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## Reaction Paper

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## Reaction Paper

### Part 1

Human resource management (HRM) is an essential part of ensuring operative governance in the democratic administration. The critical idea identified in the reading is the constitutional right to public employment. Both local and federal administrations are required to keep the standards for experienced public managers critical to human resource managers. This will include respecting individuals' rights based on the constitution by engaging in the policy process and examining and developing solutions to problems facing them (Fredericksen et al., 2015). The authors gave the idea to present and sightsee the vital tenacities of HRM in the public and deliberate on the strategies utilized in achieving the goals, and provide readers with relevant practices required in their skills after recognizing the concepts, basis and practices in for-profit and public human resource.

The method used to present the information in the United States constitution bill of rights is developed to safeguard individuals' rights from the government's evil activities. The evidence presented is the Thomas Jefferson letter to James Madison, which articulated the discontent with the initial constitutional draft regarding the listing of the citizen's rights. However, Jefferson argued that the bill of rights is what protects individuals against the administration. Therefore, although the bill of rights previously was implemented to legal citizens, only that worked with the administration. The fourteenth amendment's implementation resulted in changes that led to the extension of the fortification to all people and their association with the administration. This critical idea concluded that the defense provided to all people is also applicable to almost every individual in their local administration. And while the government is the employee, the

constitution has limited the government from dealing with public employees because public agency managers will be responsible for dealing with public employees.

## **Part 2**

The constitution is a resourceful document for the public employees because it stipulates their rights at work in the bill of rights. Therefore, the first amendment only restricts government actions towards interfering with public employees' rights. For example, according to Rosenbloom (2014), the first amendment stipulates that Congress cannot make laws regarding the development of religion or eliminating the free practices from that place or linking the independence of talking and gathering. Therefore, this provides more power to the public employees. I agree that the bill of Rights protects individuals from hateful acts from the administration. Public employees work for the government. Thus, the government is their employer. This makes the public workers have fortification from vengeance for practicing indisputable first amendment rights.

Moreover, the constitutional rights provided to the public employees are stipulated in the bill of rights. Although this right provides certain privileges in the public workplace, the employees will need to ensure they do not excessively affect the government procedures and processes. According to Rosenbloom (2014), there is a need to have balance in the use of these rights because the balance will be attained by first considering the public employees' rights in the bill of rights and the competing interest with the court as well as the government as the employer in providing public service and improving citizens' well-being. Nevertheless, the courts are careful when restricting the right to speech that is based on public concern.

The first amendment has limited the government in infringement of the public employees' rights. Hence, this will require the federal administration not to interfere with the employee's rights to press, speech, petition and religion. According to Rosenbloom (2014), the fourteenth amendment has restricted both local and federal administrations from invading those rights. Hitherto, another influential restriction in people's rights is the authority of employers to release public employees. On the other hand, private employees are not protected by the first amendment from being discharged from work. However, I agree that the for-profit and non-profit employers' employment practices may be unconstitutional when used with the public supervisors.

Public employees have many fortifications. For example, when they are in a union, they can be safeguarded from discharge at work caused unfairly. The administration does not have the right to keep a public employee in jail for grouchy concerning a scanty increase. However, the government may fire a worker for that cause except if it is of public concern. Nevertheless, most federal and local administrations have had civil service rules that guarantee sustained employment in case of moral behavior. Besides, the civil service regulations have developed a government agency to perform hearings on obtaining the evidence and determine if it is adequate to validate an expulsion or prolonged interruption. Therefore, public workers with these rights will have to decide if to use the stated defense or the first amendment protections while in court. Also, the supreme court has a say concerning the public employees' first amendment rights because it is essential for employees to claim against their employer as they are in a position they can learn the insufficiencies in the government and help in coming up with solutions.

## References

Fredericksen, E. D., Witt, S. L., Patton, W. D., & Lovrich, N. P. (2015). Human resource management: The public service perspective. *Routledge*.

Rosenbloom, D. H. (2015). Federal service and the constitution: The development of the public employment relationship. *Georgetown University Press*.

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