

# Managing Performance in the Public Sector

CONCEPTS, CONSIDERATIONS AND CHALLENGES



Gerit van der Wal

# Managing Performance In The Public Sector Concepts Considerations And Challenges

**Lingsheng Yao**



## **Managing Performance In The Public Sector Concepts Considerations And Challenges:**

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

**Strategic Management in the Public Sector** Trevor H. Thys, Prof Charles Wait, Prof Ilse Truter, 2022-07-13 Chapter 1 Integrative strategic planning in South Africa Conceptual frameworks Chapter 2 Electoral mandate priorities policy and strategy Chapter 3 Economic planning economic policy or development policy Past present and future Chapter 4 Planning human resources Chapter 5 General management and leadership Chapter 6 Strategy formulation and environment analysis Chapter 7 Internal analysis and implementation Chapter 8 Strategy implementation and change management Chapter 9 Performance management system Chapter 10 Monitoring and evaluation Chapter 11 Health care in South Africa Chapter 12 Socio economic context of education

**The State and Development in South Africa** Isaac Khambule, 2025-09-16 This book interrogates the nexus between the state and development in post apartheid South Africa It highlights current problems and suggests ways of consolidating state capabilities improving public institutions and enhancing governance and development outcomes Framed around developmental state theory the book argues that the role of the state in South Africa will be fundamental for addressing the triple challenges of unemployment poverty and inequality There is a growing concern that South Africa is at a development impasse with ongoing crises in energy infrastructure and unemployment The chapters investigate the role of the post apartheid state in pursuing development and navigating a neoliberal globalised society The book explores state capacity in all spheres of government the relationship between politics and bureaucracy and the role of state owned enterprises in the country s developmental aspirations The book concludes by summarising the successes challenges and lessons that have emerged over the course of the book and anticipating future directions or possibilities for the state in South Africa s development impasse Bringing together leading voices in the field this book will be an essential read for researchers of African politics political economy and development The book is also relevant for policymakers students and practitioners in social sciences

**Managing E-Government Projects: Concepts, Issues, and Best Practices** Aikins, Stephen Kwamena, 2012-01-31 This book collects the work of some of the best scholars and practitioners in the fields of e government and project management who explore how e government projects can be managed planned and executed with effective project management techniques and methodologies Provided by publisher

**Managing for Public Service Performance** Peter Leisink, Lotte B. Andersen, Gene A. Brewer, Christian B. Jacobsen, Eva

Knies, Wouter Vandenabeele, 2021-03-04 How can management make a meaningful contribution to the performance of public services Around the world public organizations face increasingly complex social issues related to globalization migration health crises national security and climate change To meet these challenges we need a better understanding of what managing for public service performance means and what it requires from public managers and public servants This book takes a multidisciplinary critical and context sensitive approach to address such questions Through a comparative review of public administration research it examines a variety of management aspects such as leadership behavior human resource management performance diversity and change management It also critically reflects on how the context of the public sector affects the management performance relationship in democratic societies as well as the influence of numerous stakeholders and their beliefs about the nature and purpose of public service By clarifying conceptual issues and taking a theoretical and evidence based approach to the relationships between management and performance this book offers new directions for research and a framework to help improve public services in practice      **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      **Governance, Development, and Social Work** Chathapuram S. Ramanathan, Subhabrata Dutta, 2013-08-15 This book explores how many issues related to development and governance including migration disaster management environmental justice peace and security sustainability public private partnerships and terrorism impact the practice of social work It takes a global comparative approach reflecting the global context in which social workers now operate      **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      *Empowering Public Administrators* Amanda M. Olejarski, Sue M. Neal, 2024-02-06 Public administrators need to be empowered to make difficult decisions Acting in the public interest often means doing what is ethical even when it is an unpopular choice Yet too often public servants at the local state and federal levels internalize the notion that their hands are tied and that they are limited in their ability to effect change *Empowering Public Administrators Ethics and Public Service Values* provides a much needed antidote to inaction offering a new lens for viewing administrative decision making and behavior This book makes a case for bringing historically significant theories to the forefront of public service ethics by applying them to a series of current ethical challenges in practice Exploring administrative discretion as modern bureaucrats govern public affairs in a political context this collection builds on the normative foundations of public administration and provides readers with a scaffold for understanding and practicing public service values Questions for discussion and applications to practice are included in each chapter making

this collection of interest to public affairs master s and doctoral students as well as public service practitioners

**Evaluation Management in South Africa and Africa** Fanie Cloete,Babette Rabie,Christo De Coning,2014-12-01 This blind peer reviewed book systematically records analyses and assesses for the first time in a single volume the implications of the global development and management of professional evaluation for the African continent The book deals with the most strategic contemporary evaluation themes Each of these themes contains discussions of theoretical issues illustrated with one or more short case studies while selected longer case studies and other relevant documentation are also taken up in annexures at the end of the book The book therefore comprises a guide to best M E practices for purposes of systematic policy programme and project evaluations It is suitable for both professional M E institutionalisation and capacity building projects as well as for evaluation information dissemination and education at different levels in the public private and voluntary sectors in society especially in a developmental context

**Managing Social Issues** Peter Leisink,Paul Boselie,Dian Marie Hosking,Maarten van Bottenburg,2013-09-30 Western societies face complex social issues and a growing diversity of views on how these should be addressed The traditional view focuses on government and public policy but neglects the initiatives that non profit and private organizations and local

**Corporate Risk Management** Tony Merna,Faisal F. Al-Thani,2005-07-15 Corporate Risk Management analyses compares and contraststools and techniques used in risk management at corporate strategic business and project level and develops a risk managementmechanism for the sequencing of risk assessment through corporate strategic and project stages of an investment in order to meet therequirements of the 1999 Turnbull report By classifying and categorising risk within these levels readers will learn how to drill down and roll up to any level ofthe organisational structure establish the risks that each projectis most sensitive to and implement the appropriate risk responsestrategy to the benefit of all stakeholders

**Encyclopedia of E-Commerce, E-Government, and Mobile Commerce** Khosrow-Pour, D.B.A., Mehdi,2006-03-31 Administration r f rrence lectronique

**Strategy and Success Factors of Business Schools** Anne Kathrin Adam,2016-07-04 Anne Kathrin Adam conducts several empirical analyses to gain insights into the characteristics of institutional goals and strategy as well as the relationship between goals strategy and factors of success of business schools The author gives an overview of the content of mission statements strategic profiles of 521 U S AACSB accredited business schools and the importance of various factors of influence on selected dimensions of market success Her findings stress the importance of setting a clear strategic focus

**Business Intelligence: Concepts, Methodologies, Tools, and Applications** Management Association, Information Resources,2015-12-29 Data analysis is an important part of modern business administration as efficient compilation of information allows managers and business leaders to make the best decisions for the financial solvency of their organizations Understanding the use of analytics reporting and data mining in everyday business environments is imperative to the success of modern businesses Business Intelligence Concepts Methodologies Tools and Applications presents a comprehensive

examination of business data analytics along with case studies and practical applications for businesses in a variety of fields and corporate arenas Focusing on topics and issues such as critical success factors technology adaptation agile development approaches fuzzy logic tools and best practices in business process management this multivolume reference is of particular use to business analysts investors corporate managers and entrepreneurs in a variety of prominent industries Public Management and Governance Tony Bovaird, Elke Löffler, Elke Loeffler, 2004-06-02 First published in 2003 Routledge is an imprint of Taylor Francis an informa company *Contemporary Issues in Accounting* Elaine Conway, Darren Byrne, 2018-06-01 The book explores the developing challenges and opportunities within the business and finance world which are likely to impact the accounting profession in the near future It outlines a number of approaches to ensure that the accountants of the future are equipped with a useful awareness of some of the key topic areas that are quickly becoming a reality and helps bridge the gap between academia and practice The chapters are standalone introductory pieces to provide useful pr cis of key topics and how they apply to the accounting profession in particular It aims to deliver key readings on hot topics not addressed in other texts which the accounting profession is tackling or are likely to tackle soon Hence the book provides accounting students and researchers a solid grounding in a broad range of highly relevant non technical accounting themes looking at the bigger environment in which future accountants will be operating involving considerations of strategic corporate governance issues and highlighting competences beyond the standard technical accounting skill sets

*Transformational Human Resources Management in Zimbabwe* Mervis Chiware, Bernard Nkala, Innocent Chirisa, 2022-09-19 This book is a stepping stone toward solving public sector human capital challenges in Zimbabwe as it equips human capital managers with solutions to key issues in the public sector In Zimbabwe the public sector human capital drives the economy as over half of the population access their services through public enterprises Government is the major agent in economic and infrastructure development as well as the production of goods and services However Zimbabwe s public service is underperforming due to poorly motivated and managed employees who do not respond to the needs of its clients This is a cause of concern as the public sector human capital is central to the overall performance of the public sector Often public sector managers and leaders lack advanced relevant and dynamic skills and knowledge to deal with human resource challenges within the New Public Management environment It is critical for the public sector to transform its human resource management to suit twenty first century needs Effective human resource management in the public sector leads to economic growth and therefore the achievement of the Zimbabwe National Vision 2030 Therefore this book serves as a guide for public sector managers and those directly or indirectly involved in human capital management It provides in depth knowledge and guidance in effective human capital management within the context of the public sector in Zimbabwe

Public Sector Auditing Sir John Bourn, 2008-07-31 Drawing on 20 years of experience as Comptroller and Auditor General and head of the United Kingdom National Audit Office *Public Sector Auditing Is it Value for Money* is Sir John Bourn s own

account of the role and influence value for money auditing has in holding governments to account and in helping public bodies improve the ways in which they deliver services Key features include In depth case studies from UK US Canada China India and Australia Detailed analysis of complex areas of public expenditure such as health education privatisation regulation defence and IT Examples of how auditing can promote positive outcomes rather than negative post mortems This book is relevant for people working in both the public and private sectors and should be essential reading for the staff of public sector audit institutions around the world as well as commercial accountancy firms and students of accountancy politics economics and public management

**Strategic Issues Management** Robert L. Heath, Michael J. Palenchar, 2008-09-23

Strategic Issues Management explores the strategic planning options that organizations can employ to address crucial public policy issues engage in collaborative decision making get the organization's house in order engage in tough defense and smart offense and monitor opinion changes that affect public policy In this fully updated Second Edition authors Robert L. Heath and Michael J. Palenchar offer practical actionable guidance that readers can apply to organizations from large Fortune 500 companies to nongovernmental organizations and start up high tech companies

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

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