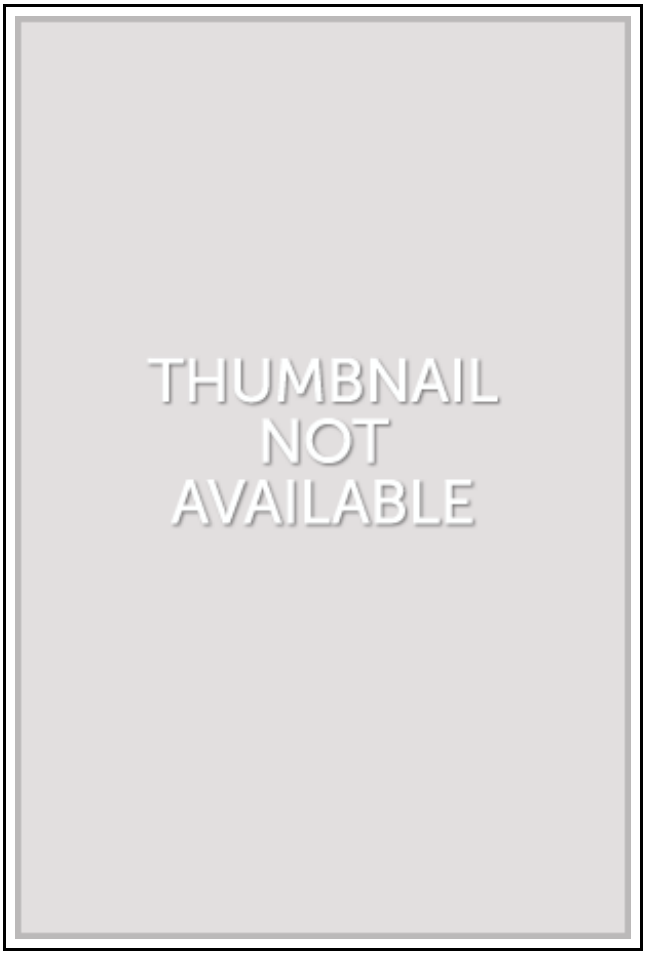
The Daughters of an Empress



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Reviews

Very useful to any or all group of men and women. I am quite late in start reading this one, but better then never. You are going to like just how the blogger publish this book.
(Kristian Nader)

THE DAUGHTERS OF AN EMPRESS

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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 22 pages. Original publisher: Washington, DC : U. S. General Accounting Office, 2003 OCLC Number: (OCoLC)53173284 Subject: Strategic planning -- United States. Excerpt: . . . Potential safeguards: Require DOD to fully track and periodically report on its implementation and results of its new human capital program. Such reporting could be on a specified timetable with sunset provisions. Require DOD to undertake evaluations that are broadly modeled on the evaluation requirements of OPMs personnel demonstration program. Under the demonstration project authority, agencies must evaluate and periodically report on results, implementation of the demonstration project, cost and benefits, impacts on veterans and other EEO groups, adherence to merit principles, and extent to which the lessons from the project can be applied elsewhere, including governmentwide. Provide that such reports be done jointly, in consultation with, or subject to review and approval of OPM. Safeguards for Specific DOD Human Capital Policies and Practices Performance Management and Pay Reform DOD has said that the cornerstone of the NSPS will be a broad banded performance management and pay for performance systems. Performance-based pay flexibility for broad-based employee groups should be grounded in performance management systems that are capable of supporting pay and related decisions. DODs personnel demonstration projects clearly provide helpful insights and valuable lessons learned in connection with broad banding and pay for performance efforts. At the same time these projects and related DOD efforts involve less than 10 percent of DODs civilian workforce and expanding these approaches to the entire department will require significant effort and likely need to be implemented in phases over several years. Potential safeguards: Establish statutory standards that an agency must have in place before it can implement broad banding or a more performance-based pay program: Assure...

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