參考書目

書籍目錄:研究報告彙編

書名:考試院研究發展委員會專題研究報告彙編(四)

目錄:公務人員淘汰機制之研究

章節:參考書目

Ball, G. A.; Trevino, L. K. and Sims, H. P. 1994. Just and Unjust Punishment: Influences on Subordinate Performance and Citizenship. Academy of Management Review, 37, 299-322.

Bies, R. J. and Moag, J. S. 1986. Interactional Justice: Communication Criteria of Fairness. Negotiation in Organizations, 1, 43-55.

Blum, T. C. and Roman, P. M. 1995. Cost-Effectiveness and Preventive Implications of Employee Assistance Programs. Washington, D.C: U.S. Department of Health and Human Services.

Boyd, M. 1994. One Bad Apple. Incentive, 168(8), 64-69.

Brewer, G. 1997. The Fine Art of Firing. Sales and Marketing Management, 149(4), 67.

Bruce, W. 1989. Educating Supervisors to Deal with the Problem Employee. Public Productivity Review, 12(3), 323-329.

Cole, N. D. and Latham, G. P. 1997. Effects of Training in Procedural Justice on Perceptions of Disciplinary Fairness by Unionized Employees and Disciplinary Subject Matter Expert. Journal of Applied Psychology, 82, 699-705.

Douglas, McDonnell. 1989. Corporation's EAP Produces Hard Data. ALMACAN, 19, pp. 18-26.

Dreasang, D. L. 1999. Public Personnel Management and Public Policy. New York: Longman.

Folger, R. C. 1998. Organizational Justice and Human Resources

Management. Thousand Oaks, Calif.: Sage.

Fournies, F. F. 1990. Why Employees Don't. Success, 37(3), 42-43.

Garrett, E. M. 1993. Can This Employee be Saved? Small Business Reports, 18(2), 26-36.

Giacalone, R. A. and Greenberg, J. (eds.) 1997. Antisocial Behavior in Organizations. Thousand Oaks, Calif.: Sage.

Hosmer, L. T.1995. Trust: The Connecting Link Between Organization Theory and Philosophical Ethics. Academy of Management Review, 20, 379-403.

Ingraham, Patricia Wallace; Selden, Sally Coleman; and Maynihan, Donald P. 2000. People and Performance: Challenges for the Future Public Service —— the Report from the Wye River Conference. Public Administration Review, 60, 54-60.

Kearns, K. P. 1996. Managing for Accountability: Preserving the Public Trust in Public and Non Profit Organization. San Francisco: Jossey-Bass.

Klingner, D. E. and Nalbandian, J. 1998. Public Personnel Management:

Contexts and Strategies. 4th ed.. Englewood Cliffs, N. J.: Prentice-Hall.

Little, J. H. 1996. Thinking Government: Bringing Democratic Awareness to Public Administration. In Wamsley, G. L. and Wolf, J. F. (eds.) Refounding Democratic Public Administration Modern paradoxes, Postmodern Challenge (pp.327-350). Thousand Oaks, Calif.: Sage.

Lussier, R. N. 1990. Increasing Performance of Problem Employees. Supervision, 51(12), 3-4.

Mann, B. R. 1993. Behavior Mismatch: How to Manage Problem Employees Whose Actions Don't match Your Expectations. New York: AMACOM. National Performance Review. 1993. Creating a Government That Works Better and Costs Less. Washington, D.C.: Office of the Vice President. Neuman, Joel H. and Baron, Robert A. 1997. Aggression in the Workplace. In Robert A. Giacalone and Jerald Greenberg (eds.), Antisocial Behavior in

OECD. 1996. Ethics in the Pubic Sector: Current Issues and Practice. Paris: Organization for Economic and Co-operation and Development.

Organizations. Thousand Oaks, Calif.: Sage.

OECD. 1997. In Search of Results: Performance Management Practices. Paris: OECD.

OECD. 1999. Pubic Sector Corruption: An International Survey of Prevention Measures. Paris: Organization for Economic and Co-operation and Development.

Public Service and Merit Protection Commission. 1999. The Essentials—Managing Poor Performance. http://www.psmpc.gov.au/publications96/essentials1.htm

Ralfs, M. and Morley, J. 1990. Turning Employee Problem into Triumphs. Training and Development Journal, 44(11), 73-76.

Riley, Dennis D. 1993. Public Personnel Administration. New York: Harper Collins.

Robinson, S. L. and Bennett, R. J. 1995. A Typology of Deviant Workplace Behaviors: A Multidimensional Scaling Study. Academy of Management Journal, 38, 565.

Robinson, Sandra L. and Bennett, Rebecca J. 1995. A Typology of Deviant Workplace Behaviors: A Multidimensional Scaling Study. Academy of Management Journal, 38, 565-.

Robisch, T. G. 1996. The Reluctance of Federal Managers to Utilize Formal Procedures for Poorly-Performing Employee. Review of Public Personnel Administration, Spring, 73-88.

Schultz, Ellen. 1994a. Open Secrets: Medical Data Gathered By Firms Can Prove Less than Confidential. Wall Street Journal, May 18, 1994, p. 1. Schultz, Ellen. 1994b. If You Use Firm's Counselors, Remember Your Secrets Could Be Used Against You. Wall Street Journal, May 26, 1994, p.1. State Service Commission. 1999. Improving Accountability: Developing An

Integrated Performance System (Occasional Paper No. 11). Wellington, New Zealand: tate Service Commission

Trevino, L. K. 1992. The Social Effects of Punishment In Organizations: A Justice Perspective. Academy of Management Review, 17(4), 647-676.

U. S. Office of Personnel Management. 1998. Addressing and Resolving Poor Performance: A Guide for Supervisors. Washington, DC.: U. S. OPM.

U.S. Merit System Protection Board. 1997. Adherence to the Merit Principles in the Workplace. Washington, D.C.: MSPB.

U.S. Office of Personnel Management. 1999. Poor Performances in Government: A Quest for the True Story. Washington, D.C.: U. S. OPM.

吳庚,1997,行政法之理論與實用,台北:三民。

施能傑,1995,「政府人事政策改革的思考架構與當務之急」,人事月刊 第 20 卷第 4 期,頁 25-32。

施能傑,1998,「政府的績效管理」,人事月刊,第 153 期,頁 35-53。 施能傑,1999,美國政府人事管理,台北:商鼎文化。

蔡秀涓,1999,「績效不佳員工的處理:美國聯邦政府的經驗與啟示」, 人事行政,第129期,頁20-39。