

Linda L. Zupan and Ben A. Menke

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

Michael Herman



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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 Environmental Governance for Sustainable Development Uma Nabhi, 2023-04-10 This book studies the role of the United Nations Environment Programme UNEP as an advocate for greater environmental responsibility and analyses the major achievements and outcomes of two landmark conferences Stockholm 1972 and Rio 1992 which set the agenda for the future role of the UNEP It discusses the UNEP's evolution objectives and the problems of differing perspectives within its ability to deal with environmental challenges its skill in successfully carrying out the mandate and contributing to the pursuit of environmental security The book also looks at five developing countries of South Asia namely India Bangladesh Nepal Pakistan and Sri Lanka to study the role of the South Asia Co operative Environment Programme SACEP which plays an

active role in the management of environmental issues and constitutes an important landmark in regional cooperation in South Asia. The author evaluates the contributions of National Conservation Strategies not only in creating environmental awareness but also in strengthening environmental governance architecture by integrating Millennium Development Goals and Sustainable Development Goals into the development planning of these South Asian countries under study. Drawing on in-depth research and interviews, this book will be of interest to students, teachers, researchers, policymakers, and strategic analysts working in the fields of environment studies, sustainable development, environmental science and policy, environmental law and governance, geography, politics, and international affairs.

Intelligence Power in Peace and War Michael Herman, 1996-10-13 Intelligence services form an important but controversial part of the modern state. Drawing mainly on British and American examples, this book provides an analytic framework for understanding the intelligence community and assessing its value. The author, a former senior British intelligence officer, describes intelligence activities, the purposes which the system serves, and the causes and effects of its secrecy. He considers intelligence failure and how organisation and management can improve the chances of success. Using parallels with the information society and the current search for efficiency in public administration as a whole, the book explores the issues involved in deciding how much intelligence is needed and discusses the kinds of management necessary. In his conclusions, Michael Herman discusses intelligence's national value in the post-Cold War world. He also argues that it has important contributions to make to international security but that its threat-inducing activities should be kept in check.

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-à-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.

The Administrative Presidency Revisited Robert F. Durant, 1992-01-01 **Toxic Debts and the Superfund Dilemma** Harold C. Barnett, 2000-11-09 In 1980, with the passage of the Comprehensive Environmental Response Compensation and Liability Act, Congress created the Superfund as a mechanism to clean up the toxic legacy of the industrial and chemical revolutions. Over a decade later, the

consensus is that the program has failed too much has been spent and too little accomplished Harold Barnett unravels the history of this failure examining the economic and political factors that contributed to it and suggesting policy changes necessary to create a viable cleanup program Barnett argues that the Superfund has failed because of conflict over who will pay the toxic debt and the impact of this conflict on interdependent funding and enforcement decisions at state regional and national levels He argues that the inability of legislators and regulatory agencies to take effective and timely action is related to the economic and political power of major corporate polluters Spanning the Reagan and Bush administrations the book highlights the ongoing conflict between deregulatory policies and environmental programs Originally published in 1994 A UNC Press Enduring Edition UNC Press Enduring Editions use the latest in digital technology to make available again books from our distinguished backlist that were previously out of print These editions are published unaltered from the original and are presented in affordable paperback formats bringing readers both historical and cultural value **The Political**

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Rethinking Social Work in a Global World Gai Harrison, Rose Melville, 2009-11-30 This text offers a comprehensive overview of the key aspects of globalisation their impact on social work and the resulting challenges in practice The authors draw on post colonialism to consider the global issues facing social work such as mass migration and the ways in which social workers can respond to such difficulties Contemporary Issues in Microeconomics Joseph E. Stiglitz, Martin

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continuity in their external behavior despite structural incentives for change This book contends that the theoretical notion of strategic culture is instructive to explain such a puzzle It extends the application of strategic culture beyond the policy of nuclear deterrence among great powers into other equally strategic areas of policy such as diplomacy political economy regional international institutions legal norms politico military institutions and different security agendas beyond war and peace for example the illicit drug trade and peacekeeping missions The overall contribution of this book is three fold first it rescues updates and expands the original conceptual and theoretical dimensions of strategic culture Second it extrapolates further theoretical implications of the concept through its application to five policy domains in Latin America beyond the original application of the strategic culture perspective to nuclear weapons strategy among great powers in the 1970s Third it draws together the theoretical and policy implications of the strategic cultures in Latin America and identifies possible applications for other peripheral non great power policy areas and issues in the Global South This book will be of interest to academics graduate and undergraduate students policy analysts and practitioners of Latin American Studies International Relations Theory and Security Studies

Culture and Consensus (Routledge Revivals) Robert Hewison, 2015-06-11
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