

# Guiding Principles for Federal HR Course

This course discusses the basic values—the foundation—for federal human resources management. These values must be expressed in every decision made regarding a federal employee and are implicit in the laws, regulations, and operating guidance that frame the federal merit system. Thus, this course covers and applies the principles that undergird federal HRM – the Merit System Principles (MSPs), Prohibited Personnel Practices (PPPs), and Equal Employment Opportunity (EEO).

Group classes in Live Online and onsite training is available for this course. For more information, email [onsite@graduateschool.edu](mailto:onsite@graduateschool.edu) or visit: <https://sdfm.graduateschool.edu/courses/guiding-principles-for-federal-hr>



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## Course Outline

### Module 1: The Federal Merit System

- Explanation of the merit system and its application to federal HR practice
- Overview of the history of merit system development in the U.S.
- Impact of the merit system on ensuring fairness in federal HR decisions

### Module 2: The Merit System Principles

- Detailed description of the nine Merit System Principles (MSPs)
- Practical applications of the MSPs in HR management and recruitment
- Case studies demonstrating the impact of MSPs in real-world scenarios

### Module 3: Prohibited Personnel Practices

- Explanation of the 14 Prohibited Personnel Practices (PPPs)
- Illustration of how these practices undermine the merit system
- Procedures for filing complaints related to violations of PPPs