

# Example of essay on public personnel management

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



\n[[toc title="Table of Contents"](#)]\n

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1. [Organization Design](#) \n \t
2. [Global Linkages and Personnel Management](#) \n \t
3. [Personnel Recruitment and Hiring](#) \n \t
4. [Employee Skills and Training](#) \n \t
5. [Recruiting and Training Recommendations](#) \n \t
6. [References](#) \n

\n[/toc]\n \n

## **Organization Design**

Personnel management is one of the major functions that are normally carried out by the management team. It is a management function that is classified under human resource manager. This is because it is a management function that is directly involved in matters that pertain to the management of human resources. Personnel management entails the classification, and evaluation of human resources. After the classification and evaluation of human resources, the personnel manager determines the human resource requirements with respect to the achievement of the objectives of the organization. Organisations need to utilize their human resources in a manner that will enable them to achieve their objectives. This is because human resources are the primary way through which organizations and institutions can be able to achieve their objectives. Georgia department of corrections is an institution that is tasked with the responsibility of rehabilitating persons who have been found guilty of

committing a crime. As a result, most of the functions of this institution are usually carried out by the people. Georgia department of corrections hires various professions such as counselors, psychiatrists, prison wardens, administrative staff, and support staff among others. This is because most of the work that is normally carried out within intuitions demand the involvement of human beings. This implies that the management of Georgia department of corrections needs to make sure that they put in place an organization structure that takes account of the aforementioned facts. Georgia department of corrections has an organization structure that is comparatively unique. Most of the organizations and institutions are keen to make sure that the human resource function is management of an independent department. However, this is not the case when it comes to this institution. At Georgia department of corrections, the human resource management function is one of the subdivisions, which fall under the department of executive operations. This portrays an extremely grim image concerning the manner in this institution is handling matters pertaining to the welfare of its members of staff. The management of Georgia department of corrections needs to appreciate the role which is played by its members of staff. This is because most of the operations of this institution cannot be automated. This means that most of the factions demand for the involvement of human beings during their execution. In light of this, the management of Georgia department of corrections should look for a way of setting up a human resource management department. By so doing, the management will be in a better position of handling matters pertaining to personnel management. This department will be headed by a human

resource manager who will be assisted by the various heads of the sub department which will be found within this department.

One of the major sub departments that will be found within this department is personnel management. This sub department will handle all matters that pertain to the classification and evaluation of the human resource management requirement. This sub department should be required to continuously carry out research in order to establish the human resource requirements that will facilitate Georgia department of corrections to achieve its fundamental objectives. This sub department will provide an avenue through which the organization will be able to hire some of the most competent professionals. Such professionals usually the best suited to handle certain matters. This is because they will handle them effectively, as well as efficiently. Consequently, this will lead to a situation whereby the institution will be operating at relatively one of the highest levels of professionalism. By so doing, Georgia department of corrections will improve on the manner in which it handles matters pertaining to personnel management.

## **Global Linkages and Personnel Management**

Global linkages entail the development of relationships that involve more than one country. This means that an organization is considered to have global linkages if it has operations in more than one country. An organization can also be considered to be having global linkages if it has partnered, in one way or another, with organizations or individuals who operate from a country which is different from the one the company is registered. After the

evaluation of most of the departments of Georgia department of corrections, it is rational to conclude that this instruction does not have many global linkages.

One of the major sources of global linkages is intuitions which partner with Georgia department of corrections when they want to carry out research that pertain to matters concerning prisoners. It is worth noting that, another avenue through which Georgia department of corrections develops global linkages is when the intuitions sponsors its members of staff to training institutions which are located outside the United States. Georgia department of corrections needs to make a conscious effort that is geared towards the establishment of global linkages. This is because; this organization can benefit a lot from the use of global linkages. One of the key areas through which Georgia department of corrections can benefit through the establishment of global linkages is personnel management.

Georgia department of corrections can develop some partnerships with correctional facilities which are located outside the United States. For instance, it can develop partnerships with correctional facilities which are located in Norway. By so doing, the members of staff of Georgia department of corrections can be able to learn the techniques which are used by such institutions. This is because Norway has been able to manage their prisons very well such that they have a relatively small population of prisoners. Recently they announced that they will commence importing prisoners from their neighboring countries.

## **Personnel Recruitment and Hiring**

Georgia department of corrections hires its personnel through a process which is very straight forward. The first stage of this process entails the determination of the professional requirements of the individual who will be tasked with the responsibility of carrying out a specific function. The next stage entails advertising for the job vacancy. The next stage entails reviewing the job applications and short listing the candidates. Thereafter the shortlisted candidates are interviewed and the successful candidate or candidates are hired.

## **Employee Skills and Training**

This is one of the functions of the human resource sub department of Georgia department of corrections. The personnel manager within department normally determines the skill which an employee is required to have in order to be able to perform certain tasks. This is a function that enables the organization to be able to recruit persons who are competent. Training is a function which falls under operations support within Georgia department of corrections. The institutions organize workshops for its employees in order to enhance their set of skills. By so doing, the organization will have a higher quality of human resources than before.

## **Recruiting and Training Recommendations**

The management of Georgia department of corrections needs to review its recruiting and training procedures. Management needs to increase the number of times which the institutions trains its employees. It also needs to increase the numbers of staffs who will be sponsored to attend further

studies. In so doing, the organization will become competitive when it comes to recruiting personnel.

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