

Representative Bureaucracy

Samuel
Krislov

CLASSICS OF THE SOCIAL SCIENCES

Representative Bureaucracy

Samuel Krislov, David H. Rosenbloom



Representative Bureaucracy:

Representative Bureaucracy Samuel Krislov, 2012-09-22 Professor Samuel Krislov's *Representative Bureaucracy* remains among the most important and enduring books in the field of public administration and its intersection with political science. It takes the kernel of the idea inchoately introduced in J. Donald Kingsley's 1944 book by the same title that public bureaucracies can be representative political institutions and it develops an overall analytic framework with empirically testable propositions that has served subsequent generations of scholars very well. So well in fact that as the literature on representative bureaucracy blossomed these propositions have become so ingrained that many younger scholars are unaware of their initial formulation and roots. That is one reason why the republication of this volume now is not only appropriate but a critical step toward more tightly organizing the vast literature that it arguably spawned into a comprehensive empirically based theory integrating all facets of the study of representative bureaucracy. Krislov entered into this contentiousness over affirmative action and agency socialization with unusual balance, sophistication, and nuance, and substantial success in advancing our thinking about how public bureaucracies can and cannot be representative. David H. Rosenbloom, Distinguished Professor of Public Administration, American University, Washington, D.C., from the new Foreword.

Representative Bureaucracy Julie Dolan, David H. Rosenbloom, 2016-04-15 The readings in this collection provide a comprehensive guide to the established knowledge and emerging issues regarding democratizing public bureaucracies by making them socially representative. The book includes both classic and cutting edge works and presents a contemporary model for analyzing representative bureaucracy that focuses on the linkages between social origins, life experiences, attitudes, and administrators' decision making. The selections address many of the leading concerns of contemporary politics, including diversity and equal opportunity, policy, democratic control of administration, administrative performance, the pros and cons of the new public management, and reinventing government. Many of the field's most cited works are included. Each chapter starts with an introductory summary of the key questions under consideration and concludes with discussion questions. With its extensive selection of classic and contemporary readings, the book will have wide application for courses on bureaucracy, public administration, and public sector human resource management.

Representative Bureaucracy in Action Patrick von Maravić, B. Guy Peters, Eckhard Schröter, 2013-01-01 This volume confronts one of the most central issues in the study and practice of bureaucracy: Questions about representativeness of public institutions raise key issues about legitimacy, especially in contexts characterised by ethnic diversity and cleavages. Debates are shaped by normatively informed positions that contrast those in favour of representativeness with those who point to limitations and side effects. This volume offers a set of important contributions to these debates by linking the long standing debates about representative bureaucracy with an impressive range of country studies. This volume is a fundamental contribution to the theme of representative bureaucracy. Martin Lodge, London School of Economics, UK. The book explores one of the most topical issues of public bureaucracies.

worldwide the relationship between the composition of the public sector workforce and the nature of the society it serves Taking a comparative and analytical perspective the authoritatively yet accessibly written country chapters show how salient the politics of representativeness have become in increasingly diverse societies At the same time they illustrate the wide variety of practice based on different political systems administrative structures and cultural settings Providing comprehensive up to date information and analysis these studies will interest scholars and practitioners alike from comparative public administration and management government public policy and diversity studies

Representative Bureaucracy Julie Dolan, David H. Rosenbloom, 2003 This collection of classic and cutting edge readings provides a comprehensive guide to the established knowledge and emerging issues regarding democratizing public bureaucracies by making them socially representative Each chapter includes a summary of the key questions under consideration and concludes with discussion questions

Representative Bureaucracy and the American Political System Samuel Krislov, David H. Rosenbloom, 1981

Representative Bureaucracy and Performance Sergio Fernandez, 2019-11-22

Representative Bureaucracy and Performance Public Service Transformation in South Africa is a first rate blend of quantitative and qualitative analysis of one of the major transitions in modern governance Fernandez makes a major theoretical contribution to the literature on representative bureaucracy in demonstrating how descriptive representation translates into both active representation and better performance His discussion of the crucial role of language and communication brings new insight to the literature on public administration and democracy Kenneth Meier Distinguished Scholar in Residence American University This study of public sector transformation goes beyond the descriptive qualitative research largely found in South African public administration historiography by undertaking sophisticated quantitative analysis to show that representation of previously historically disadvantaged groups under certain circumstances can improve the performance of public organizations This is an excellent contribution not only to public administration scholarship in South Africa but also to the sparse literature on public organizations in developing countries The book should be of great value to scholars and practitioners of public administration as well as to students of political science and organizational studies Robert Cameron Professor University of Cape Town This book provides an excellent analysis of the theory of representative bureaucracy in the context of South African post apartheid government South Africa is an important and fascinating case The work adds substantially to the literature on representative bureaucracy and will be of interest to all who are concerned with the effectiveness of government organizations J Edward Kellough Professor University of Georgia Governments throughout the world seek to promote employment equity and ensure that bureaucracies are representative of the citizenry South Africa offers a rare and fascinating case for exploring what happens to bureaucracies as they undergo demographic transformation Grounded in the theory of representative bureaucracy and using a mixed methods approach this book explores how major changes in the demographics of the South African public service have affected the performance of

the institution The empirical analysis offers compelling evidence that representative bureaucracies perform better As public organizations become increasingly representative by hiring historically disadvantaged persons especially Africans their performance improves controlling for a range of factors Evidence indicates representative bureaucracies perform better because they empathize with and advocate for historically disadvantaged communities are equipped with linguistic and cultural competencies to serve a diverse citizenry and can induce compliance cooperation and coproduction *Politics of Representative Bureaucracy* B. Guy Peters, Patrick von Maravić, Eckhard Schröter, 2015-04-30 What is the relationship between the composition of the public sector workforce and the nature of the society it serves Taking a comparative and analytical perspective the authoritative and accessible chapters illustrate the salience of representativ *Race and Representative Bureaucracy in American Policing* Brandy A. Kennedy, Adam M. Butz, Nazita Lajevardi, Matthew J. Nanes, 2017-06-09 This book examines issues of race and policing through the lens of representative bureaucracy theory According to representative bureaucracy theory demographic correspondence between government employees and the local population can lead to more favorable outcomes for minority groups It argues that police forces with higher minority composition will have more positive outcomes across measures such as fewer excessive force complaints and fewer fatal encounters with officers Additionally the book asserts that more representative forces will demonstrate responsiveness and accountability by implementing policies such as citizen review boards for excessive force complaints It does this by first providing a brief overview of issues surrounding race and policing in America documenting racial representation occurring in local police forces nationwide and exploring the potential causes and consequences of underrepresentation It concludes by discussing the implications of our findings and offer potential policy remedies and solutions that local law enforcements can pursue in order to reduce minority underrepresentation and improve policing outcomes *The Promise of Representative Bureaucracy: Diversity and Responsiveness in a Government Agency* Sally Coleman Selden, 2015-02-24 This text on representative bureaucracy covers topics such as bureaucracy as a representative institution bureaucratic power and the dilemma of administrative responsibility and representative bureaucracy and the potential for reconciling bureaucracy and democracy **Representative Bureaucracy, Meritocracy, and Nation Building in Nigeria** Bola Dauda, Toyin Falola, 2015-12-18 This book is a comprehensive theoretical and empirical investigation of the practical application of representative bureaucracy in Nigeria Part I consists of four chapters beginning with a theoretical and an historical overview of representative bureaucracy and policy making in Nigeria This includes a discussion of the myths contradictions and the resultant dilemmas of administration It highlights the complexities and intricacies of public policy making and examines the concept of representative bureaucracy including its meaning forms criticisms prospects limitations and history It also examines the need for administrative reforms what reforms have taken place and the country s search for appropriate bureaucracy for nation building Part II details the objective and empirical facts regarding the representativeness of

bureaucracy in Nigeria and its implications Unlike past approaches this book provides solid evidence of what difference representative bureaucracy actually makes on the ground Using a novel and rigorous methodological approach the actual impact of the civil service on policy making is assessed and insights are provided into how a more representative bureaucracy affects policy The approach is enhanced by the authors advantage as Nigerian scholars who had both worked in the Nigerian political system as civil servant and university professors This landmark study will be of value to scholars and students of Nigerian and African political economic and social development *Handbook of Bureaucracy* Ali

Farazmand,1994-06-10 This encyclopedic reference text provides an analysis of the basic issues and major aspects of bureaucracy bureaucratic politics and administrative theory public policy and public administration in historical and contemporary perspectives Examining theoretical philosophical and empirical interpretations as well as the intricate position of bureaucracy in government politics national development international relations and a host of other institutions the book focuses on the multifunctional role of public bureaucracies in societies with various socioeconomic political cultural and ideological orientations and covers a wide range of processes and subjects *Affirmative Action and the University* Kul B.

Rai,John W. Critzer,2000-01-01 Affirmative Action and the University is the only full length study to examine the impact of affirmative action on all higher education hiring practices Drawing on data provided by the Equal Employment Opportunity Commission and the U S Department of Education s National Center for Education Statistics the authors summarize track and evaluate changes in the gender and ethnic makeup of academic and nonacademic employees at private and public colleges and universities from the late 1970s through the mid 1990s Separate chapters assess changes in employment opportunities for white women blacks Asians Hispanics and Native Americans The authors look at the extent to which a two tier employment system exists In such a system minorities and women are more likely to make their greatest gains in non elite positions rather than in faculty and administrative positions The authors also examine differences in hiring practices between public and private colleges and universities **The Role of Public Administration in Alleviating Poverty and**

Improving Governance Jak Jabes,2005 This publication is the first of a series from The Network of Asia Pacific Schools and Institutes of Public Administration and Governance NAPSIPAG a network of professionals formed to encourage the continuing development of public administration theory and practice through research and other initiatives and foster cooperation and collaboration between and among the members in pursuit of related and common interests *Bureaucracy*

in a Democratic State Kenneth J. Meier,Laurence J. O'Toole,2006-09-21 Publisher description *Encyclopedia of Public Administration and Public Policy* David Andrew Schultz,James A Beverly,Professor and Senior Fellow David

Schultz,2014-05-14 An alphabetical listing of administrative agencies and departments with details about the office and its role in government as well as terms and definitions **Minorities and Representation in American Politics** Rebekah

Herrick,2016-01-29 Minorities and Representation in American Politics is the first book of its kind to examine

underrepresented minorities with a framework based on four types of representation descriptive formalistic symbolic and substantive Through this lens author Rebekah Herrick looks at race ethnic gender and sexual minorities not in isolation but synthesized within every chapter This enables readers to better recognize both the similarities and differences of groups underrepresentation Herrick also applies her unique and constructive approach to intergroup cooperation and intersectionality highlighting the impact that groups can have on one another

The Oxford Handbook of American Bureaucracy Robert F. Durant, 2012-08-02 One of the major dilemmas facing the administrative state in the United States today is discerning how best to harness for public purposes the dynamism of markets the passion and commitment of nonprofit and volunteer organizations and the public interest oriented expertise of the career civil service Researchers across a variety of disciplines fields and subfields have independently investigated aspects of the formidable challenges choices and opportunities this dilemma poses for governance democratic constitutionalism and theory building This literature is vast affords multiple and conflicting perspectives is methodologically diverse and is fragmented The Oxford Handbook of American Bureaucracy affords readers an uncommon overview and integration of this eclectic body of knowledge as adduced by many of its most respected researchers Each of the chapters identifies major issues and trends critically takes stock of the state of knowledge and ponders where future research is most promising Unprecedented in scope methodological diversity scholarly viewpoint and substantive integration this volume is invaluable for assessing where the study of American bureaucracy stands at the end of the first decade of the 21st century and where leading scholars think it should go in the future The Oxford Handbooks of American Politics are a set of reference books offering authoritative and engaging critical overviews of the state of scholarship on American politics Each volume focuses on a particular aspect of the field The project is under the General Editorship of George C Edwards III and distinguished specialists in their respective fields edit each volume The Handbooks aim not just to report on the discipline but also to shape it as scholars critically assess the scholarship on a topic and propose directions in which it needs to move The series is an indispensable reference for anyone working in American politics General Editor for The Oxford Handbooks of American Politics George C Edwards III

Research Handbook on Street-Level Bureaucracy Peter Hupe, 2019 When the objectives of public policy programmes have been formulated and decided upon implementation seems just a matter of following instructions However it is underway to the realization of those objectives that public policies get their final substance and form Crucial is what happens in and around the encounter between public officials and individual citizens at the street level of government bureaucracy This Research Handbook addresses the state of the art while providing a systematic exploration of the theoretical and methodological issues apparent in the study of street level bureaucracy and how to deal with them

A More Representative Bureaucracy Harry Kranz, 1975 [Global Encyclopedia of Public Administration, Public Policy, and Governance](#) Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global

scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field

Reviewing **Representative Bureaucracy**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Representative Bureaucracy**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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Representative Bureaucracy Introduction

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