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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 44 pages. Original publisher: Washington, D. C. : U. S. General Accounting Office, 2004 OCLC Number: (OCoLC)56131833 Subject: Human capital -- United States -- Management. Excerpt: . . . and promoted knowledge transfers between the two agencies. Using ASD for traditional employee services was also common among the selected agencies. Many of them used ASD for their employee assistance programs, wellness and fitness centers, health units, or drug and alcohol testing, often using interagency services to provide these functions. By going to outside providers for these specialized services, agency officials believed that they were able to focus more on core activities in addition to gaining efficiencies by joining other agencies efforts. A DOE official, for example, said that the department used ASD for its fitness centers to avoid liability issues so that, for example, if an employee were injured using the center it would not be the responsibility of the department. DOE also reported joining another departments large contract for drug and alcohol testing to reduce its workload by not having to commit resources to contracting for the service itself. Officials also said they gained the benefit of having a neutral third-party provider, which was believed to be important because employees may be less likely to use services such as employee assistance programs when internally provided due to confidentiality issues. All of the selected agencies used ASD for at least one of their tier II Agencies Regarded ASD Use activities, which involve the implementation of human capital policy and for Tier II Activities as a Way strategy, including advisory services. Common examples of the agencies to Free Staff to Focus on ASD tier II activities are Core Activities training development and delivery, classification and staffing support, classification appeals...

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