

Staff Participation and Public Management Reform

Some International Comparisons

David Farnham, Annie Hondegghem
and Sylvia Horton



Staff Participation And Public Management Reform

James L. Perry, Annie Hondegghem



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Staff Participation and Public Management Reform D. Farnham, A. Hondeghe, S. Horton, 2005-06-07 This book explores the role of civil servants and their trade unions in the public management reform process framing it in its economic social cultural and legal contexts Building on neo institutional and stakeholder theories the book shows how staff and their representative organisations have influenced the formulation and implementation of public management reforms in twelve OECD countries This study challenges top down elite theories that have dominated the existing literature explaining how staff participation practices both direct and indirect have impacted on the implementation of reforms in different ways in different countries The book concludes that variations in staff participation in the reform process depend upon institutional and political factors and the distribution of power in the employment relationship

The Ashgate Research Companion to New Public Management Tom Christensen, Per Lægreid, 2016-03-23 This collection provides a comprehensive state of the art review of current research in the field of New Public Management NPM reform Aimed primarily at a readership with a special interest in contemporary public sector reforms The Ashgate Research Companion to New Public Management offers a refreshing and up to date analysis of key issues of modern administrative reforms This volume comprises a general introduction and twenty nine chapters divided into six thematic sessions each with chapters ranging across a variety of crucial topics in the field of New Public Management reforms and beyond The principal themes to be addressed are

Public Management and Governance, Second Edition Tony Bovaird, Elke Löffler, 2009 This textbook examines what it means to have efficient management and good quality services in the public sector and how public sector performance can be improved

Reforming the Public Sector Giovanni Tria, Giovanni Valotti, 2012-06-27 Many countries are still struggling to adapt to the broad and unexpected effects of modernization initiatives As changes take shape governments are challenged to explore new reforms The public sector is now characterized by profound transformation across the globe with ramifications that are yet to be interpreted To convert this transformation into an ongoing state of improvement policymakers and civil service leaders must learn to implement and evaluate change This book is an important contribution to that end Reforming the Public Sector presents comparative perspectives of government reform and innovation discussing three decades of reform in public sector strategic management across nations The contributors examine specific reform related issues including the uses and abuses of public sector transparency the Audit Explosion and the relationship between public service motivation and job satisfaction in Europe This volume will greatly aid practitioners and policymakers to better understand the principles underpinning ongoing reforms in the public sector Giovanni Tria Giovanni Valotti and their cohorts offer a scientific understanding of the main issues at stake in this arduous process They place the approach to public administration reform in a broad international context and identify a road map for public management Contributors include Michael Barzelay Nicola Bell Andrea Bonomi Savignon Geert Bouckaert Luca Brusati Paola Cantarelli Denita Cepiku Francesco

Cerase Luigi Corvo Maria Cucciniello Isabell Egger Peitler Paolo Fedele Gerhard Hammerschmid Mario Ianniello Elaine Ciulla Kamarck Irvine Lapsley Peter Leisink Mariannunziata Liguori Renate Meyer Greta Nasi James L Perry Christopher Pollitt Adrian Ritz Raffaella Saporito MariaFrancesca Sicilia Ileana Steccolini Bram Steijn Wouter Vandenabeele and Montgomery Van Wart *New Public Management in Europe* C. Pollitt, S. Van Thiel, V. Homburg, Sandra Van Thiel, 2007-01-09 The New Public Management paradigm seems to have produced a convergence of administrative reform. However specific implementations of NPM show range of forms and results including performance indicators personal reforms and evaluations of reforms This text demonstrates how NPM is crafted differently in various institutional contexts

Public Service Reforms in a Small Island State Frank Bezzina, Emanuel Camilleri, Vincent Marmarà, 2021-07-30 This book provides a detailed examination of public service reforms in Malta Focusing on both the trajectory and substance of the reforms the volume provides a holistic treatment of the public sector in the European Union's smallest member state The book is divided into four parts Part I covers the historical background of public service administration and management in Malta from the 1500s to the 2010s Part II focuses on recent reforms begun in 2013 after the election of Prime Minister Joseph Muscat Each chapter in this part addresses a particular reform theme transparency and accountability civil service systems and HR management service delivery and digitalisation organisation and management of government reforms policy making coordination and implementation Part III investigates the internal and external impact of the reforms reporting and analyzing the results of a survey carried out among government employees and the Maltese population The book concludes with a chapter on global reform trends that are likely to impact public service delivery in the future Providing an in depth view of public service in a small island state this volume will be useful to researchers and students interested in public sector management administration and public policy as well as practitioners consultants and government employees **Industrial**

Relations in the New Europe Abraham Jan Steijn, 2007 The collection deserves to be made accessible to readers and the publisher should be congratulated on maintaining a steady stream of high quality publications on the European subject Steve Jefferys *Industrial Relations Journal* **The SAGE Handbook of Public Administration** B Guy Peters, Jon

Pierre, 2012-08-16 The original Handbook of Public Administration was a landmark publication the first to provide a comprehensive and authoritative survey of the discipline The eagerly awaited new edition of this seminal international handbook continues to provide a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world the second edition explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy The second edition has been fully revised and updated with new chapters that reflect emerging issues and changes within the public sector Identifying the Antecedents in Public Performance Bureaucratic Politics Strategy Structure and Policy Dynamics Comparative Administrative Reform Administrative Ethics Accountability through Market and Social Instruments Federalism

and intergovernmental coordination A dominant theme throughout the handbook is a critical reflection on the utility of scholarly theory and the extent to which government practices inform the development of this theory To this end it serves as an essential guide for both the practice of public administration today and its on going development as an academic discipline The SAGE Handbook of Public Administration remains indispensable to the teaching study and practice of public administration for students academics and professionals everywhere

Motivation in Public Management James L. Perry, Annie Hondegghem, 2008-05-15 Are public servants self interested or motivated by a sense of duty and commitment far above what we would expect given their often modest compensation and frequent public criticism This book looks at research on this and related questions in assessing the current state of our scientific knowledge

Co-Production and Public Service Management Victor Pestoff, 2018-10-03 This volume compiles a dozen essays by one of the most prolific proponents of co production as a solution for many of the challenges facing public services and democratic governance at the outset of the 21st Century Co production is considered a partnership between citizens and public service providers that is essential for meeting a growing number of social challenges since neither the government nor citizens can solve them on their own These challenges include among other things improving the efficiency and effectiveness of public services in times of financial strain increasing the legitimacy of the public sector after decades of questioning its ability with the spread of New Public Management promoting social integration and cultural pluralism in increasingly diverse societies when millions of refugees and immigrants are on the move tackling the threat of burgeoning populism following the rise of anti immigrant and anti global parties in many countries in recent years and finally finding viable solutions for meeting the growing needs of aging populations in many parts of the world This volume addresses issues related to the successful development and implementation of a policy shift toward greater citizen participation in the design and delivery of the services they depend on in their daily lives and greater citizen involvement in resolving these tenacious problems facilitated by the active support of governments across the globe Moreover it explores participatory public service management that empowers the front line staff providing public services Together with users citizens they can insure the democratic governance of public service provision

Civil Service Systems in Western Europe, Second Edition Frits M. van der Meer, 2011-01-31 This thoroughly revised and updated second edition of Civil Service Systems in Western Europe presents a comprehensive overview of the important issues in modern bureaucracies and provides a comparative analysis of the civil service systems of various Western European nations

International Handbook of Public Management Reform Shaun Goldfinch, Joe Wallis, 2009-01-01 This volume presents a compelling package for anyone interested in public sector reform It effectively combines a wide range of well researched reviews of national experiences with state of the art thematic chapters in key reform areas such as IT governance public sector leadership and accountability The result is a robust insightful and sometimes sobering series of accounts of the promises and pitfalls of efforts to reform the institutions and practices of public

governance around the world A must read Paul t Hart Australian National University This major Handbook provides a state of the art study of the recent history and future development of international public management reform Through a careful cross country analysis spanning the last three decades this timely volume critically evaluates whether countries are converging towards a single public management model The book goes on to investigate unresolved issues surrounding leadership e government accountability and computer systems failure currently facing reformers Shaun Goldfinch and Joe Wallis have brought together a number of eminent scholars from across Europe Asia North America and Australasia to explore the role of economic ideas human resources and the state of public management reform in twelve countries Providing a broad global overview of public management and facilitating a greater understanding of the difficult issue of reform this book will find widespread appeal amongst academics and postgraduate students of public administration as well as practitioners in the field

New Public Service Rainer Koch,Peter Conrad,Wolfgang H. Lorig,2010-11-18 In der zweiten Auflage des Sammelbandes geht es um Beitr ge mit denen unter Ber cksichtigung bisheriger nationaler als auch internationaler Erfahrungen Gestaltungsvorschl ge f r die weiterhin notwendige Optimierung des Aufbaus und des Management des ffentlichen Dienstes pr sentiert werden Dabei geht es nicht nur um die Entwicklung planungs und designtheoretisch zu optimierender Gestaltungsentw rfe sondern immer auch um Gesichtspunkte einer praktischen politischen Um und Durchsetzung

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

The Changing Faces of Employment Relations David Farnham,2017-09-16 The old certainties and structures of employment relations no longer exist Compared with the golden age of labour in the mid twentieth century work and employment are more precarious employers are increasingly hostile to trade union negotiations and the share of wages in national income is falling Large scale employers in turn are using sophisticated people management techniques to motivate workers with person centred performance driven and reward based processes Drawing on a range of international data this comparative text demonstrates that whilst employment relations phenomena are nationally embedded international market forces are compelling employers to compete in product markets by reducing labour costs terms and conditions of employment and job security for their workforces In an age of transnational

globalisation and free market national economic policies this textbook provides penetrating cross national cross disciplinary and theoretical analyses of the changing structures of employment relations around the world Key benefits Provides critical analyses of changing patterns of employment relations in the early twenty first century drawing upon global comparative and theoretical perspectives Examines the changing faces of the subject in terms of academic disciplines methodological underpinnings and institutional cultural and historic settings Integrates industrial relations literature with recent studies of the HRM paradigm

Ethics and Integrity of Governance L. W. Huberts, Jeroen Maesschalck, Carole L. Jurkiewicz, 2008-01-01 The book is a welcome contribution to the literature on ethics as it provides a broader horizon of investigation than most familiar works in recent years Jamil E Jreisat International Journal of Public Administration This book provides critical up to date reviews on the field of ethics and integrity of governance along with fresh future perspectives Focusing on Europe and the US it addresses the key dimensions of public service values the integrity and rationality of governance ethics management and the ethics of governance politics In each of these four areas leading international scholars tackle the main issues and controversies facing the world today The final chapter synthesizes these views and provides an ambitious and critical outline for future work in the field of ethics and integrity of governance Emanating from the much heralded transatlantic dialogue this study integrates both the European and American perspectives into a common voice for action Ethics and Integrity of Governance will appeal to academics researchers and practitioners in the areas of leadership and organisation public policy and public administration and public values and ethics

Handbook of Public Management Practice and Reform Kuo-Tsai Liou, 2019-09-16 Outlining the origins motivations strategies implementations and effectiveness of reform policies and programs Handbook of Public Management Practice and Reform examines changes and challenges in major areas of public administration including budgeting finance human resources and organizational management reviews the lessons of reform and addresses new ideas and emerging issues Discussing the development and contribution of public administration education research and professional associations the book covers decentralization and deregulation institutional arrangement and support and cooperation between public and nonprofit organizations

Human Resource Professionalism: A Panacea for Public Organizations Dr. Mostafa Ravand, 2014-07-10 Discussing HR professionalism as a panacea this book argues that an organizational excellence and prosperity has been achieved by focusing on HR professionalism Nowadays the necessity of this issue has been more increasingly revealed into public sector especially in Third World Countries Because public organizations and societies in these countries are continuously struggling with several challengeable issues and multi dimensional corruptions such as fraud bribery unfairness discrimination over consumerism brain drain degree mania etc The chapters are based upon research studies about public management professionalism human resource management integrated approach to two last issues and case studied in Iran as one of main Third World Countries

Public Service Employment Relations in Europe Stephen Bach, Lorenzo Bordogna, Giuseppe Della

Rocca, David Winchester, 2005-08-16 Written and edited by some of the country's primary authorities on public sector industrial relations this outstanding book provides an up to date analysis of the restructuring of public service employment relations in six European countries *The Coordination of Public Sector Organizations* Geert Bouckaert, B. Guy Peters, Koen Verhoest, 2010-02-24 This book discusses the trajectories of creating specialized autonomous units An analysis of the mechanisms and measures taken for granting autonomy to specialized autonomous units and subsequently to coordinating them back is described The book shows a range of patterns in the dynamics of specialization and coordination over 25 years

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Table of Contents Staff Participation And Public Management Reform

1. Understanding the eBook Staff Participation And Public Management Reform
 - The Rise of Digital Reading Staff Participation And Public Management Reform
 - Advantages of eBooks Over Traditional Books
2. Identifying Staff Participation And Public Management Reform
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Staff Participation And Public Management Reform
 - User-Friendly Interface
4. Exploring eBook Recommendations from Staff Participation And Public Management Reform
 - Personalized Recommendations

- Staff Participation And Public Management Reform User Reviews and Ratings
- Staff Participation And Public Management Reform and Bestseller Lists
- 5. Accessing Staff Participation And Public Management Reform Free and Paid eBooks
 - Staff Participation And Public Management Reform Public Domain eBooks
 - Staff Participation And Public Management Reform eBook Subscription Services
 - Staff Participation And Public Management Reform Budget-Friendly Options
- 6. Navigating Staff Participation And Public Management Reform eBook Formats
 - ePub, PDF, MOBI, and More
 - Staff Participation And Public Management Reform Compatibility with Devices
 - Staff Participation And Public Management Reform Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Staff Participation And Public Management Reform
 - Highlighting and Note-Taking Staff Participation And Public Management Reform
 - Interactive Elements Staff Participation And Public Management Reform
- 8. Staying Engaged with Staff Participation And Public Management Reform
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Staff Participation And Public Management Reform
- 9. Balancing eBooks and Physical Books Staff Participation And Public Management Reform
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Staff Participation And Public Management Reform
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Staff Participation And Public Management Reform
 - Setting Reading Goals Staff Participation And Public Management Reform
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Staff Participation And Public Management Reform
 - Fact-Checking eBook Content of Staff Participation And Public Management Reform

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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