



UNDERSTANDING AND MANAGING PUBLIC ORGANIZATIONS

SIXTH EDITION

HALE G. RAINEY, SERGIO FERNANDEZ,
and DEANNA MALATESTA

with contributions by David Colquhoun

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Managing The Public Organization

Jan Kooiman, Kjell A. Eliassen



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Understanding and Managing Public Organizations Hal G. Rainey, Sergio Fernandez, Deanna Malatesta, 2021-06-22

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, 2009-10-16 Understanding and Managing Public Organizations provides a comprehensive analysis of research and practice on public organizations and management In this fourth edition of his award winning best seller Hal Rainey reviews topics including organizational goals and performance decision making and strategy leadership motivation organizational structure and design organizational change and others He analyzes effective and ineffective practices with suggestions for managing contemporary and classic

challenges in public organizations and with illustrative vignettes and examples Carefully revised and updated this edition of Understanding and Managing Public Organizations extends previous editions with deeper coverage of collaboration and networks public values public service motivation managerial strategy performance assessment innovation and organizational change and recent trends in public sector management Praise for the Previous Editions The third edition of the classic text 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 this important source offers specific suggestions for managing these challenges in today s public organizations Abstracts of Public Administration A masterful textbook as well as an important and original contribution to the public organization theory literature both comprehensive in its treatment of organization theory and decidedly public in its perspective Public Administration Review A tremendous contribution to the field Rainey s ability to synthesize research streams from a variety of fields such as political science public administration public policy business administration psychology sociology and others is outstanding Jeffrey L Brudney Albert A Levin Chair of Urban Studies and Public Service Cleveland State University *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 **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 **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

The Public School: Its Organization, Management and Teaching, Etc William JOLLY (Inspector of Schools.),1874 **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

Strategic Management in Public Services Organizations Ewan Ferlie,Edoardo Ongaro,2022-04-03 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 which 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 organization or inter organizational network in question also depends on an understanding of local politico administrative and cultural contexts this book helps the readers 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 *Investment Trust Organization and Management* Leland Rex Robinson,1929 **Public**

Management James L. Perry,Kenneth L. Kraemer,1983 **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 Public Service Management ,1910 *Strategic Public Management* Howard R. Balanoff,2010 Real life Solutions to the Challenges Facing Public Administrators Complex management issues in the public sector can t be addressed with limited short term fixes Strategic well conceived approaches are critical to meet your organization s long term needs Through expert advice and real world examples Strategic Public Management Best Practices from Government and Nonprofit Organizations presents the solutions that today s public administrators are putting into practice to address a variety of challenges including planning and managing core mission functions integrating new technology and pursuing measurable results Nineteen contributors representing local and federal government nonprofit organizations and the academic world offer guidance direction and examples that focus on the many areas of concern to public sector professionals including Program operations Human capital issues Risk management Acquisition hurdles IT solutions Performance parameters This critical resource is easy to read and navigate and the expert viewpoints provide essential best practices for mid and senior level professionals Tackle your organization s complex issues today by applying proven strategies **Governance of Public Sector Organizations** P. Læg Reid,K. Verhoest,2010-10-27 Governance of Public Sector Organizations a nalyzes recent changes in government administration by focusing on organizational forms and their effects Contributors to this edited volume demonstrate how generations of reform result in increased complexity of government organizations and explain this layering process with multiple theories *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 Public Organization Through Leadership** Napoleon Imarhiagbe PhD,2015-09-11 This book is designed for public managers and inspiring managers to become better critical thinkers master planners evaluators and administrators Dr Imarhiagbe believes in a bottom up leadership style rather than a top down style in management His philosophy is that a

leader has not led until organizational goals have been achieved The authors approach to management demonstrates how public leaders can address the problems of public bureaucracy to achieve efficiency in the delivery of service In the future public leaders will use this approach as a guideline to manage their organizations *Public Organization Management* Jamil E. Jreisat, 1999-07-30 Exploring how the theories and practices of public management have evolved this text covers themes such as political judicial and cultural environments It reviews the theoretical developments from Woodrow Wilson and the classics to current schools such as Total Quality Management Public Administration David H. Rosenbloom, 1989

Abstracts of Public Administration, Development, and Environment ,1993

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