

PUBLIC SECTOR

4 steps to build a data strategy for managing performance in the public sector

Managing Performance In The Public Sector

Hans de Bruijn



Managing Performance In The Public Sector:

Managing Performance in the Public Sector Gerrit Van der Wal, 2004 Monitoring and ensuring effective efficient and economic use of resources in the public sector is addressed in this critical analysis The importance of tracking performance for good governance is considered as are the benefits of designing a departmental and human performance management system Particular attention is paid to the difficult task of measuring worker performance in the public sector where a wide array of unquantifiable variables must be examined Various performance models such as the Excellence Foundation and the Balance Scorecard provide an invaluable resource of concepts considerations and challenges for improving public sector performance Managing Performance in the Public Sector J. A. de Bruijn, 2007 Taking a bold stance in the contentious debate surrounding performance in the public sector this book shows how performance thinking has a substantial impact on the management of public organizations Managing Performance in the Public Sector Hans de Bruijn, 2003-09-02 Taking a bold stance in a contentious debate this book presents several strategies for turning performance measurement into a useful instrument that can benefit both managers and professionals *Performance Management in the Public Sector* Wouter Van Dooren, Geert Bouckaert, John Halligan, 2015-02-19 In times of rising expectations and decreasing resources for the public sector performance management is high on the agenda Increasingly the value of the performance management systems themselves is under scrutiny with more attention being paid to the effectiveness of performance management in practice This new edition has been revised and updated to examine performance in the context of current public management debates including emerging discussions on the New Public Governance and neo Weberianism the many definitions of performance and how it has become one of the most contested agendas of public management the so called perverse effects of using performance indicators the technicalities of performance measurement in a five step process prioritising measurement indicator development data collection analysis and reporting and the future challenges and directions of performance management *Performance Management in the Public Sector* 2nd edition offers an approachable insight into a complex theme for practitioners and public management students alike **Managing Performance** Geert Bouckaert, John Halligan, 2007-12-20 Pt 1 Concepts approaches and explanations pt 2 Performance types pt 3 Comparative performance and evaluation pt 4 Appendices *Managing Performance in the Public Sector* Hans de Bruijn, 2007-03-12 Topical and taking a bold stance in the contentious debate surrounding performance in the public sector this new edition shows readers how performance thinking has a substantial impact on the management of public organizations Thoroughly revised and updated this highly successful text written by an experienced academic and practitioner is packed full with a wealth of new features These include more examples and cases from a variety of different sectors including hospitals courts school and universities a whole new chapter on the dynamics of performance management answering the questions how do PM systems evolve Which effects will dominate in the long run many extra recommendations for making PM attractive for

managers An informed and up to date analysis of this subject this is an essential text for all those studying both at undergraduate and postgraduate level performance management in the public sector Handbook on Performance Management in the Public Sector Deborah Blackman,2021-05-28 This timely Handbook examines performance management research specific to the public sector and its contexts and provides suggestions for future developments in the field It demonstrates the need for performance management to be reconceptualized as a core component of business both within and across organizations and how it must be embedded in both strategic decision making and as a day to day leadership and management practice in order to be effective **Public Service Performance** George A. Boyne,Kenneth J. Meier,Laurence J. O'Toole, Jr.,Richard M. Walker,2006-11-23 The performance of governments around the globe is constantly in the spotlight whether as a celebration or indictment of their activities Providing evidence on strategies to improve the performance of public agencies is therefore essential to the practice of public management Originally published in 2006 this important contribution to the debate explores issues of measurement research methodology and management influences on performance It focuses on three key questions what approaches should be adopted to measure the performance of public agencies What aspects of management influence the performance of public agencies As the world globalizes what are the key international issues in performance measurement and management In examining these questions the contributors debate both methodological and technical issues regarding the measurement of performance in public organizations and provide empirical analyses of the determinants of performance The book concludes with groundbreaking work on the international dimensions of these issues Budgeting and Performance Management in the Public Sector Sara Giovanna Mauro,2021-06-27 Public sector management and accounting scholarship has witnessed enormous change over the last four decades Several reform paradigms have become well known and disseminated worldwide under acronyms such as NPM New Public Management NPG New Public Governance and PV Public Value At the start of a new decade questions arise as to what will come next This book reviews and investigates the key components of NPM NPM and PV and discusses what lies beyond these acronyms It analyses the claimed benefits and drawbacks of each of the three paradigms using reviews of the pertinent literature as well as a raft of case studies The integration of theoretical and empirical insights contributes to a better understanding of what has changed and what has remained the same over the years Specifically this book stands out in its use of performance measurement and budgetary lenses to explore the multidimensional processes of reform and change in the public sector By focusing on the crucially important transformations that have occurred in the field reviewing several paradigms and analysing different practices from a longitudinal and comparative perspective the book will be essential in guiding students and scholars of public management and accounting *South African Human Resource Management for the Public Sector* Barney Erasmus,2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and

selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Managing Performance Michael Armstrong, Angela Baron, 2005 Managing performance is a critical focus of HR activity Well designed strategies to recognise and improve performance and focus individual effort can have a dramatic effect on bottom line results The problem is to determine what the processes tools and delivery mechanisms are that will improve performance in your organisation as well as determine which ones are best avoided The authors have tracked performance management processes over the past seven years and their comprehensive survey reveals what leading organisations are doing to manage their employees performance and how they are delivering results With detailed illustrations from the real world and clear practical advice this text shows you how to improve the management of your employees performance Managing Performance will help you design performance management processes that reflect the context and nature of the organisation create supportive delivery mechanisms for performance management and evaluate and continuously develop performance management strategies to reflect the changing business environment

Performance Management in the Public Sector Wouter Van Dooren, Geert Bouckaert, Professor of Public Management Director of Public Management Center and Academic Secretary of the Faculty of Social Sciences Geert Bouckaert, John Halligan, 2010-06-10 Tackling the key topics of reform and modernization this important new book systematically examines performance in public management systems The authors present this seminal subject in an informative and accessible manner tackling some of the most important themes Performance Management in the Public Sector takes as its point of departure a broad definition of performance to redefine major and basic mechanisms in public administration both theoretically and in practice The book situates performance in some of the current public management debates discusses the many definitions of performance and how it has become one of the contested agendas of public management examines measurement incorporation and use of performance information and explores the challenges and future directions of performance management A must read for any student or practitioner of public management this core text will prove invaluable to anyone wanting to improve their understanding of performance management in the public sector

Outcome-Based Performance Management in the Public Sector Elio Borgonovi, Eugenio Anessi-Pessina, Carmine Bianchi, 2017-07-17 This book highlights the use of an outcome oriented view of performance to frame and assess the desirability of the effects produced by adopted policies so to allow governments not only to consider effects in the short but also the long run Furthermore it does not only focus on policy from the perspective of a single unit or institution but also under an inter institutional viewpoint This book features theoretical and empirical research on how public organizations have evolved their performance management systems toward outcome measures that may allow one to better deal with wicked problems Today wicked problems characterize most of governmental planning involving social issues These are complex policy problems underlying high risk and uncertainty and a high interdependency among variables affecting

them Such problems cannot be clustered within the boundaries of a single organization or referred to specific administrative levels or ministries They are characterized by dynamic complexity involving multi level multi actor and multi sectoral challenges In the last decade a number of countries have started to develop new approaches that may enable to improve cohesion to effectively deal with wicked problems The chapters in this book showcase these approaches which encourage the adoption of more flexible and pervasive governmental systems to overcome such complex problems Outcome Based Performance Management in the Public Sector is divided into five parts Part 1 aims at shedding light on problems and issues implied in the design and implementation of outcome based performance management systems in the public sector Then Part 2 illustrates the experiences problems and evolving trends in three different countries Scotland USA and Italy towards the adoption of outcome based performance management systems in the public sector Such analyses are conducted at both the national and local government levels The third part of the book frames how outcome based performance management can enhance public governance and inter institutional coordination Part 4 deals with the illustration of challenges and results from different public sector domains Finally the book concludes in Part 5 as it examines innovative methods and tools that may support decision makers in dealing with the challenges of outcome based performance management in the public sector Though the book is specifically focused on a research target it will also be useful to practitioners and master students in public administration

Public Sector Performance Richard Kearney, 2018-03-05 Confronted with rising citizen discontent the Reinventing Government movement and new technological challenges public organizations everywhere are seeking means of improving their performance Their quest is not new rather the concern with improving the performance of government organizations has existed since the Scientific Management Movement *Public Sector Performance* brings together in a single volume the classic enduring principles and processes that have defined the field of public sector performance as written in the words of leading practitioners and scholars Taken as a whole this volume provides a performance compass for today's public managers helping them to reconstruct the public's confidence in and support of government Defined here as managing public organizations for outcomes performance is examined in all its varied dimensions organizing work managing workers measuring performance and overcoming resistance to performance enhancing innovations The selected articles are interesting thought provoking and instructive They are classics in that they have been widely cited in the scholarly literature and have enduring value to public managers who seek to understand the many dimensions of performance The book is organized into three sections Performance Foundations Performance Strategies and Performance Measurement Excerpts from additional selected articles feature special topics and wisdom from performance experts

Public Sector Reform and Performance Management in Developed Economies Zahirul Hoque, 2021-02-22 Over the past two decades there has been a shift of paradigm in public administration and public sector accounting around the world with the increasing emphasis on outcomes as opposed to inputs and outputs focus

Understanding of how government departments and agencies develop and implement outcomes based approaches to their services and programs to strengthen public accountability financial scrutiny and good governance worldwide is limited. Covering a selection of international practices on outcomes based approaches to government departments agencies and public higher educational institutions in developed economies this comprehensive compilation provides an essential reading in the public sector accounting accountability and performance management field. The contributions are grouped into three jurisdictions Australasia UK and Europe and North America. It incorporates outcomes based practices in public services from advanced economies and will be of significant interest to global public sector regulators consultants researchers and academic communities as well as academic researchers in public administration and development studies fields. The insights offered by a country specific practice will also be useful to governments in other countries implementing similar systems and practices and facing similar socio political environments. This book will also help to gain an understanding of the issues of government accountability from a management point of view as well as from a socio political point of view.

Strategic and Performance Management in the Public Sector Frans Minnaar, 2010. Public administration comprises two integrated components namely the political process in terms of which government policy is formulated and a management process in terms of how this policy must be implemented. The introduction of strategic and performance management systems and procedures in the public sector has become international standard practice often resulting in a comprehensive redesign of the traditionally bureaucratic legislative framework. Strategic management links the government organisation to the community thus incorporating the actual needs of the community in government's planning while performance management gears the organisation towards service delivery. Strategic and performance management in the public sector provides an integrated management model for 21st century government organisations. This book is a step by step presentation of the strategic and performance management process starting with government policies and culminating in a comprehensive performance management system. It contains practical examples activities relevant legislation boxes and supplementary material for further understanding.

BOOK JACKET *Municipal Management* Annelise Venter, 2007. Book the constitutional dispensation as it affects municipalities the strategic orientation of municipalities within the global and national contexts the capacities and resources available best practices as far as management processes procedures and methods are concerned. The book explores the multifaceted nature of municipal management in South Africa and focuses the readers attention on selected key strategic issues such as local economic development local democracy disaster risk reduction.

Public Sector Reform and Performance Management in Emerging Economies Zahirul Hoque, 2021-05-23. In the recent decade governments worldwide are increasingly focusing on being community centric and outcomes based. Consequently they are starting to move towards outcomes based approaches to public financial management systems. An outcomes based approach allows government service agencies and specific program areas to organize and communicate priorities to achieve what matters and

makes a difference rather than just going through the motions Empirical evidence on how government agencies in emerging economies go about this contemporary approach and issues affecting these practices is limited This edited collection of chapters is aimed at covering public sector reform and performance management in emerging economies with special reference to outcomes based approaches in practice in government services Practices from developed economies contained in the first book on the topic have been published by Routledge in February 2021 The insights offered on the topic are written by renowned scholars who have identified important issues pertinent to those interested in public sector governance accounting accountability and performance management effectiveness in emerging economies The book will be highly accessible to researchers academics and students in the fields of accounting public administration development studies and other non accounting audiences alike

Resource Management Performance: A Sectoral Analysis in the Post-Conflict Kurdistan Region of Iraq Goran M. Muhamad, Nabaz T. Khayyat, 2024-12-23 This book investigates the intricacies of resource management performance across various sectors within the Kurdistan Region of Iraq With 13 in depth studies it examines the region s evolution from an agricultural society to an emerging market since the collapse of the Saddam Hussein regime in 2003 Oil and gas revenue comprising over 85 percent of fiscal revenues has attracted multinational companies and international humanitarian organizations although external factors such as the ISIS conflict and global economic downturns have hindered their performance Additionally conflicts with Baghdad and the fallout of the ISIS war have led to double embargoes and economic crises exacerbated by the region s provision for 2 million refugees and internally displaced persons International entities like the IOM and UNDP have played vital roles in supporting the region s development amid these challenges Despite these obstacles the Kurdistan Region demonstrates significant economic potential By scrutinizing resource management in sectors such as education and electricity this book offers valuable insights and policy recommendations for researchers decision makers and organizations invested in the region s growth and stability

APAIS 1999: Australian public affairs information service ,

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