



OECD Reviews of Human Resource Management in Government: Brazil 2010: Federal Government

By OECD Organisation for Economic Co-operation and Development

OECD. Paperback. Book Condition: New. Paperback. 312 pages. Dimensions: 10.6in. x 7.5in. x 0.8in. This review of human resource management (HRM) in the federal government of Brazil provides a detailed diagnosis of the management of government employees, and solutions for improving it. The assessments and the recommendations are based on the lessons learned from the experience of OECD member countries. This review assesses whether: the federal government is managing the size, skills, and competencies of its workforce in a sustainable manner; the HRM system in government is strategic and performance oriented; there is a balance between the flexibility and consistency of HRM practices; the values promoted by the government are consistent with management rules and practices. Table of Content : Executive Summary Synthse (French only) Assessment and recommendations Introduction Chapter 1. Workforce planning and management-The size and cost of the workforce in the federal government of Brazil-Accounting for public employees and their cost-Strategic workforce planning-Promoting whole-of-government goals regarding efficiency and costs-Salary-setting and careers-The role of unions-Adjusting an ageing public service to an ageing society-The Brazilian public services pension system-Promoting governments goals regarding diversity Chapter 2. Strengthening government capacity-Managing competencies-Job categories and career paths-Acquiring human capacity and talent-From training to

Reviews

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