

Example of the agency and unions research paper

[Business](#), [Management](#)



Analysis of the Agency's Policies, Procedures and Plans

The Administration for Children and Families (AFC) in the United States which falls under the Department of Health and Human Services has the responsibility of the common welfare as well as the financial well being of individuals, families, children and communities. Among its objectives, is to advance the health and wealth of families and children by providing resources, partnership and leadership for effective transfer of human services. It therefore aims at advancing hope and opportunities for persons in need of personal and social services.

In recent years quite a number of national labor unions have increased their efforts to systematize the general workforce in Local Head Start. The AFC agency adheres to the laws that govern union organizations and defines the obligations and rights of employees, employers and labor unions. These unions basically deal with issues related to the operation of unions and employees. The National Labor Relations (NLRA) defines the obligations and rights and it is therefore the obligation of private and non-profit organizations to familiarize with the requirements of the NLRA. Head Start grantees if covered have a responsibility of complying with particular requirements of the general Department rules, implementing regulations and the Head Start Act. The Head Start Act clearly states that the Federal Head Start grant funds should only be used to promote, assist or deter union organizations (Corcoran, 2007, p. 214).

The AFC falls under the Department of Health and Human Services (HHS) which heads all programs aimed at enhancing the welfare of children,

families and communities. It is therefore responsible for the well-being of the entire society. AFC programs are channeled through effective personnel management in human resource.

The Agency and Privatization

There are training components which involve training of all personnel to meet the set requirements of the organization. This process involves educating and training new and existing employees of the required qualification for the given job. Components of the planning process are the other process that tackles the estimation of employed workers, attitude and knowledge of the required workers and categories of superiority they have. It is a coherent process that proves transparency to the public domain in carrying out policies (Hill, 2004, p. 114). It is a process that is guided by the goals of ensuring professionalism and qualification for superior outcomes. An in-depth analysis of the ACF human resource structure recommends screening through regular training for managers and supervisors as a way to equip themselves with the trends and preferences in the human resource field. As a major organizational component, privatization is critical and should therefore be managed by striking deals with external agencies including their officials and safety executives as well. This process also entails conformity with judicial laws regarding labor laws.

Employee Pension Plans

Every employee has a right to receive remuneration as stipulated in the job agreement. Although there has been an apparent process in regards pension to employees, there are also loopholes. The AFC agency has the mandate to

critically evaluate the current pension strategies and recommend new plans. Employees who have resigned or retired should be entitled to the rightful pension. It is therefore the actual value that is calculated factoring in the position and the time an employee served in an organization. The pension should be given accordingly as terms of the employee enactment state. Various organizations tend to delay the pension and this causes panic and anxiety to the victims. The AFC agency has laid out strategies for the scheme that gives every member of staff the right to claim a pension and receive it in a timely manner.

Productivity and Performance Evaluation

The administration flow begins from the organization's secretary which is the head and then flows to the divisional program implementation officer. The implementation officer is responsible for providing leadership regarding the children's welfare services operations. AFC has very essential and successful mentoring programs such as the Child and Family Review (CFSR) and the Adoption and Foster Care Analysis and Reporting System (SACWIS). These programs dig deep into agency's problems, their causes and suggestions for their solutions for smooth running. Since AFC works under the HHS, it has the responsibility of providing moral and financial support to individuals, families and organizations (Bureau, 1963, p. 78).

The Administration for Children and Families (AFC) has a very large network of international linkage that enables it to meet its mandate. Subsequently, the AFC is responsible for the provision of financial security and the safety of persons who have undergone human trafficking. It liaises with the government and other global institutions to contain the menace of modern

day slavery and human trafficking. The AFC is always dedicated to promote opportunity, hope and peace to all children, families and youths that need human services by incorporating various processes. AFC's initial component that is under its Hiring Reform Initiative (HRI 2010) outlines the role of the hiring managers particularly in the recruitment process. This reform outlines the job of the AFC manager and that of the hiring plan to evaluate the outcomes of candidates by a clear transition into the federal service. The AFC human resource department incorporates on skills to harness the ability and experience of their workers in carrying out their activities.

Recommendations for Improving Productivity and Performance Evaluation

Based on my in-depth analysis of the AFC human resource structure, I would recommend the agency's hiring supervisors and managers be going through regular training that will enable them to equip themselves with new ideas and current preferences in the human resource field. To add on to that, since the agency does not have an online job application system, I would recommend that they take into account new trends and adopt an online job application system as it creates a large prospective pool of candidates that will enable the agency to choose the right and best fitted candidates from a large variety of applicants (National, 1979, p. 89).

Secondly, I would recommend that the agency's hiring supervisors and managers be screened through regular training to equip themselves with new ideas and preferences in the human resource field. There are many conflicts within the personnel management department which can be improved in a number of ways. One, by striking through deals with safety

executives and external agencies such as trade unions and their officials. Since external organizational issues pose a threat to many organizations, adopting new technologies will affect how these organizations face and identity get constructed. Technology in the 21st century is a big determinant of effective management and workforce. Favorable working environs bring out superior and better profits therefore; personnel managers should offer workers with better working conditions and surroundings. Arguably, personnel managers should abide by the laws and labor relations agency to carry out investigations within the speculated trade unions. Cooperatively, bargaining contracts ensure that all employees such as teachers and instructors have certifications for their relevant areas of profession. This will ensure competence as well as adherence to the law. The public sector also has to be more intelligent in matters regarding workforce utilization.

References

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