

Additional Resources on Strategic Approaches to Employee Retention and Engagement

Books and articles:

- Berman, E.M., J.S. Bowman, J.P. West and M.R. Van Wart. 2015. *Human Resource Management in Public Service: Paradoxes, Processes, and Problems*. Thousand Oaks: SAGE Publications.
- Berman, E. M., & West, J. P. (2003). Psychological Contracts in Local Government A Preliminary Survey. *Review of public personnel administration*, 23(4), 267-285.
- Bright, L. (2010). Why age matters in the work preferences of public employees: A comparison of three age-related explanations. *Public Personnel Management*, 39(1), 1-14.
- Crumpacker, M., & Crumpacker, J. M. (2007). Succession planning and generational stereotypes: should HR consider age-based values and attitudes a relevant factor or a passing fad? *Public Personnel Management*, 36(4), 349-369.
- Ertas, N. (2015). Turnover intentions and work motivations of millennial employees in federal service. *Public Personnel Management*. Online First, doi:0091026015588193.
- Grawitch, M.J. and D.W. Ballard. 2015. *The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees*. Washington DC: American Psychological Association (APA).
- Lester, S. W., Standifer, R. L., Schultz, N. J., & Windsor, J. M. (2012). Actual versus perceived generational differences at work an empirical examination. *Journal of Leadership & Organizational Studies*, 19(3), 341-354.
- Pfeffer, J. (2010). Building sustainable organizations: The human factor. *The Academy of Management Perspectives*, 24(1), 34-45.
- West, J. P., & Berman, E. M. (2011). The Impact of Management Work Habits on Public Sector Performance: A Study of Local Government Managers. *Public Personnel Management*, 40(1), 63-87.

Reports:

Workforce of Tomorrow (2015). A report released today by the Local Government Research Collaborative (LGRC) and the Center for State and Local Government Excellence (SLGE). Available via the International City/County Management Association web site:

http://icma.org/en/icma/knowledge_network/documents/kn/Document/307943/Workforce_of_Tomorrow

Partnership for Public Service (2014). Best Places to Work in the Federal Government, Federal Employee Viewpoint Survey. <http://ourpublicservice.org/publications/viewcontentdetails.php?id=493>

Partnership for Public Service (2009). Great Expectations! What Students Want in an Employer and How Federal Agencies Can Deliver It. Available online at www.ourpublicservice.org

Partnership for Public Service (2008). Getting On Board: A Model for Integrating and Engaging New Employees. Available online at www.ourpublicservice.org

Web sites:

Governing Magazine: <http://www.governing.com>

The Public Manager: <https://www.td.org/Publications/Magazines/The-Public-Manager>

International City/County Management Association (ICMA) Career Compass:

http://icma.org/en/icma/knowledge_network/documents/kn/Document/303257/Career_Compass_Anthology_Volume_I