

REVITALIZING STATE AND LOCAL PUBLIC SERVICE

Strengthening Performance,
Accountability,
and Citizen Confidence

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EDITOR

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State and Local Public Service

Revitalizing State And Local Public Service Strengthening Performance Accountability And Citizen Confidence

Louis Rowitz



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Why Public Service Matters R. Durant, 2014-10-02 Why Public Service Matters conveys the importance purpose and nobility of a career as a civil servant in the United States It does so however with an unflinching eye on the realpolitik that drives public administration in America s compensatory state and on the pitfalls of reformers focus on bureaucratic rather than democratic administration The book links the nation s ability to handle contemporary policy problems with the strategic tactical and normative quality of public management In doing so it offers newcomers a rare concise and accessible overview of the field Readers will gain an appreciation for the challenges choices and opportunities facing public managers as they help advance a sense of common purpose informed by democratic constitutional values in twenty first century America

Transforming the Civil Service United States. General Accounting Office, 1995

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

Public Health Leadership Louis Rowitz, 2009-10-07 Rowitz demonstrates how the skills and tools used to build effective leadership in the business world can be adopted by public health professionals Exercises case studies and discussion questions are incorporated into detailed chapters on theories and principles of leadership applications to public health leadership skills and evaluation and research Rowitz supplements the definition of leadership with practical skills including communication delegation public speaking

media advocacy and cultural sensitivity Handbook of Organizational Behavior, Revised and Expanded Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology **Handbook of Human Resource Management in Government** Stephen E. Condrey, 2010-08-02 HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing privatization and the diminution of public employee rights This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative state of the art information for public administrators and human resource professionals The third edition features contributions from noted experts in the field including Donald E Klingner Mary E Guy Jonathan P West Jeffrey L Brudney Montgomery Van Wart J J Steven Ott Norma M Riccucci and many more Praise for the Handbook of Human Resource Management in Government This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars practitioners and general readers in need of concise summaries of up to date cutting edge public personnel administration research No other handbook on the market more concisely more comprehensively more clearly synthesizes this vast rapidly changing field that remains so vital to effective government performance RICHARD STILLMAN editor in chief Public Administration Review The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice The result is a clear road map that can finally make HR a key

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Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2008-12-16 Public and nonprofit organizations face difficult challenges today that make the strategic management of human resources crucial This book shows how to integrate HR practices with the mission of their organization An accessible tool complete with an instructor's manual this book provides an integrated approach to current HR concerns and is unique in its focus on both public and nonprofit agencies Offering guidance and techniques for implementing effective human resource management strategies job analysis performance evaluation recruitment and selection training and development compensation and benefits and collective bargaining Pynes demonstrates how strategic human resources management is essential to proactively managing change

Handbook of Public Administration W. Bartley Hildreth, Gerald J. Miller, Jack Rabin, 2018-01-19 Since the publication of the previous edition the best selling Handbook of Public Administration enters its third edition with substantially revised updated and expanded coverage of public administration history theory and practice Edited by preeminent authorities in the field this work is unparalleled in its thorough coverage and comprehensive references This handbook examines the major areas in public administration including public budgeting and financial management human resource management decision making public law and regulation and political economy Providing a strong platform for further research and advancement in the field this book is a necessity for anyone involved in public administration policy and management This edition includes entirely new chapters on information technology and conduct of inquiry In each area of public administration there are two bibliographic treatises written from different perspectives The first examines the developments in the field The second analyzes theories concepts or ideas in the field's literature

Handbook of Human Resources Management in Government Stephen E. Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free

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construction education government insurance public utilities health care and nonprofit services Rather than detailing the technical processes to achieve inspection planning quality auditing statistics or risk assessment this book presents step by step guidelines recommendations and action plans for changing service organizations to implement quality improvements Sound theory and careful strategic planning are presented to assist readers in developing an understanding of how to select the essential elements of systems that best fit their customers needs **Politics of the Administrative Process** Donald F. Kettl, 2016-12-16 Politics of the Administrative Process shows how efficient public administration requires a delicate balance the bureaucracy must be powerful enough to be effective but also accountable to elected officials and citizens Author Don Kettl gives students a realistic relevant and well researched view of the field in this reader friendly best seller With its engaging vignettes rich examples and a unique focus on policymaking and politics the Seventh Edition continues its strong emphasis on politics accountability and performance This new edition has been thoroughly updated with new scholarship data events and case studies giving students multiple opportunities to apply ideas and analysis as they read *Personnel Management in Government Agencies and Nonprofit Organizations* Dennis Dresang, 2017-06-14 The long awaited new edition of this highly praised text includes full coverage of policy issues and professional practice in nonprofit organizations as well as at federal state and local levels of government Retaining its accessible writing style this sixth edition examines the latest management theories such as employee engagement and motivation and current issues including disability privatization merit systems and family and medical leave roots the discussion in public policy issues providing students with a better understanding of the actors involved and the broader context of personnel administration provides abundant pedagogical tools including learning objectives summaries and discussion questions to guide student understanding and foster critical thinking includes exercises and case studies throughout the book for individual or group work helping students apply public personnel management concepts to real world situations In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession public service contracting public sector unions security concerns performance measurement remote management management of volunteers the challenges and opportunities of developing an organizational culture and lessons from the experiences of countries around the world This is a textbook that is ideally suited to prepare students to manage people effectively whether in government nonprofit organizations NGOs or in the private sector *Accountable Governance: Problems and Promises* Melvin J. Dubnick, H. George Frederickson, 2015-05-18 Public accountability is a hallmark of modern democratic governance and the foundation of the popular performance management movement Democracy is just an empty exercise if those in power cannot be held accountable in public for their acts and omissions for their decisions their policies and their expenditures This book offers a finely detailed and richly informed consideration of accountability in both government and the contemporary world of governance Twenty five leading experts

cover varying aspects of the accountability movement including multiple and competing accountabilities measuring accountability accountability and democratic legitimacy and accountability and information technology and apply them to governments quasi governments non government organizations governance organizations and voluntary organizations Together they provide the most comprehensive consideration of accountability currently available with a blend of theoretical empirical and applied approaches

Innovation Mark A. Abramson, Ian D. Littman, 2002 This book includes five case studies which consider innovation in government entities in the U S exploring what innovation may look like and what it takes to create a culture of innovation The editors and contributors discuss what is known about fostering implementing and replicating innovation as well as the relationship between innovators and innovation

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