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The Encyclopedia of Human Resource Management gives human resource professionals the knowledge, information, and tools needed to implement the best practices in the field. Author Bios William J. Rothwell ,

Ph.D., SPHR, professor of Workforce Education and Development, Department of Learning and Performance Systems, Pennsylvania State University and president of Rothwell and Associates, Inc.

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â€¢ Civil Service Branch determines and communicates overall Human Resource Management policies and advises departments on the implementation of these policies. â€¢ Policy branches and departments are responsible for implementing central Human Resource Management policy and developing the HRM plans to meet their own needs.

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