



UNDERSTANDING AND MANAGING PUBLIC ORGANIZATIONS

SIXTH EDITION

HAL G. RAINEY, SERGIO FERNANDEZ,
AND DEANNA MALATESTA

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Christoph Demmke, Timo Moilanen



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Managing Public Trust Barbara Kozuch, Sławomir J. Magala, Joanna Paliszkievicz, 2018-03-26 This book brings together the theory and practice of managing

public trust It examines the current state of public trust including a comprehensive global overview of both the research and practical applications of managing public trust by presenting research from seven countries Brazil Finland Poland Hungary Portugal Taiwan Turkey from three continents The book is divided into five parts covering the meaning of trust types dimension and the role of trust in management the organizational challenges in relation to public trust the impact of social media on the development of public trust the dynamics of public trust in business and public trust in different cultural contexts

A Functional Theory of Government, Law, and Institutions Kalu N. Kalu, 2019-07-12 This book examines the notion that while states may differ in terms of ideology economic system and institutional architecture their role as an organizing framework for system wide political action and international relations is contingent on a series of competing and oftentimes mutually exclusive factors This work clarifies factors that contribute to our understanding of the critical roles of systemic and sub systemic elements of society and how they reinforce the reciprocal problems of human and social organizations and the institutionalization processes that help to constrain them

The SAGE Encyclopedia of Quality and the Service Economy Su Mi Dahlgaard-Park, 2015-05-29 Society globally has entered into what might be called the service economy Services now constitute the largest share of GDP in most countries and provide the major source of employment in both developed and developing countries Services permeate all aspects of peoples lives and are becoming inseparable from most aspects of economic activity Quality management has been a dominating managerial practice since World War II With quality management initially associated with manufacturing industries one might assume the relevance of quality management might decrease with the emergence of the service economy To the contrary the emergence of the service economy strengthened the importance of quality issues which no longer are associated only with manufacturing industries but are increasingly applied in all service sectors as well Today we talk not only about product or service quality but have even expanded the framework of quality to quality of life and quality of environment Thus quality and services have emerged in parallel as closely interrelated fields The Encyclopedia of Quality and the Service Economy explores such relevant questions as What are the characteristics nature and definitions of quality and services How do we define quality of products quality of services or quality of life How are services distinguished from goods How do we measure various aspects of quality and services How can products and service quality be managed most effectively and efficiently What is the role of customers in creation of values These questions and more are explored within the pages of this two volume A to Z reference work

Rethinking Government F. Leslie Seidle, Institute for Research on Public Policy, 1993 This document contains papers on the following topics situating the debate on government reform coping with change how public and private organizations read and respond to turbulent external environments reshaping the management of government the next steps initiative in the United Kingdom priorities and potential in reinventing government experiencing a sea of change in the democratic potential of regulation and the promise and the problems of reinventing local government

Encyclopedia of Governance

Mark Bevir,2007 *Downsizing the Federal Government* Vernon D Jones,2016-07-01 The main focus of downsizing has shifted from the private to the public sector The cutbacks began in the Department of Defense Now the goal is a federal civilian workforce reduction of 12 percent by the year 2000 This pioneering study looks at the management of workforce reductions in the public sector both in theory and in practice Three case studies of the Defense Logistics Agency the Bureau of Reclamation and the Food and Drug Administration illustrate the organizational managerial and human dimensions of attempting to improve performance with reduced resources The author draws on extensive interviews with senior executives and middle managers in the three agencies at the General Accounting Office the Office of Personnel Management and the National Performance Review the Senior Executives Association and the Federal Managers Association and scholars and researchers In a larger sense this work pushes the boundaries of knowledge concerning organizational change and makes a significant contribution to organization theory It offers important new insights not only for public sector managers but for organization theorists and management specialists whose work on downsizing has been presumed but not shown to be applicable to the public sector

The Problem with Survey Research George Beam,2017-09-08 The Problem with Survey Research makes a case against survey research as a primary source of reliable information George Beam argues that all survey research instruments all types of asking including polls face to face interviews and focus groups produce unreliable and potentially inaccurate results Because those who rely on survey research only see answers to questions it is impossible for them or anyone else to evaluate the results They cannot know if the answers correspond to respondents actual behaviors objective phenomena or to their true beliefs and opinions subjective phenomena Reliable information can only be acquired by observation experimentation multiple sources of data formal model building and testing document analysis and comparison In fifteen chapters divided into six parts Ubiquity of Survey Research The Problem Asking Instruments Asking Settings Askers and Proper Methods and Research Designs The Problem with Survey Research demonstrates how asking instruments settings in which asking and answering take place and survey researchers themselves skew results and thereby make answers unreliable The last two chapters and appendices examine observation other methods of data collection and research designs that may produce accurate or correct information and shows how reliance on survey research can be overcome and must be

Civil Services in the EU of 27 Christoph Demmke,Timo Moilanen,2010 This volume compares and analyses the national civil services and the most important reform trends in the 27 Member States of the European Union The authors first examine the reform processes concerning civil servants legal status organisational changes recruitment policies remuneration decentralisation of human resource responsibilities job security and ethics They consider in what ways similarities and differences can be detected amongst the 27 Member States and whether and to what extent the national civil services move away from traditional bureaucratic structures Finally the authors discuss the main outcomes of the reform processes and the future of the classical civil service This publication contrasts with the many popular and speculative

statements that too often capture the headlines on the future of the civil service and the different human resource management reforms. Instead, it is a measured conclusion about emerging trends and developments in this important policy area. The authors argue that the reform of the public sector will not, as many have predicted, be characterised by clear changes and progress in the area. Instead, the outcomes of the reform reveal a more complex picture of piecemeal and paradoxical patterns of change.

Modern Organizations Ali Farazmand, 2002-07-30 Farazmand and his contributors examine modern organization theory and behavior. They view organization in two ways: As an organization of society into public, private, and nonprofit sectors, and they examine the power structure and those power elites who determine policy choices and outcomes. They also look at organizing activity such as creating institutional arrangements to perform certain functions or tasks, as well as organizational entities of all sizes. Using a balanced approach to analyze modern organizations, managerial expectations, and individual citizen expectations and demands, the book presents a succinct analysis of theoretical and conceptual perspectives on modern organizations, their management, and their interactions with other organizations in an environment that is becoming increasingly global and integrated worldwide. Although all organizations are covered, the emphasis is placed mainly on public organizations. The book also addresses key issues of organizational change, reform, and reorganization of governments in both theoretical and empirical ways. A key text and handbook for scholars, students, researchers, and practitioners of public administration and the management of nonprofit organizations.

Organizational Behavior and Public Management, Revised and Expanded Michael L. Vasu, Debra W. Stewart, G. David Garson, 2017-09-25 *Organizational Behavior and Public Management* reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government. This edition offers a public sector perspective of core topics such as communication, decision making, leadership, management ethics, motivation, organizational change, participation, and performance appraisal. Contemporary Psychology called this book skillful and comprehensive. There is a need for a text like this; the device of juxtaposing theory and application is a sound one. The authors discuss such topics as communication, decision making, worker participation, and total quality management, organizational change, management systems, information, computers, and organization theory in public management.

The Political Economy of Special-Purpose Government Kathryn A. Foster, 1997-03-01 In recent decades, local governments across America have increasingly turned specialized functions over to autonomous agencies ranging in scope from subdivision-sized water districts to multi-state transit authorities. This book is the first comprehensive examination of the causes and consequences of special-purpose governments in more than 300 metropolitan areas in the United States. It presents new evidence on the economic, political, and social implications of relying on these special districts while offering important findings about their use and significance.

Research Handbook on Turnaround Strategies Michael A. Abebe, Chanchai Tangpong, 2025-04-09 This Research Handbook presents a systematic review of the latest research on organizational decline and turnaround. Showcasing

contributions from leading scholars across the globe chapters critically assess turnaround practices and highlight promising future directions for study

Leadership and Management in Police Organizations Matthew J. Giblin, 2016-09-16 Built on a foundation of nearly 1 200 references *Leadership and Management in Police Organizations* is a highly readable text that shows how organizational theory and behavior can be applied to improve the operations leadership and management of law enforcement Author Matthew J Giblin emphasizes leadership and management as separate skills in successful police supervisors and executives illustrating to students how the two skills combine to improve individual and organizational efficacy in policing Readers will come away with a stronger understanding of why organizational decisions matter and the impact research can have on police departments

Managing Public Organization Through Leadership Napoleon Imarhiagbe PhD, 2015-09-11 This book is designed for public managers and inspiring managers to become better critical thinkers master planners evaluators and administrators Dr Imarhiagbe believes in a bottom up leadership style rather than a top down style in management His philosophy is that a leader has not led until organizational goals have been achieved The authors approach to management demonstrates how public leaders can address the problems of public bureaucracy to achieve efficiency in the delivery of service In the future public leaders will use this approach as a guideline to manage their organizations

The Handbook of Federal Government Leadership and Administration David H. Rosenbloom, Patrick S. Malone, Bill Valdez, 2016-10-26 Public management is context dependent rather than generic That may sound obvious but in the late 1920s through the 1930s a dominant strand of thought considered public administration to be a single process wherever practiced Today by contrast federal administration is distinguished from private enterprise nonprofit management and state and local governmental practices by the combined effects of its scope and scale the constitutional separation of powers federalism and protection of individual rights and administrative law requirements for stakeholder participation representation transparency privacy due process and other democratic constitutional values *The Handbook of Federal Leadership and Administration* is a state of the art guide to the unique features of federal administration informed by the latest theoretical developments research and practical applications and the leadership and management of federal agencies Written by academics with federal practitioners specifically in mind the handbook is designed to bridge the gap between academic and applied public administration by identifying what resonates with practitioners as they search for usable theories and research findings to improve performance Combining rigor and relevance in the study and practice of federal administration it includes chapters on theory history reform initiatives leadership necessary skill sets budgeting power and influence political embeddedness change management separated and shared executive legislative and judicial powers effective communication ethics and emerging concepts and challenges It will be essential reading for federal practitioners scholars and academics alike

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