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## Beitrage Zur Kenntniss Des Russischen Reiches Und Der Angranzenden Lander Asiens (10)

By United States. Office of Personnel

RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 94 pages. Original publisher: Washington, DC : U. S. Office of Personnel Management : For sale by the U. S. G. P. O. , Supt. of Docs. , 2002. OCLC Number: (OCoLC)49818555 Subject: Civil service -- Salaries, etc. -- United States. Excerpt: . . . 7Employee expectations. The employees of the 1940s and 1950s shared the experiences of economic depression and war. They sought stability and security. The Federal compensation system, with its career ladders ( where employees start their careers in positions at low grades with the prospect of advancement over time to higher-grade positions ), time-based pay increases, and benefits keyed to length of service, reflects a conception of employment predicated on a 30-year career with the same employer. That model is designed to reward loyalty by providing stable and secure employment, reflecting and meeting those needs. But increasingly employees neither expect nor seek that form of security from their employer. Instead, they expect immediate rewards and recognition for their individual accomplishments and consider continued employability the key to security. Stakeholder expectations. Employees and their representatives, as well as agencies and other stakeholders, have expectations about...



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