

<<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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书籍目录

《2010年公共管理国际会议论文集(第6届)(上册)》目录：Part One Public Administration Theory, Practice and Reform
 The Circumstance, Policy and Current Situation of Contemporary Chinese Women's Participation in Political Affairs.
 The Size of Government Influence on Economic Growth——Based on Chinese Provincial Panel Data Analysis
 In the Bureaucratic Iron Cage: A Study of Critique of Public Administration
 The Research on Chinese Governmental Scientific Research Funding System
 Decomposing the Growth of China Total Expenditure on Health
 Independence and Cooperation: A Perspective on the Relationship between the Private-run Non-enterprise Units and the Government
 Achievements, Problems and Countermeasures of China's Equalization Reform of Basic Public Services
 The Value Absence and Rebuilding of Traditional Personnel Management——
 ——On the Transition from Traditional Personnel Management to Modern Personnel Management.
 Change of Public Service on Model of Government Management
 Management Approach Change of Chinese Local Government: The Way of Public Administration Innovation
 Administrative Ethics Assessment and Construction in the Chinese Public Administration Reform Process
 Reforming China's Public Personnel System: Creation and Challenges
 New Locations of Chinese Government Functions in the Post-crisis Era——The Reflection on the Washington Consensus and New Public Management Theory
 The Effect and Trend of Positive Fiscal Policy in China
 On the Constitutive Elements of NEET Group in Suburb Village: Based on the Survey of Zhejiang Province
 Exploring the Circumstances of Pension Insurance Coverage in China
 Public Values of Trans-boundary Public Governance——Taken ASEAN Region as a Case
 Deconstruction and Reconstruction of Hypothesis of Human Nature of Administrators.
 Research on Management Innovation of Non-profit Scientific and Technological Intermediary of Chinese Government
 The Analysis and Control of Administrative Cost in China's Government
 Study of Farmland Protection Mechanism of Local Government
 Study on the Improper Conducts in the Village Committee Elections in China
 The Influence of Labor Out-migration on Rural Household's Livelihood
 Capital in Western Rural China: An Empirical Analysis in Qinling Mountain Area
 Study on the Present Situation and Improvement Countermeasures of New-type of Rural Cooperative Medical System-A Case of Yongfeng County in Jiangxi Province
 Research on the Path of the Law to Resolutions of Administrative Enforcement of Urban Housing Demolition and Relocation
 Empirical Analysis of Wagner's Law: In the Perspective of New Public Management (NPM)-The Case of Australia (1979-2006).
 Part Two Management Issues and Innovation
 Part Three Governance with Networking, Law and Partnership
 Part Four Public Service Delivery Challenges and Reform
 Part Five Citizenship, Institutions, Communication and Innovation
 Part Six International and Global Challenges in Public Administration and Others
 《2010年公共管理国际会议论文集(第6届)(中册)》目录：Part One Public Administration Theory., Practice and Reform
 Administrative Theory: Changing Paradigms and Extending Boundaries
 Problems of Policy Exclusion in Developing Countries: The Lesotho Experience
 Low Carbon City in China: Practice and Governance Model Innovation
 The Selective Centralization: The Vertical Management Reform of Central-local Relations in China
 Study on the Problems and Countermeasures of China's Local Government's Decision-making Procedures
 Multiple Homeownership and Housing Affordability in Urban China.
 A Study on the Effect of Taxation Policy on More Than One Property in China
 Establishment of Intergovernmental Cooperative Mechanism in Regional Integration——Taking Yangzi River Delta and Washington Metropolitan Area as Examples
 Urban Agriculture as a Mechanism of Peasants' Urbanization: A Case Study of the Tea Industry in Hangzhou under Financial Crisis
 The Evasion of Non-material Property Loss of Reservoir Immigration——Take Immigrants in Baise Hydro-junction Project in Yunnan Funing Reservoir Districts as Example
 Peasant's Attitude towards Urbanization, Collective Land Reform: A Survey in 10 Villages in China
 Public Service Innovation from the Perspective of "Mutual Interaction"——Summary of China's Experience
 The Theory on Township's Governance: Viewpoint's Analysis and the Model-choice
 A Study on the Factors Affecting the Entrepreneurial Intention of Returned Migrant Workers-Based on a Survey of 10 Labor Output Provinces in China
 Systematic Innovation of Government's Public Administration in the Building of "Great People's Livelihood"
 The Implementation Path and Policy Rules for Chinese Local Government's

Collaboration Technology Policy Innovation of Encouraging Intensive Utilization of Natural Resources Personality Difference between Civil Servants and Enterprise Administrators: An Empirical Study Research on the "Migrant Labor Shortage" Problem in China The Analysis of Farmland Scale Management and System Innovation Research on the Third-party Evaluation Consultation Model of National S&T Planned Projects Based on Government Functions Transformation Urban-rural Integrated Development and Coordinated Growth from the Perspective of Public Administration-Based on Japan's Experience Study on Development Theory and Systems Establishment for Professional Fire Technique Services Organizations Part Two Management Issues and Innovation Talent Management and Human Performance in the Public Sector. . . . Part Three Governance with Networking, Law and Partnership Part Four Public Service Delivery Challenges and Reform Part Five Citizenship, Institutions, Communication and Innovation Part Six International and Global Challenges in Public Administration and Others 《2010年公共管理国际会议论文集(第6届)(下册)》目录 : Part One Public Administration Theory, Practice and Reform A Model for Public Participation on the Basis of ECPs Elephants, Ethics and Enigmas——A Practitioner's Analysis of Municipal Government Ethics and Anti-corruption Programs in U.S.A Impact of Sowell's Constrained and Unconstrained Mindset on Public Administration Theory as Applied to Microcredit The Vulnerable Groups' Interest Expression and Protection in Public Administration. On the Necessity of Building of the Government's Credibility and Its Realization in China The Influential Factors and Recommendations on the Transformation of Chinese New Generation of Migrant Workers Government Regulation, Technology Level and Regulation Technology Failure. Rationalizing the Relationship between Professional Association and Government in China Rethinking on Definition of Administrative Responsibility Subjects Remodeling the Community Ethics and Construction of the Harmonious Community The Research on the Compulsory Education of the Resources Allocation between the Urban and Rural Regions in China Study on Educational Integration in Sichuan Urban-rural Coordinative Development The Research of Policy Networks on the Real Estate Macro-control for China The New Way of Urbanization in China——Based on Analyzing Replacement of Rural Residence Patterns of Huaming Town in Tianjin, China Civic Demand, Market Investment or Fiscal Capacity: Which Decides the Fiscal Expenditure on Generalized Culture Undertaking?——An Analysis of Provincial Panel Data in China: 2005-2007 Function Division between County and Town Level Governments: Case Study of Chengdu Research on the Types, Characteristics and Responses of the Land-requisitioned Farmers' Family Stress-A Case Study of Beibei, Chongqing, China Research on Related Issues about the Development of Industrial Clusters The Equalization of Basic Public Services of Radio and Television in Rural Areas: Challenges, Opportunities and Countermeasures Part Two Management Issues and Innovation The Employment Effects of New Business Formation: A Regional Perspective The Impact of Globalisation on Human Resources Management Policies and Procedures in the South African Public Service Lean Government: Is Lean and Six Sigma too Heavy or just Right for Government? Part Three Governance with Networking, Law and Partnership Part Four Public Service Delivery Challenges and Reform Part Five Citizenship, Institutions, Communication and Innovation Part Six International and Global Challenges in Public Administration and Others

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.

编辑推荐

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