From Richard Rubin Human Resource Management in Libraries pp. 31-35

1. Principle of organizational survival

Help accomplish organizational goals by managing people properly. Unfortunately, views people as means to an end. Mitigated by next principle.

2. Principle of individuality

People are important as individuals and must be afforded attention and respect even when organizational ends may be affected. Manifest in benefit programs, privacy, not mandating all think the same.

3. Principle of consistency

You can’t apply rules in an arbitrary fashion. You will lose the confidence and respect of your employees. Being consistent often interferes with being fair.

4. Principle of fairness

Where consistency demands uniform application of rules and regulations, fairness demands that the rules themselves be just, and justly applied.

5. Principle of legal responsibility

Personnel policies and practices must remain firmly within the bound of the law and no individual in authority should be permitted to order or encourage an employee to commit an unlawful act.

6. Principle of happiness

A personnel system should promote the greatest happiness for the greatest number. So policies designed to maximize job satisfaction within a context that allows the organization to accomplish its goals.

7. Principle of ethical action

(examples of ethical breaches: Privacy, Misuse of authority, organizational inadequacies)