



Strategic Public Personnel Administration [2 volumes]: Building and Managing Human Capital for the 21st Century

Ali Farazmand

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The history of public personnel administration is as old as human civilization itself: Persia, China, Assyria, Egypt, and Rome all practiced strategic personnel management, some systematically and others unsystematically. But despite the longstanding practice of strategic public personnel administration, the systematic study of this field is a fairly new development in the modern world. Today, the need for strategic thinking in public personnel administration and human capital development is more urgent than ever before. Managing and coping with the challenges of transworld migrations of capital and labor, cyber-employment and virtual workplaces, and relentless global pressures for results-oriented performance all require the development of human capital as a key asset of modern governments and private organizations. Governments and public administration organizations must confront these challenges if they are to survive and thrive in the 21st century, and *Strategic Public Personnel Administration* provides a comprehensive analysis of the past development and current function of the field so as to give a clearly balanced picture of public personnel administration in both theory and practice.

Today, strategic public personnel management is a central component of strategic governance and administration in public and nonprofit organizations. Strategic personnel administration aims to lead organizations along the right paths with the necessary people on hand to achieve strategic goals and objectives in modern governance and public administration. This two-volume set fills a major gap in the current literature, and it will serve as a key work that addresses the history, knowledge, policy, management, process, and culture of public personnel administration with a strategic perspective.

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