethical concerns of public managers as well as the impact of 9/11 on the field.

## Book Information

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Part One: PERSONNEL MANAGEMENT. 1. Recruitment and Selection, Deer Valley Hires a New Coach. 2. Promotion, Tom Collins Doesn't Mix Well. 3. Job Evaluation, Some Counselors Are More Equal Than Others. 4. Compensation, Paying the Tucson Police. 5. The Fair Labor Standards Act, Flexing to Avoid Overtime. 6. Employee Benefits, No More Nittany Lions. 7. Merit System Standards, Hiring the Unqualified. 8. Personnel Records Management, Dissing the Border Patrol. Part Two: EMPLOYMENT RELATIONS. 9. Collective Bargaining (Problem Solving), Handling the Hanford Patrol. 10. Collective Bargaining (Positional), Taking the Firefighters' Heat. 11. Labor-Management Relations, Holiday Time for Prison Guards. 12. Affirmative Action, An African American Woman Among the Good Ol' Boys in Indiana. 13. Sexual Harassment, Jailhouse Follies. 14. Ethnic Discrimination, Culture Clash at the Cancer Center. 15. Employee Due Process, Sergeant Preston of the Yukon Police. 16. ADA Concerns, Is Heavy Lifting an Essential Job Function? 17. Hatch Act and Partisan Practices, Political Shoot-Out in the Lone Star State. Part Three: HUMAN RESOURCES MANAGEMENT. 18. Human Resources Planning, Smoky Bear Is An

Underfill. 19. Performance Evaluation, To Protect and to Serve. 20. Employee Development and Training, Fearless Freddy Fuego. 21. Layoff and Reduction-in-Force, Eenie, Meenie-Miny-Mo. 22. Grievance Appeals of Disciplinary Action, Cattery Row. 23. Documentation in Discipline, Case of the Missing Portable Potty. 24. Safety and Security After 9/11, Going Postal? 25. Attendance Management, What's a Single Mom to Do? Part Four: SOCIAL AND ETHICAL CONCERNS. 26. Off Duty Conduct, The Cop and the Prostitute. 27. Employee Dating and Privacy, The Case of the Cuddly Custodian. 28. Managing the Older Worker, Billy Goat or Old Goat? 29. Religious Freedom at Work, Too Many Christmas Carols in the Winter Festival. 30. Ethics in HR, The Unsinkable Molly Brown.

Dr. Reeves is Regent's Professor of Public Administration at The University of New Mexico. His books include (authored and co-authored) Cases in Public Human Resources Management, Human Resources Management, Personnel Management in the Public Sector, Collective Bargaining in the Public Sector, and Politics of Peace Corps and VISTA. He also has published numerous journal articles and consulted with private and public sector organizations in areas of performance appraisal, discipline, grievance handling, dispute resolution, and labor-management relations. Dr. Reeves serves on labor and employment arbitration panels of the American Arbitration Association, Federal Mediation and Conciliation Service, US Postal Service/APWU, Tinker Air Force Base/AFGE, US Postal Service/NALC, and Rio Grande Credit Union. He is an arbitrator and grievance hearing officer for the City of Albuquerque, Santa Fe, Rio Rancho, Albuquerque T-VI, Gallup, Roswell, Lake Havasu City, as well as the County of Bernalillo, Curry, Dona Ana, and Maricopa. Dr. Reeves has provided consulting services to the governments of Kazakhstan, Hungary, Somalia, Oman, and Brazil, as well as the Navajo and Jicarilla Apache Nations. Dr. Reeves is on the Board of Directors and Past-President of Outcomes, Inc., and Casa Esperanza.

This book was good for understanding possible real life scenarios as a manager, so it was good for analyzing situation and coming up with viable solutions. I loved that the stories were short and to the point, not wasting my time on fluff, so yes, I would recommend it. My professor did have us use it every week to write a paper...

This was a great book of case studies I used for a human resources management class. A lot of the cases were actually pretty interesting to read about. The only downside was that it left a hanging conclusion after each case so that you wouldn't know the end result, but that wasn't too bad since it

left room for discussion in class. I would highly recommend this book.

Small cases that are easy to read

Great resource

A collection of a cases demonstrating the legal labyrinth human resources departments navigate. If there's one point to be had from this collection it is staffing an HR department with educated, trained and competent specialists is not only necessary, but will save an organization time and money (and legal proceedings)

This text offered 30 thought provoking topics for the pending manager. There were things I hadn't considered and things I added to with my experiences. Good brief reads, Reader's Digest styles

Item was a little less than "good condition" - a little disappointed!

Good book, really breaks down the HR issues for you and gives insight on HR management. It was worth the purchase, not like I had a choice, required for the class.

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