bureaucrats are important symbols of the governments that employ them contrary to popular stereotypes they
determine much about the way policy is ultimately enacted and experienced by citizens while we know a
great deal about bureaucrats and their actions we know little about their development are particular types of
people drawn to government work or are government workers forged by the agencies they work in put simply
are bureaucrats born or are they made in becoming bureaucrats zachary w oberfield traces the paths of two
sets of public servants police officers and welfare caseworkers from their first day on the job through the end
of their second year examining original data derived from surveys and in depth interviews along with
ethnographic observations from the author s year of training and work as a welfare caseworker becoming
bureaucrats charts how public sector entrants develop their bureaucratic identities motivations and attitudes
ranging from individual stories to population wide statistical analysis oberfield s study complicates the long
standing cliché that bureaucracies churn out bureaucrats with mechanical efficiency he demonstrates that
entrants bureaucratic personalities evolved but remained strongly tied to the views identities and motives that
they articulated at the outset of their service as such he argues that who bureaucrats become and as a result
how bureaucracies function depends strongly on patterns of self selection and recruitment becoming
bureaucrats not only enriches our theoretical understanding of bureaucratic behavior but also provides
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hearing examined whether federal child welfare and foster care programs could be streamlined to better help children focusing on the efficacy of section 427 of the 1980 adoption assistance and child welfare act which requires states to report on compliance with 18 separate child protection strategies testimony regarding the streamlining or elimination of section 427 was heard from 1 assistant secretary mary jo bane children and families u s department of health and human services 2 new jersey department of human services 3 national fatherhood initiative 4 los angeles county department of children and family services 5 cook county office of public guardian 6 karen aileen howze an adoptive parent 7 american civil liberties union 8 child welfare league of america 9 children s rights council 10 brigitte berger a sociology professor 11 maryland citizen foster care review board and 12 national association of foster care reviewers written submissions were also provided by other interested individuals and organizations mdm this study deals with the interfaces between bureaucratized social service agencies social workers and clients russell k schutt covers significant topics of the history and organization of labor unions he illuminates important questions concerning the degree to which initially democratic organizations are overcome by economic forces and how organizational and environmental features play a role in allowing this to happen the object of the study is large union of public welfare employees spawned in the turbulent 1960s the young union once pledged to reform the welfare system had by the 1980s become a bureaucratic structure focused on traditional economic goals dr schutt has drawn on theory and research in the areas of organizations social movements and public welfare and makes a unique contribution to each area a combination of intensive interviews questionnaire surveys archival records and observational notes provide the data for his analyses investigates charges that psychological testing of civil servants by federal departments and agencies invades their right of privacy in 2016 americans fed up with the political process vented that frustration with their votes republicans nominated for president a wealthy businessman and former reality show host best known on the campaign trail for his sharp rhetoric
against immigration and foreign trade democrats nearly selected a self described socialist who ran on a populist platform against the influence of big money in politics while it is not surprising that americans would channel their frustrations into votes for contenders who pledge to end business as usual the truth is that we don t have to pin our hopes for greater participation on any one candidate all of us have a say if we learn master and practice the skills of effective citizenship one of the biggest roadblocks to participation in democracy is the perception that privileged citizens and special interests command the levers of power and that everyday americans can t fight city hall that perception is undoubtedly why a 2015 pew charitable trusts survey found that 74 percent of those americans surveyed believed that most elected officials didn t care what people like them thought graham and hand intend to change that conventional wisdom by showing citizens how to flex their citizenship muscles they describe effective citizenship skills and provide tips from civic experts even more importantly they offer numerous examples of everyday americans who have used their skills to make democracy respond the reader will see themselves in these examples of citizens who chose to be victorious participants rather than tranquil spectators in the arena of democracy by the end of the book you will have new confidence that citizen participation is the lifeblood of america and will be ready to make governments work for you not the other way around for many diehard music fans and critics oklahoma born james talley ranks among the finest of american singer songwriters talley s unique style a blend of folk country blues and social commentary draws comparisons with the likes of woody guthrie merle haggard and johnny cash in this engaging down to earth memoir talley recalls the highs and lows of his nearly fifty year career in country music talley s story begins in the hardscrabble towns of eastern oklahoma as a young man he witnessed poverty and despair and worked alongside ordinary americans who struggled to make ends meet he has never forgotten his oklahoma roots these experiences shaped talley s artistic vision and inspired him to write his own songs eventually talley landed in nashville where his first years included exciting brushes with
fame but also bitter disappointments as an early champion of social justice causes his ideals did not fit neatly into nashville’s star making machine by his own admission talley at times made poor business decisions and trusted the wrong people his relationship with the country music industry was and still is fraught but he makes no apology for staying true to his core principles nashville city blues offers hard won wisdom for any aspiring artist motivated to work hard and handle whatever setbacks might follow readers will also gain valuable understanding about the country music industry and the inescapable links between commerce and artistry moore tells the unique true story of a young single white woman who must learn about everything from nappy hair to ashy skin when she adopts a five year old african american girl from the los angeles county department of children’s services master the civil service exams offers complete test preparation for the written exam so you can pursue a government job math verbal and clerical exercises plus four full length practice tests build skills and confidence while experts in the field provide an inside scoop on how to become a first rate job candidate you will also find up to date information on the civil service job market and projected areas of growth this revised and expanded edition of a benchmark collection compares how civil services around the world have adapted to cope with managing public services in the 21st century the volume provides insights into multi level governance juridification and issues of efficiency and responsiveness as well as exploring the impact of fiscal austerity the nihilesthete is a novel with great intensity that depicts the relations between artists and their enemies this report examines the practice of recruiting externally to the senior civil service scs outside recruitment has been used to fill skills shortages and to bring new perspectives to government but has also been criticised for potentially diluting core civil service values and for being poor value for money pasc concludes that the senior civil service has depended too heavily on external recruitment in recent years and should now take steps to reduce its reliance on outside appointments pasc also found that external recruits do not appear to perform better than career civil servants despite being paid more on average
and many leave civil service employment relatively quickly nonetheless given the existence of skills gaps and the other benefits that external recruits can bring pasc believes that there will continue to be a place for outside appointments in civil service recruitment pasc further concludes that the extent of recent external recruitment is symptomatic of a wider concern the ability of the civil service to identify its current and future skills needs and to plan effectively to meet those needs pasc recommends that the emphasis of civil service employment policy should be on developing its own people and skills rather than seeking to draw these in from outside today s increasingly sophisticated psychological and neuropsychological assessments allow for a greater understanding and improved evaluations in forensic psychology by integrating discussions of modern psychological and neuropsychological tests with extant civil and criminal cases forensic psychology and neuropsychology for criminal and civil cases second edition serves as a fully updated professional resource outlining modern behavioral science s impact on the legal system this second edition synthesizes the theoretical empirical and clinical literature examining it through the lens of case application the book is divided into three parts to look at foundational legal ethical and applied issues criminal forensic evaluations and civil forensic evaluations chapters new to this edition address substance abuse and intoxication interviewing and interrogation criminal profiling faked amnesia and recall skills post concussive syndrome pcs post traumatic stress disorder ptsd and trends and research directions clinicians researchers and psychologists practicing in any number of related fields will be able to address relevant questions from both criminal forensic and civil forensic perspectives key features presents the latest advances in methodology and technology to assist forensic professional in assessment and case formulation in the search for ground truth in applied settings outlines base rates for forensic areas of concern especially helpful in evaluation report writing and courtroom testimony as an expert witness addresses complex criminal issues such as competency to stand trial criminal responsibility mitigating defenses and violence risk forensic psychology and
neuropsychology for criminal and civil cases second edition is an invaluable resource to clinicians experts witnesses and legal professionals a helpful adjunct for mental health experts to formulate sound direct and cross examination strategies and eliciting suggestions for forensically related treatment and intervention in 2007 08 central government recruited more than 40 000 new staff with 78 per cent for positions at junior grades the nao s analysis of how six organisations recruit identifies three common issues the costs of staff used in the recruitment process are too high the length of the recruitment process is too long and the quality of the recruitment process needs to be improved there is no centrally held data on the cost of central government recruitment programmes but the nao has found the internal staff costs of recruiting an individual vary from 556 to 1 921 per position there is the potential to reduce these costs by up to 68 per cent which could deliver savings in internal staff costs across government of up to 35 million a year without compromising the quality of the candidates appointed it can typically take 16 weeks to recruit a new member of staff time could be saved by better anticipating recruitment demands using resources more effectively and where possible standardising the process there is little evidence that central government organisations systematically test the quality or effectiveness of their recruitment process information on turnover of staff or surveys of candidates and managers are not routinely used to identify the successes and failings of the recruitment process the report identifies a range of possible ways of improving external recruitment ranging from better workforce planning and the standardisation of advertisements and job descriptions to tailoring the amount of resource used in recruitment to the type of vacancy and sifting out unsuitable candidates at a much earlier stage in the process

Re-engineering the Welfare System
bureaucrats are important symbols of the governments that employ them contrary to popular stereotypes they determine much about the way policy is ultimately enacted and experienced by citizens while we know a great deal about bureaucrats and their actions we know little about their development are particular types of people drawn to government work or are government workers forged by the agencies they work in put simply are bureaucrats born or are they made in becoming bureaucrats zachary w oberfield traces the paths of two sets of public servants police officers and welfare caseworkers from their first day on the job through the end of their second year examining original data derived from surveys and in depth interviews along with ethnographic observations from the author s year of training and work as a welfare caseworker becoming bureaucrats charts how public sector entrants develop their bureaucratic identities motivations and attitudes ranging from individual stories to population wide statistical analysis oberfield s study complicates the long standing cliché that bureaucracies churn out bureaucrats with mechanical efficiency he demonstrates that entrants bureaucratic personalities evolved but remained strongly tied to the views identities and motives that they articulated at the outset of their service as such he argues that who bureaucrats become and as a result how bureaucracies function depends strongly on patterns of self selection and recruitment becoming bureaucrats not only enriches our theoretical understanding of bureaucratic behavior but also provides practical advice to elected officials and public managers on building responsive accountable workforces

**Becoming Bureaucrats**
this hearing examined whether federal child welfare and foster care programs could be streamlined to better help children focusing on the efficacy of section 427 of the 1980 adoption assistance and child welfare act which requires states to report on compliance with 18 separate child protection strategies testimony regarding the streamlining or elimination of section 427 was heard from 1 assistant secretary mary jo bane children and families u s department of health and human services 2 new jersey department of human services 3 national fatherhood initiative 4 los angeles county department of children and family services 5 cook county office of public guardian 6 karen aileen howze an adoptive parent 7 american civil liberties union 8 child welfare league of america 9 children s rights council 10 brigitte berger a sociology professor 11 maryland citizen foster care review board and 12 national association of foster care reviewers written submissions were also provided by other interested individuals and organizations mdm

**Child Welfare Programs**

1995

this study deals with the interfaces between bureaucratized social service agencies social workers and clients russell k schutt covers significant topics of the history and organization of labor unions he illuminates important questions concerning the degree to which initially democratic organizations are overcome by
economic forces and how organizational and environmental features play a role in allowing this to happen the object of the study is large union of public welfare employees spawned in the turbulent 1960s the young union once pledged to reform the welfare system had by the 1980s become a bureaucratic structure focused on traditional economic goals dr schutt has drawn on theory and research in the areas of organizations social movements and public welfare and makes a unique contribution to each area a combination of intensive interviews questionnaire surveys archival records and observational notes provide the data for his analyses

**Organization in a Changing Environment**

1986-01-01

investigates charges that psychological testing of civil servants by federal departments and agencies invades their right of privacy

**Reports of Selected Cases Decided in Courts of the State of New York Other Than the Court of Appeals and the Appellate Division of the Supreme Court**
in 2016 americans fed up with the political process vented that frustration with their votes republicans nominated for president a wealthy businessman and former reality show host best known on the campaign trail for his sharp rhetoric against immigration and foreign trade democrats nearly selected a self described socialist who ran on a populist platform against the influence of big money in politics while it is not surprising that americans would channel their frustrations into votes for contenders who pledge to end business as usual the truth is that we don t have to pin our hopes for greater participation on any one candidate all of us have a say if we learn master and practice the skills of effective citizenship one of the biggest roadblocks to participation in democracy is the perception that privileged citizens and special interests command the levers of power and that everyday americans can t fight city hall that perception is undoubtedly why a 2015 pew charitable trusts survey found that 74 percent of those americans surveyed believed that most elected officials didn t care what people like them thought graham and hand intend to change that conventional wisdom by showing citizens how to flex their citizenship muscles they describe effective citizenship skills and provide tips from civic experts even more importantly they offer numerous examples of everyday americans who have used their skills to make democracy respond the reader will see themselves in these examples of citizens who chose to be victorious participants rather than tranquil spectators in the arena of democracy by the end of the book you will have new confidence that citizen participation is the lifeblood of america and will be ready to make governments work for you not the other way around
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Hearings, Reports and Prints of the Senate Committee on the Judiciary

1966

moore tells the unique true story of a young single white woman who must learn about everything from nappy hair to ashy skin when she adopts a five year old african american girl from the los angeles county department of children s services

Psychological Tests and Constitutional Rights

1966

master the civil service exams offers complete test preparation for the written exam so you can pursue a government job math verbal and clerical exercises plus four full length practice tests build skills and confidence while experts in the field provide an inside scoop on how to become a first rate job candidate you will also find up to date information on the civil service job market and projected areas of growth
this revised and expanded edition of a benchmark collection compares how civil services around the world have adapted to cope with managing public services in the 21st century the volume provides insights into multi level governance juridification and issues of efficiency and responsiveness as well as exploring the impact of fiscal austerity

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Proceedings of the Board of Supervisors of Ontario County

1977
Today's increasingly sophisticated psychological and neuropsychological assessments allow for a greater understanding and improved evaluations in forensic psychology by integrating discussions of modern psychological and neuropsychological tests with extant civil and criminal cases. Forensic psychology and neuropsychology for criminal and civil cases, second edition, serves as a fully updated professional resource outlining modern behavioral science's impact on the legal system. This second edition synthesizes the theoretical, empirical, and clinical literature examining it through the lens of case application. The book is divided into three parts to look at foundational legal, ethical, and applied issues in criminal forensic evaluations and civil forensic evaluations. Chapters new to this edition address substance abuse and intoxication, interviewing and interrogation, criminal profiling, faked amnesia, and recall skills. Post-concussive syndrome (PCS), post-traumatic stress disorder (PTSD), and trends and research directions. Clinicians, researchers, and psychologists practicing in any number of related fields will be able to address relevant questions from both criminal forensic and civil forensic perspectives. Key features include:

- Presents the latest advances in methodology and technology to assist forensic professionals in assessment and case formulation in the search for ground truth in applied settings.
- Outlines base rates for forensic areas of concern, especially helpful in evaluation report writing and courtroom testimony as an expert witness.
- Addresses complex criminal issues such as competency to stand trial, criminal responsibility, mitigating defenses, and violence risk.
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in 2007–08 central government recruited more than 40,000 new staff with 78 per cent for positions at junior grades. The NAO's analysis of how six organisations recruit identifies three common issues: the costs of staff used in the recruitment process are too high, the length of the recruitment process is too long, and the quality of the recruitment process needs to be improved. There is no centrally held data on the cost of central government recruitment programmes, but the NAO has found that the internal staff costs of recruiting an individual vary from £556 to £1,921 per position. There is the potential to reduce these costs by up to 68 per cent, which could deliver savings in internal staff costs across government of up to £35 million a year without compromising the quality of the candidates appointed. It can typically take 16 weeks to recruit a new member of staff; time could be saved by better anticipating recruitment demands, using resources more effectively, and where possible standardising the process. There is little evidence that central government organisations systematically test the quality or effectiveness of their recruitment process. Information on turnover of staff or surveys of candidates and managers are not routinely used to identify the successes and failings of the recruitment process. The report identifies a range of possible ways of improving external recruitment, ranging from better workforce planning and the standardisation of advertisements and job descriptions to tailoring the amount of resource used in recruitment to the type of vacancy and sifting out unsuitable candidates at a much earlier stage in the process.
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2009

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2004
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