

# *Taking Stock*

## *Assessing Public Sector Reforms*

*Edited by B. Guy Peters  
and Donald J. Savoie*



# Taking Stock Assessing Public Sector Reforms

**Omar Scharifi**



## **Taking Stock Assessing Public Sector Reforms:**

**Taking Stock** Guy Peters, Donald J. Savoie, 1998-03-24 Distinguished scholars from six countries investigate the effects of reforms in a number of areas including budgeting personnel management and accountability While reforms have been beneficial in some of these areas success has been far from universal By comparing and contrasting measures in Canada the United States Britain Australia New Zealand and Europe contributors isolate and evaluate factors such as individual political leaders and the complexity of government that influence the success or failure of reforms Contents Introduction B Guy Peters Pittsburgh and Donald J Savoie Moncton The Changing Role of the State Bert A Rockman Pittsburgh Managerialism Revisited Christopher Pollitt Brunel What Works The Antiphons of Administrative Reform B Guy Peters Public Sector Values and Administrative Reforms Nicole de Montricher cole Normale Sup rieuse Paris Public Consultation and Citizen Participation Dilemmas of Policy Advice Jon Pierre G teborg Making Public Policy The Changing Role of the Higher Civil Service Patricia W Ingraham Syracuse Assessing Past and Current Personnel Reforms The Pursuit of Flexibility Pay for Performance and the Management of Reform Initiatives Hal G Rainey Georgia Innovation in Public Sector Management Michel Paquin cole nationale d administration publique A New Generation of Budget Reform Naomi Caiden California State Central Agencies and Departments Empowerment and Coordination John Hart Australian National Restructuring Government for the Management and Delivery of Public Services Peter Aucoin Dalhousie The Changing Nature of Accountability Paul G Thomas Manitoba Fifteen Years of Reform What Have We Learned Donald J Savoie      *Taking Stock* Canadian Centre for Management Development, 1998 Political scientists mainly from developed English speaking countries report on the success and failure of reforms looking at such areas as budgeting personnel management and accountability They isolate and evaluate factors that influence the outcome including individual political leaders and the complexity of government No index Canadian card order number C98 900231 4 Annotation copyrighted by Book News Inc Portland OR      *Taking Stock* Canadian Centre for Management Development, 1998      **Evaluation in Public-sector Reform** Hellmut Wollmann, 2003-09-26 Articles from internationally renowned scholars highlighting the connections between public sector reform and evaluation      *Governance in the Twenty-first Century* Canadian Centre for Management Development, 2000 Numerous administrative reforms during the past several decades referred to as the New Public Management have altered government in a number of fundamental ways These changes have in turn produced the need for even greater change if the public sector is to be capable of governing efficiently and responsibly The challenges now facing government are numerous including the need to recruit capable and committed young public servants adapt to new information technology manage changing intergovernmental relations and perhaps most important hold the reformed administrative structures accountable to both political demands and legal standards Some countries have already initiated new rounds of reform while others are still attempting to understand and absorb the consequences of changes motivated by new public management ideas In

Governance in the twenty first century international experts recognise both the difficulty of making predictions and the need to consider the future in order to prepare the public sector for new challenges The authors predictions and recommendations are anchored in a thorough understanding of contemporary public administration They point out that not only have previous reforms made yet more change necessary and inevitable but that the purpose of these reforms is to attempt to return government to the position of respect and competence it enjoyed in the past B Guy Peters is Maurice Falk Professor of American Government Department of Political Science University of Pittsburgh Donald J Savoie holds the Cl ment Cormier Chair in Economic Development at the Universit de Moncton where he also teaches public administration **Public**

**Management Reform : A Comparative Analysis** Christopher Pollitt,Geert Bouckaert,1999-12-09 In this major new contribution to a rapidly expanding field the authors offer an integrated analysis of the wave of management reforms which have swept through so many countries in the last twenty years The reform trajectories of ten countries are compared and key differences of approach discussed Unlike some previous works this volume affords balanced coverage to the New Public Management NPM and the non NPM or reluctant NPM countries since it covers Australia Canada Finland France Germany the Netherlands New Zealand Sweden the UK and the USA Unusually it also includes a preliminary analysis of attempts to improve management within the European Commission The Oxford Handbook of Governance David Levi-Faur,2012-03-29

This Oxford Handbook will be the definitive study of governance for years to come Governance has become one of the most popular terms in contemporary political science this Handbook explores the full range of meaning and application of the concept and its use in a number of research fields *Person-Job Fit Changes As A Consequence Of Public Management Reforms In Self-Governmental Units* Omar Scharifi,2016-08-22 The research is based on the assumption that management reforms cause changes in municipal administration and its person job fit The theoretical description of the problem is possible by drawing on Edward s 1991 person job fit theorem Literature on modernisation concepts as e g the New Public Management NPM shows a general awareness of reforms consequences on the personnel The human capital theory delivers explanations for the incentive to react of both the organisation s executive level as well as the employees in case management reforms cause a discrepancy in person job fit The conducted empirical studies confirm that management reforms do result in changes with impact on the person job fit The literature research brought evidence that NPM has only been adopted partially Since the transformation some reforms and changes in legislation have laid the foundation for a self governmental administration that scores compared to the EU standard as relatively modern The investigated Polish municipalities react on the changes in the person job fit For example employees do learn in a self organised way The administration reacts on the discrepancies mainly by recruiting new staff and by reallocating the tasks Training is not applied systematically as means to problem solving and is available in many cases only in the context of externally financed projects and even then not oriented towards individual needs Changes do have enormous consequences for the personnel

management of municipal administration They change the requirements for the job holders substantially and the administrations seem not able to react on the changes in a way that the personnel is enabled to meet the requirements Unclear is if such an objective seems feasible if one considers the extreme dimensions of change that spread between the paradigms of socialist administration and modernisation concepts in the sense of NPM

**International Public Financial Management Reform** James Guthrie, Christopher Humphrey, Lawrence R. Jones, Olov Olson, 2005-05-01 This book is intended to give readers detailed information and perspectives on the reform of financial management reform practices in a variety of national settings around the world The chapters explore the reform agenda in each nation and factors that stimulated change Each chapter addresses the extent of the influence of New Public Management concepts and practices on reform implementation The nations whose experience is represented in this book are among the most often cited examples of progressive change to be examined and perhaps emulated by governments in other nations In the introductory chapter the editors address the question whether and to what extent the financial management reforms detailed in the book reveal real progress or a progression of questions and dilemmas faced but not solved over the past several decades

**Transcending New Public Management** Per Laegreid, 2017-03-02 Following on from the success of the editors previous book New Public Management The Transformation of Ideas and Practice which examined the public reform process up to the end of the last decade this new volume draws on the previous knowledge both theoretically and empirically It examines and debates the post new public management reform development in Denmark Norway Sweden Australia and New Zealand The ideal follow up to the previous volume this book includes many of the same contributors in addition to some fresh voices and is a must for anyone looking for an integrated framework of analysis Comprehensive and analytical it is an important contribution to the study of public administration and particularly to the reform of public management

Human Resource Management in the Public Sector Ronald J. Burke, Andrew Noblet, Cary L. Cooper, 2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field A valuable resource for courses on the topic and an important reference for scholars and those seeking to maintain expert knowledge about it Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership

development and case studies in successful public sector organizational change With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike It will also be valuable for HR specialists and managers of HR units in the public sector

**Global Dimensions of Public Administration and Governance** Jos Raadschelders,Eran Vigoda-Gadot,2015-02-16 Global Dimensions of Public Administration is a comprehensive interdisciplinary approach that draws on knowledge sources across the social sciences It provides a global historical and theoretical examination of the management and governance of the modern state with an emphasis on the structure function policies and reforms of over 30 countries Readers will gain an understanding of the relationship between structure territory bureaucracy political system and function policy and reforms of government in its political and societal contexts The authors comparative approach features rich examples of how policy is culture dependent and how the principles of modern bureaucracy are filtered to fit a nation s needs and expectations Each chapter ends with comparative conclusions Mid career public sector professionals in executive education programs will better understand the role and position of government in the contemporary world not only in democratic societies but also in less democratic environments

Public Administration in East Asia Evan M. Berman,2017-09-25 Written by leading experts Public Administration in East Asia Mainland China Japan South Korea Taiwan examines the inner workings of governments in East Asia in particular its public administration and related public policy processes It focuses on the apparatus of government the agencies their values context and policies within which they operate Organized in parallel sections the book covers the history public policy processes organization HRM ethics corruption intergovernmental relations performance management and e government It discusses each of these topics separately for Mainland China Japan South Korea and Taiwan providing an unusual and important comparative perspective The book includes essential knowledge and facts discussions of emerging issues and useful resources for further reading It addresses questions such as What is the history of public administration in East Asia How are decisions made What is the role of Confucianism in shaping public administration How does the developmental path affect public administration Why is performance management emphasized What is the state of citizen participation How are ethical underpinnings of the civil service different from the West Why are intergovernmental relations an essential issue in East Asia What are the politics behind world class achievements in IT What is the nature of civil service reform What is the nature of efforts to combat government corruption You can find many books on trade policy and politics that sometimes give good insight into the operation of government agencies You can also find a few edited books that contain single chapters on countries in the Asia Pacific region What is missing however is a single resource that provides an overview with depth on matters solely about public administration This state of the art resource brings together the fragments of existing knowledge on East Asian economies filling the need for a comprehensive compendium that showcases the public administration practices in the region and East Asia s innovative approaches to governance and its many challenges

**The**

**Changing Constitution** Jeffrey L. Jowell, Dawn Oliver, 2007-07-26 Since its first edition in 1985 The Changing Constitution has cemented its reputation for providing concise scholarly and thought provoking essays on the key issues surrounding the UK's constitutional development and the current debates around reform The sixth edition of a highly successful volume provides a thorough review of the latest developments in constitutional reform It includes a new chapter on Constitutional Watchdogs and expanded consideration of freedom of information and the control of public expenditure Professors Jowell and Oliver have brought together nineteen expert contributors to offer an invaluable source of material and analysis for all students of public law

**The Routledge Handbook to Accountability and Welfare State Reforms in Europe** Tom Christensen, Per Lægreid, 2016-11-25 There is growing concern that welfare states are inefficient unsustainable and lack popular support New Public Management reforms affected the balance between managerial and political accountability and disrupted administrative legal professional and social accountability causing confusion as to whom public organizations are really accountable The Routledge Handbook to Accountability and Welfare State Reforms in Europe assesses multi dimensional accountability relations in depth addressing the dynamic between accountability and reforms Analyzing how welfare state reforms oriented towards agencification managerialism and marketization affected existing relationships in services traditionally provided by public institutions the theoretically informed empirical chapters provide specific examples of their effect on accountability Expert contributors explore the relationship between accountability and performance and the impact of reforms on political administrative managerial legal professional and social accountability The role of specific actors such as the media and citizens on the accountability process addressing issues of blame avoidance reputation and autonomous agencies is discussed Comparative chapters across time countries administrative levels and policy areas are included along with discussions linking accountability with concepts like legitimacy democracy coordination and performance This handbook will be an essential reference tool to those studying European politics and public policy

**Evaluating Public Participation in Policy Making** OECD, 2005-08-16 This book examines the key issues for consideration when evaluating information consultation and public participation

**Handbook of Public Administration** B Guy Peters, Jon Pierre, 2007-05-23 The past two decades have been marked by a period of substantial and often fundamental change in public administration Critically reflecting on the utility of scholarly theory and the extent to which government practices inform the development of this theory the Handbook of Public Administration was a landmark publication which served as an essential guide for both the practice of public administration today and its on going development as an academic discipline The Concise Paperback Edition provides a selection of 30 of the original articles in an accessible paperback format and includes a new introduction by B Guy Peters and Jon Pierre It is an essential point of reference for all students of public administration

**Civil Service Systems in Anglo-American Countries** John Halligan, 2004-01-01 Civil Service Systems in Anglo American Countries presents a comprehensive overview of the important issues in modern bureaucracies combined with a

comparative analysis of the civil service systems administrative traditions of five Anglo American nations **From New Public Management to New Political Governance** Herman Bakvis, Mark D. Jarvis, 2012-06-26 With the direct participation of partisan political staff in governance the onset of permanent election campaigns heavily dependent on negative advertising and the expectation that the public service will not only merely implement but enthusiastically support the agenda of the elected government we are experiencing a new form of political governance The late Peter Aucoin 1943 2011 has argued that traditional norms of impartial loyalty have been displaced by partisanship on the part of civil servants and that the political executive is keen on directly controlling all aspects of communication and interaction between government and citizens The arrival of New Political Governance has a direct bearing on the long standing tension between the need of ensuring democratic control over bureaucracy while also allowing the public service sufficient flexibility to exercise discretion judgment and professional expertise when implementing and managing programs Through a series of essays using Aucoin's New Political Governance framework leading scholars in the field address the manner in which this tension and its conflicts have played out over the past decade in different domains Contributors examine themes including accountability democracy public management and reform the paradoxes of electoral democracy and the dilemmas of democratic governance Contributors include Mark Jarvis University of Victoria Herman Bakvis University of Victoria B Guy Peters University of Pittsburgh Donald Savoie Universit  de Moncton Allan Tupper University of British Columbia Lori Turnbull Dalhousie David E Smith University of Saskatchewan C E S Franks Queen's R Kenneth Carty University of British Columbia Lisa Young University of Calgary Jennifer Smith Dalhousie Gerald Baier University of British Columbia Fred Fletcher York University Andr  Blais Universit  de Montr al Evert Lindquist University of Victoria Ken Rasmussen University of Regina Jonathan Boston Victoria University John Halligan University of Canberra Grace Skogstad University of Toronto Jenn Wallner University of Ottawa Cosmo Howard University of Victoria Susan Phillips Carleton University Paul Thomas University of Manitoba Ralph Heintzman University of Ottawa Luc Juillet University of Ottawa G Bruce Doern Carleton Kenneth Kernaghan Brock

Public Administration and Policy in Korea Keun Namkoong, Kyung-ho Cho, Sangmook Kim, 2017-07-06 The present Korean public administration and policy system has shown very significant differences compared to the system in 1970s This book provides a comprehensive and holistic view on the development of Korean public policy and administration Instead of dichotomizing the policy and administration this book integrates two fields to provide a more holistic view on the Korean public sector The book also attempts to overcome simplified explanations on the developmental state theory The book aims to explain who the key actors are during the post democratization period how the administrative systems reform and what kinds of social problems are transformed into public policies This explanation suggests that the role of government shifts from a dominant actor to an actor within a complex network governance This book will be a useful reference to anyone who wishes to learn more about the experience of the Korean development and the role of administration and policy



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