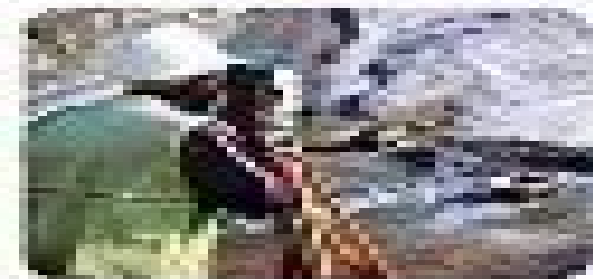
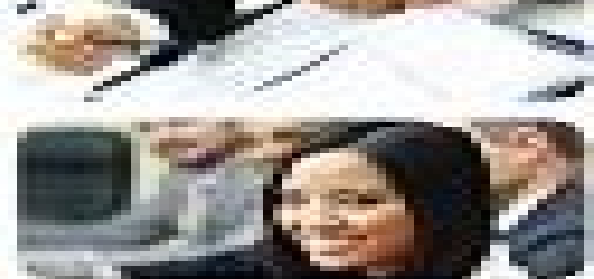
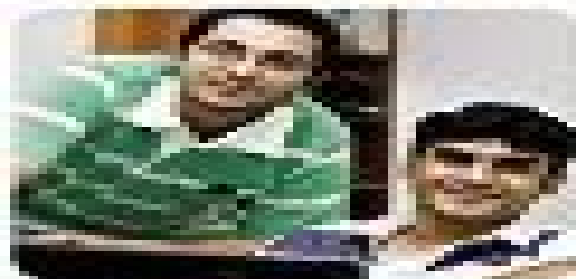
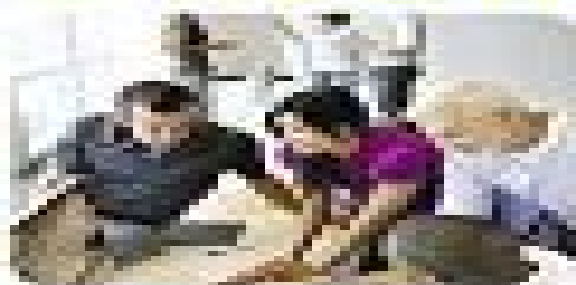


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professionals Numerous practical examples throughout the text highlight contemporary HR issues such as Employee engagement Flexible working arrangements Work life balance Generational issues in the workplace Skills shortages in various industries The importance of effective employee recruitment and training The cost of involuntary staff turnover Increasing diversity in the workplace Outsourcing Corporate social and ethical responsibility Globalisation In addition to a thorough analysis of the contemporary HR landscape in Australia the text provides useful comparisons with HR practices in regional countries such as India China and Japan

Forthcoming Books Rose Arny, 2002 **Administrative Burden** Pamela Herd, Donald P. Moynihan, 2019-01-09 Winner of the 2020 Outstanding Book Award Presented by the Public and Nonprofit Section of the National Academy of Management Winner of the 2019 Louis Brownlow Book Award from the National Academy of Public Administration

Bureaucracy confusing paperwork and complex regulations or what public policy scholars Pamela Herd and Donald Moynihan call administrative burdens often introduce delay and frustration into our experiences with government agencies Administrative burdens diminish the effectiveness of public programs and can even block individuals from fundamental rights like voting In *Administrative Burden* Herd and Moynihan document that the administrative burdens citizens regularly encounter in their interactions with the state are not simply unintended byproducts of governance but the result of deliberate policy choices Because burdens affect people's perceptions of government and often perpetuate long standing inequalities understanding why administrative burdens exist and how they can be reduced is essential for maintaining a healthy public sector Through in depth case studies of federal programs and controversial legislation the authors show that administrative burdens are the nuts and bolts of policy design Regarding controversial issues such as voter enfranchisement or abortion rights lawmakers often use administrative burdens to limit access to rights or services they oppose For instance legislators have implemented administrative burdens such as complicated registration requirements and strict voter identification laws to suppress turnout of African American voters Similarly the right to an abortion is legally protected but many states require women seeking abortions to comply with burdens such as mandatory waiting periods ultrasounds and scripted counseling As Herd and Moynihan demonstrate administrative burdens often disproportionately affect the disadvantaged who lack the resources to deal with the financial and psychological costs of navigating these obstacles However policymakers have sometimes reduced administrative burdens or shifted them away from citizens and onto the government One example is Social Security which early administrators of the program implemented in the 1930s with the goal of minimizing burdens for beneficiaries As a result the take up rate is about 100 percent because the Social Security Administration keeps track of people's earnings for them automatically calculates benefits and eligibility and simply requires an easy online enrollment or visiting one of 1 200 field offices Making more programs and public services operate this efficiently the authors argue requires adoption of a nonpartisan evidence based metric for determining when and how to institute administrative burdens with a bias toward reducing them By ensuring that

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