

Linda L. Zupan and Ben A. Menke

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IMPLEMENTING ORGANIZATIONAL CHANGE:  
FROM TRADITIONAL TO NEW GENERATION  
JAIL OPERATIONS

Schein (1981, p. 88) argues that "organizations are becoming more dependent upon people because they are increasingly involved in more complex technologies and are attempting to function in more complex economic, political and sociocultural environments." This is nowhere more evident than in institutional corrections. External forces (e.g., the state and local fiscal agents) are placing greater pressures on detention facilities to provide more humane incarceration for an increasing number of inmates at lower operating costs. Facilities have become more dependent on their employees to attain a wide spectrum of competing and conflicting goals--from maintaining facility security and protecting the community to providing safe incarceration and preventing expensive law suits. Yet research reveals that, in general, correctional officers are a disaffected group. Symptoms of their plight include low job satisfaction, cynicism, alienation, job stress, etc., (Cullen, Link, Wolfe, & Frank, 1985; Farmer, 1977; Jurik & Winn, 1986; Poole & Regoli, 1981; Shamir & Drory, 1982). The costs to the organization in terms of high attrition and absenteeism, increased error rates, and reduced productivity are astronomical.

Some scholars suggest that the nature and design of the work performed by correctional officers is an important factor in the problems experienced by detention facility personnel (Brief, Munro, & Aldag, 1976; Toch & Grant, 1982). The work performed by correctional officers in traditional facilities is best described as fragmented, routinized and menial--in a word, impoverished. An examination of officer activities, tasks and assignments in traditional detention facilities illustrates this point. The following tasks have been emphasized for New York correctional officers: "Checks inmate passes and records inmates' movements in and out of areas," "Watches for unusual incidents and reports any to his supervisor either verbally or in writing," "Makes periodic rounds of assigned areas checking for faulty bars, gates, etc., and checks areas for daily fire report," "Frisks inmates and fills out frisk sheet," "Announces sick call," "Supervises bathing," etc., (Toch & Grant, 1982, pp. 85-86). These obligations appear to be bureaucratic chores that require little or no judgment, initiative, or skill on the part of the officer. In consequence, the nature and design of the job can frustrate fulfillment of officers'

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# Policy Studies Review Spring 1988 Volume 7 No 3

**Sujian Guo, Gary A Stradiotto**



### **Policy Studies Review Spring 1988 Volume 7 No 3:**

**Policy Studies Review**, 1988 Some vols include special issues      Can Nations Agree? Richard N. Cooper, Barry Eichengreen, Gerald Holtham, 2001-06-29 In the age of Three Mile Island and Chernobyl a new international trade in industrial and human waste the depletion of the ozone layer and the greenhouse effect the importance of international cooperation is supremely evident In the economic arena such problems include speculative instability in financial and primary commodities markets competition in tax regimes and the greatly enhanced scope for tax evasion Can Nations Agree examines the crucial issues surrounding international cooperation conditions that foster cooperation toward common goals ways to handle the friction arising from conflicting goals and the structures that best promote cooperation Although nations recognize the value of cooperation in an independent world a variety of conditions inhibit the process In recent decades the number of independent nations has risen rapidly and so has the variety of decisionmakers and national interests to be reconciled At the same time the economic power of the United States has declined in relation to other successful capitalist countries In the chapters on the 1978 Bonn economic summit German macroeconomic policy international cooperation on public health issues and hegemony and stability the scholars contributing to this volume analyze the history and process of international cooperation to offer fresh insight for future efforts      The Druze Community and the Lebanese State Yusri Hazran, 2014-07-11 One of the fundamental questions of Middle Eastern and Lebanese studies in particular is the history of the relationship between the Druze community and the state in modern Lebanon Arguing that the Druze community has been politically alienated from the Lebanese state this book explores the historical and political origins of this alienation The Druze Community and the Lebanese State contends that the origins of this alienation lie in the state's national ideology its political confessional system and the Druze's historical background during the medieval period Moreover this book examines the extent to which the Druze's attitude vis vis the Lebanese state has been influenced by their historical rivalry with the Maronites Particular emphasis is placed on the political and ideological practices adopted by the Druze leadership and intelligentsia as they dealt with the changes taking place in their community's political status following the political settlements of 1920 and 1943 the establishment of Greater Lebanon and the National Pact respectively A welcome addition to existing literature on Lebanon this book will be an essential reference tool for students and researchers with an interest in nationalism identity and Middle East Politics more broadly      **Prime Minister, Cabinet and Core Executive** Patrick Dunleavy, R.A.W Rhodes, 1995-08-14 This new reader is designed to break the mould of core executive studies by broadening the focus of analysis from the conventional concentration on the relative power of Prime Minister and Cabinet to assess the whole battery of mechanisms which co-ordinate policy and manage conflict It brings together chapters introducing new theoretical perspectives and assessing the changes in executive structure and decision making from Wilson to Thatcher with in depth case studies of the executive in action      The Legacy of State Socialism and the Future of Transformation David

Lane,2002 Taking stock of the first decade of the transformation in the former Soviet bloc this timely book explores the legacies of state socialism and attempts by once communist countries to move toward a democratic market oriented system Leading international scholars consider the ways traditions interact with other factors both domestic and foreign to influence the course of social political and economic change With its blend of theory and case studies and its clear narrative this book will be a valuable text for students of transition Russian politics and the transformation of Eastern Europe Visit our website for sample chapters

*Chinese Foreign Policy* Suisheng Zhao,2016-07-22 This volume explores how China is adapting to international norms and practices while still giving primacy to its national interests It examines China s strategic behaviour on the world stage particularly in its relationships with major powers and Asian neighbours

### **Democratic Transitions**

Sujian Guo,Gary A Stradiotto,2014-04-03 Democratic transitions have occurred in many countries in various regions across the globe such as Southern Europe Latin America Africa East and Southeast Asia Eastern Europe and the Middle East and these nations have undergone simultaneously political economic and social transformations Yet the patterns and characteristics of transitions have varied significantly and different modes of transition have resulted in different outcomes This book offers cross national comparisons of democratic transition since the turn of the twentieth century and asks what makes democracies succeed or fail In doing so it explores the influence the mode of transition has on the longevity or durability of the democracy by theoretically examining and quantitatively testing this relationship The authors argue that the mode of transition directly impacts the success and failure of democracy and suggest that cooperative transitions where opposition groups work together with incumbent elites to peacefully transition the state result in democracies that last longer and are associated with higher measures of democratic quality Based on a cross national dataset of all democratic transitioning states since 1900 this book will be of great interest to students and scholars of international politics comparative politics and democracy and democratization studies

*The Friendships of John Adams, 1774-1801* Jamie Macpherson,2024-07-22 This book presents the first extended analysis of the friendship network of John Adams forged during his lengthy public career from 1774 1801 While scholars have considered historic friendships this monograph examines Adams s friendship network within a generation of revolutionaries The six friendships explored exemplify the diversity of political interaction primary friendship Abigail intimate confidence Rush political alliance Gerry emergent rivalry Jefferson the politics of personal difference Mercy Otis Warren and idolised revolutionary Samuel Adams This work positions friendship at the heart of the historian s craft reconstructing historic relationships and considering the evolution of each dyad to examine the tensions candour intimacy and forms of alliance in each Adams s impassioned epistles present a window into his private ruminations John Adams s expectation of friendship changed at each stage of his career Through 1774 1801 Adams entreated support from friends debated issues pertaining to politics diplomacy and the national interest sought comfort from intimates and lamented divisions from former friends For John Adams friendship represented the art of politics

This volume will be of value to students and scholars alike interested in American history political history and social and cultural history     Democracies and Small Wars Efraim Inbar,2003-08-30 By their nature democracies clearly have greater constraints than autocratic regimes on their freedom of action as they have to meet constitutional legal and moral criteria in their use of force This collection analyses a number of case studies showing how democracies have won small wars

**Resources in Education** ,1993

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