



# Strategic Human Resource Management in the Public Arena

## A Managerial Perspective

J. Barton Cunningham

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Increasingly the public sector is facing a range of unique and complex challenges. As a result, human resource management is vital in changing organizations, engaging people, and in assisting in the implementation of strategies and objectives.

Strategic Human Resource Management in the Public Arena focuses on the specific challenges of the public and non-profit sectors. It takes a managerial approach, focusing on how HR practices and processes can be aligned with an organization's strategic objectives, with each chapter structured around implementing or designing an HR process for an organization's unique setting and strategic priorities.

Key features:

- Puts the reader in the role of a manager.
- Recognizes the unique perspective of public sector organizations and the growing research and theory on public sector organizations.
- Includes a wealth of practice-based, problem-solving activities.

This core textbook is the ideal companion for Undergraduate and Postgraduate students taking modules in SHRM or Public Sector Management.

J. Barton Cunningham is a Professor in the School of Public Administration at the University of Victoria, Canada.

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