



## Results ACT: Observations on the Office of Personnel Managements Fiscal Year 2000 Annual Performance Plan: Ggd-99-125

By -

Bibliogov. Paperback. Book Condition: New. This item is printed on demand. Paperback. 32 pages. Dimensions: 9.7in. x 7.4in. x 0.1in. Pursuant to a congressional request, GAO reviewed the Office of Personnel Managements (OPM) fiscal year (FY) 2000 annual performance plan. GAO noted that: (1) past work done by others and GAO has documented poor workforce planning in federal agencies that can hinder their movement toward performance-based management; (2) major human capital challenges are also emerging, such as the aging of the federal workforce, skills imbalances that arose during downsizing, and a highly competitive market for the kinds of talented employees federal agencies need to meet modern demands for efficient and effective services; (3) because OPM is the central management agency responsible for assisting the President and agencies in managing the workforce, OPMs leadership will be critical to addressing the governments human capital challenges; (4) OPMs FY 2000 annual performance plan provides a general picture of intended performance across the agency; (5) GAO found that the plans performance goals address OPMs major programs and priorities; (6) however, OPMs plan could have been more useful to decisionmakers in some areas, if it contained cost-based performance measures to show how efficiently OPM performs certain...



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