

Modernizing the Federal Government Paying for Performance

Silvia Montoya, John D. Graham



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Modernizing the Federal Government Silvia Montoya, John D. Graham, 2008-01-02 In 2003 the Volcker Commission recommended that explicit pay for performance PFP systems be adopted more broadly throughout the federal government In this occasional paper the authors compare several proposals aimed at enhancing the role of such PFP schemes for federal civil servants and examine the pros and cons of PFP schemes compared with seniority based salary systems as well as the proposals to change the General Schedule system Modernizing the Federal Government Silvia Montoya, John David Graham, 2007 Enhancing the performance of the civil service has been a central objective of the United States since the Civil Service Reform Act of 1978 authorized a performance based component to federal salary structures In 2003 the National Commission on the Public Service also known as the Volcker Commission recommended that explicit pay for performance PFP systems be adopted more broadly throughout the federal government The authors compare several proposals aimed at enhancing the role of PFP in the federal government a White House proposal the Working for America Act which recommends that the entire federal workforce be converted to PFP systems by 2010 and three bills in the 110th Congress This occasional paper examines the advantages and pitfalls of explicit PFP schemes compared with the largely seniority based salary system that still covers more than half of federal civil servants The authors consider why using PFP in the public sector is challenging what can be learned from the social science literature recent practical experience and growing congressional opposition to PFP Rand web site *Are Federal Workers Underpaid?* United States. Congress. House. Committee on Oversight and Government Reform. Subcommittee on Federal Workforce, U.S. Postal Service, and Labor Policy, 2011 Review of Public Personnel Administration, 2006 Include abstracts **ACA Journal**, 1995 *Public Finances During the Korean Modernization Process* Roy W. Bahl, Chuk Kyo Kim, Chong-gi Pak, 1986 Preliminary Material Roy Bahl Kyo Kim Chuk and Kee Park Chong Budgetary Policies and Performance Roy Bahl Kyo Kim Chuk and Kee Park Chong Fiscal and Economic Development Korean Versus Traditional Patterns Roy Bahl Kyo Kim Chuk and Kee Park Chong The Development of the Korean Tax Structure Roy Bahl Kyo Kim Chuk and Kee Park Chong Modernization and the Long Term Growth of Korean Government Expenditures Roy Bahl Kyo Kim Chuk and Kee Park Chong The Distributional Effects of the Korean Budget Roy Bahl Kyo Kim Chuk and Kee Park Chong Korean Public Finances During Modernization A Summing Up Roy Bahl Kyo Kim Chuk and Kee Park Chong Appendix A Roy Bahl Kyo Kim Chuk and Kee Park Chong Appendix B Roy Bahl Kyo Kim Chuk and Kee Park Chong Notes Roy Bahl Kyo Kim Chuk and Kee Park Chong Bibliography Roy Bahl Kyo Kim Chuk and Kee Park Chong Index Roy Bahl Kyo Kim Chuk and Kee Park Chong Harvard East Asian Monographs Roy Bahl Kyo Kim Chuk and Kee Park Chong **Reclaiming Public Universities** Manisha Priyam, 2022-04-25 This book explores the nature of public universities and higher education reforms in emerging economies with a focus on India South Africa and Brazil Drawing on context based case studies the essays in the volume highlight the state of public universities amongst the

developing world with their shared colonial past and social caste and race inequalities Based on comparative and multidisciplinary studies the book provides a critical account of the policy reforms and changes on account of globalization and markets in higher education in public universities of the Global South regions The chapters also compare methodological approaches to university reform and restructuring of public universities and higher education systems in USA Australia the European Union and India and examine the California model the Bologna process the Melbourne model the University of Delhi reforms and engage critically with the New Public Management inspired reform policies The book further lays the groundwork for understanding massification in a contextual way and the possibilities for expansion of scale of mass higher education through public provision With its empirical findings and social theory analyses by global experts the volume will be of great interest to scholars and researchers of education higher education sociology and social anthropology development studies public policy and administration politics political economy and Global South studies It will also be useful to

educationists policymakers and civil society organizations Transforming Organizations Mark A. Abramson, Paul R. Lawrence, 2001 Transforming Organizations provides in depth case studies of outstanding government executives who dramatically changed both the performance and management of their organizations The book includes case studies of Dan Goldin of the National Aeronautics and Space Administration Ken Kizer of the Veterans Health Administration James Lee Witt of the Federal Emergency Management Agency and four high ranking government officials who changed procurement in the Department of Defense In addition the book includes interviews with NASA Administrator Goldin and FEMA's Director Witt The volume also includes an essay by Ken Kizer on his experience transforming the Veterans Health Administration From these case studies Mark A Abramson and Paul R Lawrence develop eight lessons that all executives can learn from in transforming their organization select the right person involve key players engage employees and persevere **Public**

Budgeting in Search for an Identity Maria Francesca Sicilia, Ileana Steccolini, 2020-12-27 Public Budgeting in Search for an Identity State of the Art and Future Challenges provides a state of the art reflection on current trends in international public budgeting representing an important pillar in the accumulation of knowledge on public sector budgeting processes contents evolutions and critical issues Budgeting is central in public sector organizations It performs a complex variety of functions being the arena where multiple actors cultures and professional identities interact making it an extremely fascinating field and topic of investigation There is a significant need and scope for exploring budgeting processes in the public sector today as a consequence of the managerial waves of reforms that have taken place over the last few decades and the implementation of austerity programmes as well as in light of current trends including emerging challenges related to community care and wellbeing rising inequality people flows climate change pandemics and the persistence of democratic deficits The chapters in this volume address critical issues on this broad topic offering new perspectives on current evolutions in public budgeting including among others participatory budgeting performance budgeting the budgetary slack

resources and the need to ensure balance between budget control and flexibility These contributions show that public budgeting can and must remain the subject of enduring interest in our studies The chapters in this book were originally published as a special issue of Public Management Review *Resources in Education* ,1998 **Research in Education** ,1970 **Entering the 21st Century** Shahid Yusuf,1999 Known as the standard reference for international economic data the twenty second annual edition of the World Development Report provides a set of Selected World Development Indicators as an appendix presenting social and economic statistics for more than 200 countries *A.I.D. Research and Development Abstracts* ,1979 Catalogue of Research Literature for Development: Food production and nutrition United States. Agency for International Development. Bureau for Technical Assistance,1976 *Organization, Performance, And System Choice* Michael L Boyd,2019-06-04 When one has worked on a series of projects as long as I have on those that make up this book one incurs a tremendous debt that can never be appropriately acknowledged Nevertheless I would be remiss if I did not make note of at least the largest and most obvious of contributions made by others The oldest part of the work is the Yugoslav case study which began as my doctoral dissertation I received funding from the International Research and Exchanges Board IREX which allowed me to spend an all too brief but productive five months in z 69 2 May 1987 205 214 copyright 1987 by Elsevier Science Publishers I would like to thank Elsevier Science Publishers for kind permission to reprint portions of this article in chapter 3 *Research Report* ,1983 **U.S. Government Research & Development Reports** ,1970 **Foreign Commerce Weekly** ,1970 *International Working Paper Series* ,1996 **International Commerce** ,1970-04

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