

HISTORICAL SOURCES

1

PRIMARY SOURCES

Primary sources are immediate, first-hand accounts of a topic, from people who had a direct connection with it. Primary sources can include:

- Artefacts
- Oral history
- Texts of laws and other original documents
- Newspaper reports
- Speeches, diaries, letters and interviews
- Original research
- Data sets, survey data, such as census
- Photographs, video, or audio that capture an event



PROS

- Original data
- Accurate
- Not misinterpreted
- Physical sources like artifacts can be preserved
- Has a long lifetime (in case of oral traditions)



CONS

- Can be incomplete
- Language barriers with oral sources might mean something gets lost in translation
- Might be fragile
- Limited to specific time and place
- Time-consuming for research

SECONDARY SOURCES

Secondary sources are created by someone who did not experience first-hand or participate in the events or conditions you're researching. This includes works that analyze a historical event or era, generally utilizing primary sources to do so. Secondary sources can include:

- Most books about a topic
- Analysis or interpretation of data
- Scholarly or other articles about a topic, especially by people not directly involved
- Documentaries (though they often include photos or video portions that can be considered primary sources)
- Podcasts

2



PROS

- Provides more context
- Easy to access
- Saves time
- Generates new understanding and insights



CONS

- Author bias
- You have no control over the quality of the data
- Could be outdated data
- Could be inaccurate



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Historical Sources Of Personnel Work

Frank Barton Miller, Mary Ann Coghill



Historical Sources Of Personnel Work:

Personnel Literature, 1961 **Personnel Bibliography Series** United States Civil Service Commission. Library, 1960

The Personnel Management Function United States Civil Service Commission. Library, 1968 Bibliography of

Bibliographies in Personnel Administration United States Civil Service Commission. Library, 1963

Managing the

Human Factor Bruce E. Kaufman, 2019-06-30 Human resource departments are key components in the people management system of nearly every medium to large organization in the industrial world. They provide a wide range of essential services relating to employees including recruitment, compensation, benefits, training, and labor relations. A century ago, however, before the concept of human resource management had been invented, the supervision and care of employees at even the largest companies were conducted without written policies or formal planning and often in harsh, arbitrary, and counterproductive ways. How did companies such as United States Steel manage a workforce of 160,000 employees at dozens of plants without a specialized personnel or industrial relations department? What led some of these organizations to introduce human resources practices at the end of the nineteenth century? How were the earliest personnel departments structured and what were their responsibilities? And how did the theory and implementation of human resources management evolve both within industry and as an academic field of research and teaching? In *Managing the Human Factor*, Bruce E. Kaufman chronicles the origins and early development of human resource management (HRM) in the United States from the 1870s, when the Labor Problem emerged as the nation's primary domestic policy concern, to 1933 and the start of the New Deal. Through new archival research, an extensive review and synthesis of the historical and contemporary literatures, and case studies illustrating best and worst practices during this period, Kaufman identifies the fourteen ideas, events, and movements that led to the creation of specialized HRM departments in the late 1910s, as well as their further growth and development into strategic business units in the welfare capitalism period of the 1920s. The research presented in this book not only uncovers many new aspects of the early development of personnel and industrial relations but also challenges central parts of the contemporary interpretation of the concept and evolution of HRM. Rich with insights on both the present and past of human resource management, *Managing the Human Factor* will be widely regarded as the definitive account of the early history of employee management in American companies and a must read for all those interested in the indispensable function of managing people in organizations.

The Corporation as Family Nikki Mandell, 2003-04-03 The beginning of the twentieth century witnessed a remarkable growth of corporate welfare programs in American industry. By the mid 1920s, 80 percent of the nation's largest companies, including DuPont, International Harvester, and Metropolitan Life Insurance, engaged in some form of welfare work. Programs were implemented to achieve goals that ranged from improving basic workplace conditions to providing educational, recreational, and social opportunities for workers and their families, to establishing savings and insurance plans. Employing the critical lens of gender analysis, Nikki Mandell offers an innovative perspective on

the development of corporate welfare She argues that its advocates sought to build a new relationship between labor and management by recasting the modern corporation as a Victorian family Employers assumed the authoritative position of fathers assigned their employees the subordinate role of children and hired male and female welfare managers to act as corporate mothers charged with creating a harmonious household But internal conflict and external pressures weakened the corporate welfare system and it eventually gave way to a system of personnel management and employee representation With the abandonment of the familial model the form of corporate welfare changed but as Mandell demonstrates its content left an enduring legacy for modern industrial relations Managing Historical Records Programs Bruce William

Dearstyne,2000 Historical records are a focus and collecting area for many historical societies history museums and other historical agencies Yet many historical records programs face special challenges and needs including inadequate resource levels physical preservation problems and underdeveloped documentation appraisal and collecting policies In Managing Historical Records Programs Bruce Dearstyne s goal is to foster stronger more vibrant historical records programs by introducing the basics of archival work to historical agency personnel He describes strategies approaches principles and best practices of strong programs while providing lots of examples checklists and appendixes that help solve complex problems An important resource for anyone considering starting a historical records program or wishing to strengthen an existing one Book jacket **The Essential Guide to Workplace Investigations** Lisa Guerin,2025-06-01 Learn how to conduct a

complete and fair workplace investigation Workplace complaints carry serious legal and financial risks to a company so it s essential to act fast when you receive an employee complaint But an ineffective or poorly handled investigation can land your company in even more trouble than not performing one at all It s more important than ever to ensure your investigation is complete impartial and timely The **Essential Guide to Workplace Investigations** shows you how to legally and successfully investigate and resolve any type of complaint or problem It covers common issues such as harassment discrimination violence drug and alcohol use and theft The book guides you through each step of an effective investigation including deciding whether to investigate planning an investigation interviewing witnesses gathering and evaluating evidence documenting the investigation and more **Guide to Federal Records in the National Archives of the United States:**

Record groups 1-170 United States. National Archives and Records Administration,1995 **Introduction to the American Official Sources for the Economic and Social History of the World War** Carnegie Endowment for International Peace. Division of Economics and History,1926 List of editors publishers and plan of series 18 p at end Includes bibliographies **Monthly Labor Review** ,1962 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

The United States Government Manual ,1991 *United States Government Organization Manual* ,1991 **Environmental Health Perspectives** ,1993 **Standard Practice in Personnel Work** Eugene Jackson Bengé,1920 *The United States Government Manual* United States. Office of the

Federal Register,1981 *Bass & Stogdill's Handbook of Leadership* Bernard M. Bass,Ralph Melvin Stogdill,1990 For 15 years and through two editions this handbook has been indispensable for serious students of leadership Now in this third edition Bass introduces a decade of new findings on the newest theories and models of leadership With over 1 200 pages of essential information Bass Stogdill s Handbook of Leadership will continue to be the definitive resource for managers for years to come Report on Progress of the Works Program United States. Work Projects Administration,1938-06 **The Historical Sources of Personnel Work** Frank Barton Miller,Mary Ann Coghill,1961 **Personnel Management in Government** Katherine C. Naff,Norma M. Riccucci,2007-08-09 Human resources represents one of the largest shares of government budgets at every level The management of people who carry out the government s work is therefore a critical issue to politicians and government managers and leaders as well as citizens Regardless of which administration is in office or which reforms are being touted as necessary personnel are always at the heart of government and governing Personnel Management in Government Politics and Process highlights the rapid developments in public personnel administration and management As one of the bestselling texts in the field this sixth edition reflects the major changes that have occurred recently in government personnel administration including the authorization given to the new Department of Homeland Security and the Department of Defense to develop their own personnel management systems Addressing reforms in federal and state governments to illustrate the employment scene in public sector workforces this book continues to provide updated information on the political legal and managerial aspects of public personnel systems and policies Features Reflects the changing nature of public personnel administration Provides up to date knowledge on the political legal and managerial aspects of public personnel management Addresses developments in the Department of Homeland Security and in the Department of Defense Presents major reforms in personnel policy and administration across federal state and local governments

Reviewing **Historical Sources Of Personnel Work**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Historical Sources Of Personnel Work**," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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