

Chapter 3

Managing Public Organizations

Managing The Public Organization

**Hal G. Rainey, Sergio
Fernandez, Deanna Malatesta**



Managing The Public Organization:

Managing the Public Organization Cole Blease Graham, Steven W. Hays, 1993 Here is an accessible primer that looks at the circumstances and problems that are unique to public management Basic functions of public sector management tying theory to practical applications throughout are addressed including diversity in the work force ethics training and motivation

Understanding and Managing Public Organizations Hal G. Rainey, 2014-01-24 UNDERSTANDING AND MANAGING PUBLIC ORGANIZATIONS FIFTH EDITION This is the definitive place for all serious students of public administration to start It is the most comprehensive book in the field It is required reading for MPA students Ph D students and all scholars in the field Kenneth J Meier Charles H Gregory Chair in Liberal Arts Texas A if you want to find out what has been written and what is collectively said about the practice and theory of public management look no further than Rainey s updated and comprehensive fifth edition Richard M Walker chair professor of public management and associate dean City University of Hong Kong For more than a decade Rainey s book has been a must read for everyone in the community of public management in Korea just like in many places all over the world Undoubtedly it provides a valuable resource for researchers and students who are interested in public management and applications of organization theory to public organizations It is quite simply the best investigation of public organization and management that I ve read Young Han Chun associate dean Graduate School of Public Administration Seoul National University *Understanding and Managing Public Organizations* Hal G. Rainey, Sergio Fernandez, Deanna Malatesta, 2021-06-02 Discover the latest insights in organization theory from a comprehensive and masterful volume *Understanding and Managing Public Organizations* 6th Edition provides readers with an authoritative reference for scholars masters and doctoral students in public management and public affairs programs in the United States and other nations The 6th Edition of *Understanding and Managing Public Organizations* presents the latest research and insights from organization and management theory and their application to public organizations and the people in them The book expands coverage from previous editions about organizational goals performance and effectiveness strategy decision making structure and design organizational change operating environments individuals and groups motivation and work related attitudes leadership teamwork and more Authors and professors Hal Rainey Sergio Fernandez and Deanna Malatesta provide new and expanded coverage of such topics as The context and distinctive character of public and nonprofit organizations including expanded coverage of publicness and of the legal context including state action Performance management measurement organizational effectiveness and managing for high performance Representative bureaucracy workforce diversity and performance Communication and information technology Employee engagement and empowerment intrinsic motivation self determination theory public service motivation and positive organizational behavior resilience self efficacy optimism and hope Recent developments in theory and thought on leadership including authentic leadership shared leadership servant leadership and integrated leadership Design and process topics including red tape and

green tape administrative burdens and organizational routines Theoretical perspectives such as behavioral theory of decision making resource dependence theory and others and their implications for public and nonprofit organizations Advances in theory and practice about rapid developments in collaborative governance organizational networks partnerships and contracting Since the book is used in courses for students in numerous public affairs programs this new edition updates the Instructor's Guide with new and revised PowerPoint slides cases exercises and discussion and examination questions These materials with the topics in the chapters are designed to address the learning outcomes required by NASPAA accreditation requirements Belonging on the shelf of scholars and students in public affairs as well as anyone interested in public management or organization theory this new edition of Understanding and Managing Public Organizations provides an advanced and comprehensive enhancement to a widely used and compelling series of previous editions Understanding and Managing Public Organizations Hal G. Rainey, 2009-08-24 In the third edition of his award winning book Hal G Rainey provides a comprehensive up to date analysis of research on public organizations and management Drawing on a review of the most current research about government organizations and managers and about effective and ineffective practices in government this important resource offers specific suggestions for managing these challenges in today's public organizations Using illustrative real life vignettes and examples the book provides expert analysis of organizational design goals power effectiveness leadership motivation and work attitudes decisionmaking and more **Complexity and the Experience of Managing in Public Sector Organizations** Ralph Stacey, Douglas Griffin, 2007-05-07 A fundamental problem of public sector governance relates to the very way of thinking it reflects where organization is thought of as a thing a system designed to deliver what its designers choose This volume questions that way of thinking and takes a perspective in which organizations are complex responsive processes of relating between people Bringing together the work of participants on the Doctor of Management program at Hertfordshire University this book focuses on the move to marketization and managerialism paying particular attention to human relationships and group dynamics The contributors provide narrative accounts of their work addressing questions of management pressures accountability responsiveness and traditional systems perspectives In considering such questions in terms of their daily experience they explore how the perspective of complex responsive processes assists them in making sense of experience and developing practice Including an editors commentary which introduces and contextualizes these experiences as well as drawing out key themes for further research this book will be of value to academics students and practitioners looking for reflective accounts of real life experiences rather than further prescriptions of what organizational life ought to be *Managing Public Services - Implementing Changes* Tony L. Doherty, Terry Horne, 2005-08-18 Focusing on change as a constant factor in the management of any organization this informative book helps the student and practitioner to develop the skills and knowledge they require to underpin the work of a modern service manager in rapidly changing public sector organizations whether publicly owned privately managed or sub

contracted Taking a distinctive approach emphasizing management and organizational learning as keys to organizational success this introductory text is solidly practical and is supported by strong pedagogical features including case studies review questions illustrative vignettes This comprehensive text has been specifically designed and developed to meet the needs of students studying public services management at undergraduate certificate diploma and postgraduate level It allows the reader to develop transferable skills in thinking and learning as they work through the book and gives greater awareness of the benefits of continuous learning for staff and managers

Strategic Management in Public Services Organizations Ewan Ferlie,Edoardo Ongaro,2022 Strategic Management in Public Services Organizations takes a comparative and international view on the appropriate use of strategic management models that are affecting the way public services organizations are managed In an era of New and post New Public Management reforms public managers at all levels are expected to respond to these new approaches that profoundly affect their work practices skills and knowledge bases Choosing a promising strategic management model and implementing it in a way that works for the organisation or inter organizational network in question also depends on an understanding of local politico administrative and cultural contexts this book helps the reader identify how to successfully tailor strategic management approaches to their specific circumstances and needs This second edition builds upon the successes of the well received first edition Thoroughly updated to help public managers meet the challenges of a new decade it has a refreshed collection of mini cases and now includes chapter summaries It also includes a new chapter on collaborative strategy and co creation in response to the growth of interest in more open forms of public policymaking This is an advanced textbook aimed at the postgraduate level particularly students on MPAs and MBAs with a public sector option or MScs in Public Policy and Public Management

Strategic Management of Public and Third Sector Organizations Paul C. Nutt,Robert W. Backoff,1992-02-04 Winner of the 1994 Best Book Award presented by the Public and Nonprofit Sector Division of the Academy of ManagementThis handbook goes beyond strategic planning to show how an organization can be managed strategically Comprehensive in scope it provides an innovative framework for understanding strategic issues in the public and nonprofit sectors explains strategic management concepts and describes the process step by step details support techniques discusses specific case examples and includes useful forms and worksheets

Managing the Public Sector Brett Sharp,Grant Aguirre,Kenneth Kickham,2015-07-14 Debuting it its first edition this unique casebook contains dozens of brief engaging case studies for public administrators in public and nonprofit institutions Inspired by real life stories these short cases cover a wide range of topics from affirmative action to human resources to sports management Managing the Public Sector illustrates theoretical concepts while encouraging active reader participation and critical thinking

The Effective Public Manager Steven Cohen,William Eimicke,Tanya Heikkila,2008-08-28 Since it was first published more than twenty years ago The Effective Public Manager has become the classic resource for public administrators and students The fourth edition of groundbreaking work

synthesizes the current thinking in the field and presents practical lessons and tools in a highly accessible format Focused on helping real world managers and managers to be meet the demands of their jobs head on rather than working around the constraints of government this book offers a fresh approach to implementing effective management tools in a dynamic political organizational economic and technological context Public Management Laurence J. O'Toole, Jr, Kenneth J. Meier, 2011-04-14 How effective are public managers as they seek to influence how public organizations deliver policy results How and how much is management related to the performance of public programs What aspects of management can be distinguished Can their separable contributions to performance be estimated The fate of public policies in today s world lies in the hands of public organizations which in turn are often intertwined with others in latticed patterns of governance Collectively these organizations are expected to generate performance in terms of policy outputs and outcomes In this book two award winning researchers investigate the effectiveness of management in the public sector Firstly they develop a systematic theory on how effective public managers are in shaping policy results The rest of the book then tests this theory against a wide range of evidence including a data set of 1 000 public organizations *Public Service Management* Harvey James Gonden, Arthur W. Park, James Blythe Wootan, 1916 *Regulation and the Management of Public Utilities* Charles Stillman Morgan, 1923 **Collaborating to Manage** Robert Agranoff, 2012-08-06 Collaborating to Manage captures the basic ideas and approaches to public management in an era where government must partner with external organizations as well as other agencies to work together to solve difficult public problems In this primer Robert Agranoff examines current and emergent approaches and techniques in intergovernmental grants and regulation management purchase of service contracting networking public nonprofit partnerships and other lateral arrangements in the context of the changing public agency As he steers the reader through various ways of coping with such organizational richness Agranoff offers a deeper look at public management in an era of shared public program responsibility within governance Geared toward professionals working with the new bureaucracy and for students who will pursue careers in the public or non profit sectors Collaborating to Manage is a student friendly book that contains many examples of real world practices lessons from successful cases and summaries of key principles for collaborative public management **Strategic Management in Public Organizations** Paul Joyce, Anne Drumaux, 2014-06-13 Strategic Management in Public Organizations European Practices and Perspectives offers the first wide ranging survey and assessment of strategic management practices at various levels of government and public service in European countries It shows that strategic management is much more than a management tool imported from the private sector it has become a key element of public management reforms and European governments at all levels are developing strategic state characteristics Written by leading European experts on strategic management in the public sector and in government this book presents evaluations and analysis based on empirical investigations The book covers strategic management at different levels of government explore the roles of different players and incorporate theory and

practice with opening and concluding chapters by the editors that provide an overview of strategic management in the public services and a cross societal discussion of practices reforms and lessons It reflects not only developments in strategic management practices in the European public sector but also the increasing importance of strategic capabilities for the modernization of public governance This book is ideal for students in postgraduate management courses MPA MSc or MBA in Europe and elsewhere

Managing Public Services - Implementing Changes Tony L. Doherty, Terry Horne, Simon Wootton, 2014-01-03 The work of a manager in a service organisation is not the same as the work of a manager in an organisation that manufactures goods Managing Public Services Implementing Changes A Thoughtful Approach 2e is for students and managers who intend to work in a service organisation whether it is owned publicly or privately This book concentrates on how managers can change things for the better and explains why as well as how The second edition has been fully updated to address challenges facing public services with new material on managing cuts managing risk managing innovation producing funding applications Lean Management and process review A new chapter on managing social enterprise and generating social capital has also been added This text is both solidly practical and theoretically challenging and is supported by strong pedagogical features including case studies and illustrative vignettes from public service managers working in Europe Asia Australia and the US exercises and review questions Students will develop learning skills that enable them to transfer their learning from one situation to another and thinking skills that enable them adapt the way that they apply their learning as circumstances change This comprehensive text has been specifically designed and developed to meet the needs of students studying public services management at undergraduate and postgraduate level It allows the reader to develop transferable skills in thinking and learning as they work through the book and gives greater awareness of the benefits of continuous learning for staff and managers

Managing the Public Sector Grover Starling, 1993 In this revision of his text the author continues to apply management ideas to real problems conveying to readers the excitement challenge and adventure of contemporary public administration

Managing Public Organizations Jan Kooiman, Kjell A. Eliassen, 1987-12 Managing Public Organizations presents the case for the development of public management and indicates the directions it should take It reviews the progress of new management initiatives in the European public sphere examines the role of the public manager and the organization of public bodies and considers the potential for change The contributors reject the notion that there are formulas for management innovation or that general rules from private sector management can be applied They emphasize the need to develop a concept of management that is appropriate for public organizations

Foremanship: Organization and management; pt. I by Walter N. Polakov, pt. II by Harry Tipper ,1921 *Public Service Management* ,1912

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