Digital Transformation in Public Sector Human Resource Management

Part of the Advances in Human Resources Management and Organizational Development Book Series

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HR

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Description:

The advent of the Fourth Industrial Revolution (4IR) has created a pressing need for digital transformation in human resources management (HRM) in public institutions. Traditional practices must be updated, preventing institutions from effectively managing their workforce and meeting stakeholder demands. The lack of digitalization leads to inefficiencies, ineffective performance evaluation, and an inability to adapt to the rapidly evolving technological landscape. This gap between existing HR practices and the demands of the digital age poses a significant challenge for public sector organizations.

Digital Transformation in Public Sector Human Resource Management offers a comprehensive solution to the challenges faced by public institutions. The book provides practical insights and strategies for aligning HR practices with the modern technological landscape by exploring how digital transformation can revolutionize HRM processes. It demonstrates the benefits of adopting digital technologies and innovative strategies in public sector HRM through real-world examples and case studies. The book guides public sector professionals, policymakers, and academics, helping them navigate the complexities of digital transformation in HRM.

This book is not just a theoretical exploration, but a practical tool for driving change in public institutions. Organizations can improve employee performance, enhance decision-making, and ultimately deliver better public services by implementing the strategies and best practices outlined in the book. With a focus on digital talent management, workforce planning, and intelligent HR systems, this book equips public sector professionals with the knowledge and tools they need to thrive in the digital age.

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Hardcover: $290.00   **E-Book: $290.00**   **Hardcover + E-Book: $350.00**

Topics Covered:

- Best Practices in Tech Implementation
- Challenges of Tech Adoption in HRM
- Deployment of Digital Technologies
- Digital Hiring in the Public Sector
- Digital Transformation in Public Sector HRM
- Digital Workforce Planning
- Disruptive HRM Innovations
- Ensuring Digital Talent Management
- HR Analytics and Decision Making
- Human Resources Management
- Investment in Workforce Skills
- Managing Performance in the Public Sector
- Role of HRM in Change
- Smart HR Systems
- Talent Acquisition for Transformation
- Talent Poaching in the Public Sector
- Talent Retention Strategies
- Talent Wastage in Public Sector HRM
- Tech Adoption Opportunities
- Understanding Digital Transformation in Public Sector HRM

Subject: Computer Science & Information Technology

Classification: Edited Reference

Readership Level: Advanced-Academic Level (Research Recommended)

Research Suitable for: Advanced Undergraduate Students; Graduate Students; Researchers; Academicians; Professionals; Practitioners

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