

HUMAN RESOURCES MANAGEMENT CURRICULUM GUIDELINES

Personal Learning Need And Interest; And Importance Ranking

Highest ranking = 1
 Lowest ranking = 4

Your personal learning need and interest
1-4

Importance to your court organization
1-4

Curriculum Guidelines

<p>1</p>	<p>Vision and Purpose Courts that are managed effectively have a strategic vision that reflects enduring court purposes and responsibilities. The court's strategic vision should resonate in Human Resources Management and all other court functions and processes. Courts should be model employers with policies and practices that comply with state and federal employment laws and regulations and relevant ethical codes. But legal requirements imposed by others must be integrated with judicial independence and the inherent powers doctrine. A competent judiciary is independent in philosophy, form, and practice. It delivers justice from the bench but also on the phone, at the counter, and the bar of the court. When Human Resources reflects court purposes and is aligned with the courts strategic vision, it supports all other core competencies, particularly Leadership; Visioning and Strategic Planning; and Education, Training, and Development.</p>		
<p>2</p>	<p>HR Fundamentals For court leaders to manage and improve Human Resources, they must understand the fundamentals. The fundamentals begin with job analysis to understand court jobs and duties, required competencies, and specific job environments. Identifying, attracting and recruiting, and selecting good applicants for court positions, and compensating, developing, and retaining them are critical Human Resources fundamentals. Compensation refers, at a minimum, to the many forms of financial rewards and other benefits. Compensation flows from performance management, which includes but is more than performance appraisal. Employee relations and legal requirements are crucial. Are court employees representative of the community? Human Resources fundamentals are known to and skillfully managed by effective judicial leadership teams.</p>		
<p>3</p>	<p>Context and Fairness Fairness in court Human Resources ensures that the actions of court employees, particularly supervisors, are acceptable. Concerning fairness, the court must be a model employer, which serves the court's mission, and protects court stakeholders. Among those stakeholders are court employees. Court structure and organization, civil service rules, merit procedures, and collective bargaining agreements define the organizational context in which fair court Human Resource Management is situated. Whatever the context, court Human Resource Management should be fair and impartial.</p>		
<p>4</p>	<p>Management and Supervision Skillful management and supervision is crucial to Human Resource Management in any organization, including courts. The Human Resources Management competency includes not only functions traditionally associated with "personnel," but also knowledge, skills and abilities associated with leading, supervising, and managing a cohesive court. It is axiomatic that leadership and management underpin Human Resource Management. There is obvious overlap between this and the NACM Leadership Core Competency. Court leaders who oversee Human Resources must be skilled managers and supervisors. Through their practices and conduct they model the values, attitudes, and behaviors that define a high performance court. They understand the importance of consistency across the court. Human Resources is critical to creating a cohesive court and maintaining a high performance court culture.</p>		