Organizational Behavior And Public Management Third Edition Revised And Expanded Public Administration And Public Policy

Public Administration
Organizational Behavior
Managing Human Behavior in Public and Nonprofit Organizations
Understanding and Managing Public Organizations
Managing Collaboration in Public Administration
Organizational Behavior in Health Care
Organizational Behavior in Public Administration
Motivation in Public Management
Classic Readings in Organizational Behavior
Classics of Organization Theory
Organizational Behavior
Organization Theory and Governance for the 21st Century
Organizational Behavior and Public Management,
Revised and Expanded
Managing Human Behavior in Public and Nonprofit Organizations
Understanding and Managing Public Organizations
Managing Organizational Behavior
Managing Human Behavior in Public and Nonprofit Organizations
Organizational Behavior and Public Management, Third Edition,
Revised and Expanded
Management of Organizational Behavior
Organizational Behavior
The New Public Service
Handbook of Organizational Behavior, Second Edition,
Revised and Expanded
Public Organization Behavior
Management
Organizational Behavior
American Public Administration
Organizational Behavior
Interactive EBook
The Psychology of Decision Making
Organizational Behavior and Public Management
Organizational Behavior
Public Management
Classic Readings in Organization Theory
BUNDLE:
Nahavandi: Organizational Behavior + Interactive e-book
Educational Administration and Organizational Behavior
Theories of Public Organization
Organizational Behavior in American Public Administration
Organizational Behavior and Public Management,
Revised and Expanded
Citizenship and Management in Public Administration
Managing Human Behavior in Public and Nonprofit Organizations
Organizational Behavior
Current Topics in Organizational Behavior
Management
The New Public Service:
Serving, not Steering provides a framework for the many voices calling for the reaffirmation of
democratic values, citizenship, and service in the public interest. It is organized around a set of seven core
principles: (1) serve citizens, not customers; (2) seek the public interest; (3) value citizenship and public service
above entrepreneurship; (4) think strategically, act democratically; (5) recognize that accountability isn’t simple; (6)
serve, rather than steer; and (7) value people, not just productivity. The New Public Service asks us to think carefully
and critically about what public service is, why it is important, and what values ought to guide what we do and how
we do it. It celebrates what is distinctive, important, and meaningful about public service and considers how we
might better live up to those ideals and values. The revised fourth edition includes a new chapter that examines how
the role and significance of these New Public Service values have expanded in practice and research over the past
15 years. Although the debate about governance will surely continue for many years, this compact, clearly written
volume both provides an important framework for a public service based on citizen discourse and the public interest
and demonstrates how these values have been put into practice. It is essential reading for students and serious
practitioners in public administration and public policy.A must-read for students in public administration and
nonprofit management programs! Managing Human Behavior in Public and Nonprofit Organizations, Fourth Edition,
is designed to help students understand, manage, and influence the behavior of others in the workplace. Esteemed
authors Robert B. Denhardt, Janet V. Denhardt, and Maria P. Aristigueta take an action-oriented approach by using
real-world circumstances within public and nonprofit organizations to illustrate key concepts. Important topics such
as stress, decision making, motivation, leadership, communication, teams, and change give students a foundational
understanding of the basic issues that affect human behavior. In addition to new cases and examples from the
public and nonprofit sectors, the Fourth Edition features new material on leadership and organizational change,
cultural diversity and generational diversity, and positive organizational behavior. Organizational Behavior is a
unique text that thoroughly explores the topic of organizational behavior using a strengths-based, action-oriented
approach while integrating important topics such as leadership, creativity and innovation, and the global society.
Authors Afsaneh Nahavandi, Robert B. Denhardt, Janet V. Denhardt, and Maria P. Aristigueta focus on the
interactions among individuals, groups, and organizations to illustrate how various organizational behavior topics fit
together. This text challenges students to develop greater personal, interpersonal, and organizational skills in
business environments, as well as utilize their own strengths and the strengths of others to achieve organizational
commitment and success. This unique text thoroughly explores the topic of organizational behavior using a
strengths-based, action-oriented approach while integrating important topics such as leadership, creativity and
innovation, and the global society. It focuses on the interactions among individuals, groups, and organizations to
illustrate how various organizational behaviors fit together. The text challenges students to develop greater
personal, interpersonal, and organizational skills in business environments as well as utilize their own strengths and
the strengths of others to achieve organizational commitment and success. KEY FEATURES
* A focus on creativity
and innovation teaches students to develop their ability to think creatively and critically so they can meet the
challenges of managing in a rapidly changing and global corporate environment. * An emphasis on strengths,
positive psychology, and self-awareness illustrates how students can recognize and utilize their own strengths as
well as the strengths of others to achieve organizational commitment and success. * A global perspective highlights
how managing human behavior in our complex, interconnected global society requires managers to develop a
cultural mindset and effectively respond to change. * Applications for Managers sections provide practical tips for
applying concepts in the real world. * Self-assessments, cases, exercises, and critical thinking features enable
students to apply content and practices to develop the necessary skills for success in organizations. Organizational
Behavior in Health Care presents a clear understanding of individual and group behavior in healthcare
organizational settings. Using an applied focus, the book provides a concise overview of key issues, such as
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perceptions and attitudes, stress, conflict, conflict management and negotiations, group dynamics, team building, and managing organizational change. This essential new resource gives managers critical insight into understanding workplace problems and dynamics, thus enabling organizations to achieve success through increased job satisfaction and productivity. Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government. This edition offers a public sector perspective of core topics, such as communication, decision-making, leadership, management ethics, motivation, organizational change, participation and performance appraisal.

Contemporary Psychology called this book “skillful and comprehensive” There is a need for a text like this device of juxtaposing theory and application is a sound one.” The authors discuss such topics as communication, decision making, worker participation and total quality management, organizational change, management systems, information, computers and organization theory in public management.

Bundle the Print Version of Organizational Behavior with the Interactive eBook for FREE! This unique text thoroughly explores the topic of organizational behavior using a strengths-based, action-oriented approach with a strong emphasis on creativity, innovation, and the global society. By focusing on the interactions among individuals, groups, and organizations this text illustrates how organizational behavior topics fit together. A unique set of pedagogical features challenge students to develop greater personal, interpersonal, and organizational skills in business environments as well as utilize their own strengths and the strengths of others to achieve organizational commitment and success. This dynamic new Interactive eBook version of Organizational Behavior is ideal for students in online and traditional courses who prefer a more contemporary, multimedia-integrated presentation for learning. It provides students with integrated links to engaging video and audio as well as access to complete academic and professional articles, all from the same pages found in the printed text. Students will also have immediate access to study tools such as highlighting, bookmarking, note-taking, and more! Please contact your Sales Representative for more information.

Organizational Behavior is a unique text that thoroughly explores the topic of organizational behavior using a strengths-based, action-oriented approach while integrating important topics such as leadership, creativity and innovation, and the global society. Authors Afshaneh Nahavandi, Robert B. Denhardt, Janet V. Denhardt, and Maria P. Aristigueta focus on the interactions among individuals, groups, and organizations to illustrate how various organizational behavior topics fit together. This text challenges students to develop greater personal, interpersonal, and organizational skills in business environments, as well as utilize their own strengths and the strengths of others to achieve organizational commitment and success.

THEORIES OF PUBLIC ADMINISTRATION, Seventh Edition is a brief, readable overview of public administration theory that presents multiple viewpoints, enabling you to develop your own philosophies of public administration, and helping you relate theory to application. The Seventh Edition incorporates a theme of Governance, which explores the traditions, institutions, and processes that determine how power is exercised, how citizens are given a voice, and how decisions are made on issues of public concern.

Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. An ability to feel comfortable with ambiguity, with constant and increasingly demanding change, with a new, unique commitment to teams and teamwork, and with a willingness to stay customer-oriented: Sims sees these as the prime requisites for success in management today. Marshalling evidence from academic research and practical experience, Sims shows how researchers continue to redefine the roles and responsibilities of executives and their reports. His book provides not only the reasons why the new organization is what it is, but how to cope with it and succeed in it. A must-read for supervisors, managers, executives, and recent graduates who are ready to take their own places in the new world of business. Used by more than a million people, this best-selling book is based on fundamental ideas from the applied behavioral sciences that have been successfully applied in thousands of organizations throughout the world. The Seventh Edition of Management of Organizational Behavior continues to build on the concepts and techniques of two important applied behavioral science approaches: Situational Leadership and One Minute Management - programs adopted worldwide by more than 400 of the Fortune 500 companies. The Seventh Edition is thoroughly revised and updated to reflect the most current research in the behavioral sciences as well as the continued development in the authors’ thinking and their consulting activities. In addition to bringing quality management into clearer focus, the book features two new chapters written by international consultants. The new edition also takes into account comments and suggestions provided by managers, students, teachers, researchers, consultants, and reviewers; offers a clear writing style and flexible format; and includes an extensive list of suggested supplementary reading.

Management of Organizational Behavior, Seventh Edition, provides readers with a thorough introduction to the exciting field of management of organizational behavior applicable to public and private management and administration in a wide variety of disciplines: business, communication, health sciences, education, nursing, engineering, and agribusiness. Here is an intriguing look at the basic principles of organizational behavior management and their relationship to the more traditional psychological/managerial characterizations of human behavior modification within organizations. Organizational behavior management specialists explore the applications and issues regarding behavioral procedures in the public sector and examine the recent success of behavior modification as it has been used in business, industry, and government. Supervisors and managers in business, industry, and government will find these principles and illustrations readily applicable to their organizations. Applying organization theory to public and governance organizations, Organization Theory and Governance for the 21st Century presents readers with a conscious and thoughtful awareness of the history and evolving nature of organizations. Authors Sandra Parkes Pershing and Eric Austin address emerging theories rarely touched upon in competing titles, and take a deeper look into assumed theories to give the student a chance to critically consider the consequences these embedded assumptions have for organizational practice. By providing a consistent theoretical grounding and a clear focus on post-traditionalist thinking, the book gives students the background they need to analyze organizational settings and take effective action in the unique setting of contemporary governance. CLASSIC READINGS IN ORGANIZATIONAL BEHAVIOR is
organized around the field's most discussed themes: leadership, motivation, individuals in teams and groups, effects of the work environment on individuals, power and influence, and organizational change. Within each of these thematic sections, the readings are presented chronologically so students can understand the development of specific theories, as well as the overall development of the field of organizational behavior. Because of this effective organization and a thorough introduction, many instructors use this reader as the sole text for their courses. Issuing a call to action, Public Administration: An Action Orientation, International Edition, encourages students to become active participants in public administration and equips them with the tools to do it effectively. Robert B. Denhardt, Janet V. Denhardt, and Tara A. Blanc teach readers how to influence the operations of public agencies: helping them learn to get involved and effect positive changes, regardless of whether they are working outside the agency as citizens or within the agency as managers. With a strong emphasis on ethics, the text introduces the theories and scholarly literature of the field while reflecting the latest trends and issues. Packed with hands-on applications, it helps students develop such practical skills as personal management, communication, delegation, motivation, and decision making. Key topics like nonprofit management, the global dimensions of public administration, and organizational theory are covered thoroughly throughout. In addition, CourseReader (available as a bundle option) integrates primary and secondary sources to give students a well-rounded perspective. Seyed Mohammad Moghimi examines both the everyday and the theoretical insights offered by Islamic sources for managing organizational behavior. He takes a wide-ranging approach to key organizational issues, including organizational communication, organizational leadership, conflict management, and organizational culture and ethics. In addition to addressing the basics, American Public Administration: Public Service for the 21st Century stands out from other books in the market by offering a broader context in which to understand public administration and by devoting comprehensive coverage to current topics and trends, many of which are given chapter-length treatment (e.g., civil society, privatization, management information systems, and ethics). The most recent and compelling research is woven throughout every chapter to give students a useful, in-depth understanding of the field today. Real-world case studies and vignettes, helpful chapter pedagogy, an abundance of charts and graphs, and numerous Web listings help students learn and engage them in the text. 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. Used by more than a million people, this best-selling book is based on fundamental ideas from the applied behavioral sciences that have been successfully applied in thousands of organizations throughout the world. The Seventh Edition of Management of Organizational Behavior continues to build on the concepts and techniques of two important applied behavioral science approaches: Situational Leadership and One Minute Management - programs adopted worldwide by more than 400 of the Fortune 500 companies. The Seventh Edition is thoroughly revised and updated to reflect the most current research in the behavioral sciences as well as the continued development in the authors' thinking and their consulting activities. In addition to bringing quality management into clearer focus, the book features two new chapters written by international consultants. The new edition also takes into account comments and suggestions provided by managers, students, teachers, researchers, consultants, and reviewers; offers a clear writing style and flexible format; and includes an extensive list of suggested supplementary reading. Management of Organizational Behavior, Seventh Edition, provides readers with a thorough introduction to the exciting field of management of organizational behavior applicable to public and private management and administration in a wide variety of disciplines: business, communication, health sciences, education, nursing, engineering, and agribusiness. 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.Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government. This edition offers a public sector perspective of core topics, such as communication, decision-making, leadership, management ethics, motivation, organizational change, participation and performance appraisal. Contemporary Psychology called this book “skillful and comprehensive“There is a need for a text like this/these device of juxtaposing theory and application is a sound one.” The authors discuss such topics as communication, decision making, worker participation and total quality management, organizational change, management systems, information, computers and organization theory in public management. Our goal with this 13th Edition is to keep this first mainline organizational behavior text up-to-date with the latest and relevant theory building, basic and applied research, and the best-practice applications. We give special recognition of this scientific foundation by our subtitle - An Evidence-Based Approach. As emphasized in the introductory chapter, the time has come to help narrow the theory/research-effective application/practice gap. This has been the mission from the beginning of this text. As “hard evidence” for this theory/research based text, we can say unequivocally that no other organizational behavior text has close to the number of footnote references. For example, whereas a few texts may have up to 40 or even 50 references for a few chapters, all the chapters of this text average more than twice that amount. This edition continues the tradition by incorporating recent breakthrough research to provide and add to the evidence on the theories and techniques presented throughout. Two distinguishing features that no other organizational behavior textbook can claim are the following: 1) We are committed at this stage of development of the field of OB to a comprehensive theoretical framework to structure our text. Instead of the typical potpourri of chapters and topics, there is now the opportunity to have a sound conceptual framework to present our now credible (evidence-based) body of knowledge. We use the widely recognized, very comprehensive social cognitive theory to structure this text. We present the background and theory building of this framework in the introductory chapter and also provide a specific model (Figure 1.5) that fits in all 14 chapters. Importantly, the logic of this conceptual framework requires two chapters not found in other texts and the rearrangement and combination of several others. For example, in the opening organizational context part there is Chapter 4, “Reward Systems,” and in the cognitive processes second part, Chapter 7, “Positive Organizational Behavior and Psychological Capital,” that no other text contains. 2) The second unique feature reflects our continuing basic research program over the years. Chapter 7 contains our most recent work on what we have termed “Positive Organizational Behavior” and “Psychological Capital” (or PsyCap). [The three of us introduced the term “Psychological Capital” in our joint article in 2004]. To meet the inclusion criteria (positive; theory and research based; valid measurement; open to development; and manage for performance improvement), for the first time the topics of optimism, hope, happiness/subjective well-being, resiliency, emotional intelligence, selfefficacy, and our overall core construct of psychological capital have been given chapter status. Just as real-world management can no longer afford to evolve slowly, neither can the academic side of the field. With the uncertain, very turbulent environment most organizations face today, drastically new ideas, approaches, and techniques are needed both in the practice of management and in the way we study and apply the field of organizational behavior. This text mirrors these needed changes. Social Cognitive Conceptual Framework. The book contains 14 chapters in four major parts. Social cognitive theory explains organizational behavior in terms of both environmental, contextual events and internal cognitive factors, as well as the dynamics and outcomes of the organizational behavior itself. Thus, Part One provides the evidence-based and organizational context for the study and application of organizational behavior. This text makes a practical link between social science theory and the practice of leading educational systems. The key processes of communication, leadership, motivation, and organizational change are analyzed in terms of how they influence educational systems. The only text in management and organizational behavior to focus on public organizations, nonprofit organizations, and school systems, Managing Human Behavior in Public and Nonprofit Organizations fosters competency in critical management and leadership skills including communication, motivation, teamwork, group dynamics, and decision-making. Cases, self-assessment exercises, simulations, and evaluative instruments provide students the opportunity to experience the applied side of theories and to learn both cognitively and experientially. The Third Edition covers recent developments in the field including the emergence of “positive organizational behavior.” Motivation in Public Management: The Call of Public Service joins a long-standing debate about what drives the behavior of government employees and others who are engaged in the public’s business. For many centuries, public service was considered a noble calling and, more recently, a profession. During the latter part of the 20th century, however, many scholars called into question both the reality and desirability of a public service ethic. This book draws upon a substantial and growing body of evidence from across disciplines in the social, behavioral, and natural sciences. It asks and answers key questions about the extent to which behavior is
fundamentally self- or other-regarding. To paraphrase James Madison, 'public servants are not angels,' but neither are they self-aggrandizing opportunists. The evidence presented in this volume offers a compelling case that motivation theory should be grounded not only in rational choice models, but altruistic and prosocial perspectives as well. In addition to reviewing evidence from many disciplines, the volume extensively reviews research in public management conducted under the rubric of ‘public service motivation’. The volume is a comprehensive guide to history, methodology, empirical research, and institutional and managerial implications of research on public service motivation. As the contributors illustrate, the implications transcend particular sectors or countries. Grasp the important themes, perspectives, and theories of the field with CLASSICS OF ORGANIZATION THEORY, International Edition. This collection of the most enduring works in organization theory, written by distinguished theorists, describes what organization theory is, how it has developed, and how its development has coincided with events and changes in other fields. The Psychology of Decision Making provides an overview of decision making as it relates to management, organizational behavior issues, and research. This engaging book examines the way individuals make decisions as well as how they form judgments privately and in the context of the organization. It also discusses the interplay of group and institutional dynamics and their effects upon the decisions made within and on the behalf of organizations. This unique text thoroughly explores the topic of organizational behavior using a strengths-based, action-oriented approach with a strong emphasis on creativity, innovation, and the global society. By focusing on the interactions among individuals, groups, and organizations this text illustrates how organizational behavior topics fit together. A unique set of pedagogical features challenge students to develop greater personal, interpersonal, and organizational skills in business environments as well as utilize their own strengths and the strengths of others to achieve organizational commitment and success. This dynamic new Interactive eBook version of Organizational Behavior is ideal for students in online and traditional courses who prefer a more contemporary, multimedia-integrated presentation for learning. It provides students with integrated links to engaging video and audio as well as access to complete academic and professional articles, all from the same pages found in the printed text. Students will also have immediate access to study tools such as highlighting, bookmarking, note-taking, and more! This interactive ebook is available for stand-alone purchase, but it comes FREE when purchased in a bundle with the print version. Click here for more details of the ebook and print copy bundle. The only text in management and organizational behavior to focus on public organizations, nonprofit organizations, and school systems, Managing Human Behavior in Public and Nonprofit Organizations, Second Edition fosters competency in critical management and leadership skills including communication, motivation, teamwork, group dynamics, and decision making. Cases, self-assessment exercises, simulations, and evaluative instruments provide students the opportunity to experience the applied side of theories and to learn both cognitively and experientially. In the Second Edition, the authors have updated information throughout, citing the most recent literature and including additional valuable models for decision making. New to This Edition Highlights nonprofit organizations and school systems: More new topics and examples relevant to nonprofit organizations and school systems have been added. Expanded cases and in-book exercises: Enhanced opportunities for hands-on learning bring the material to life and allow students to engage with new concepts. Offers more on leadership theory and application: Chapter 7 provides additional coverage of styles, traits, and approaches as well as different contexts, cases, and examples related to leadership. Provides a more detailed examination of ethics and diversity: The authors present value-related material in the context of diversity, including cross-cultural and cross-national examples. Intended Audience This text is ideally suited for upper-level undergraduates and graduates studying public and nonprofit management in schools of business and management and in programs of organizational behavior, public administration, nonprofit management, and educational administration. Managing Human Behavior in Public and Nonprofit Organizations, Fifth Edition is an established core text designed to help you develop your leadership and management skills. Bestselling authors Denhardt, Denhardt, Aristigueta, and Rawlings cover important topics such as stress, decision-making, motivation, leadership, teams, communication, and change. Cases, self-assessment exercises, and numerous examples provide you with the opportunity to apply concepts and theories discussed in the chapter. Focusing exclusively on organizational behavior in both public and nonprofit organizations, this text is a must-read for students in public administration programs. New to the Fifth Edition: Increased attention to issues related to nonprofit organizations helps you develop a better understanding of the differences and similarities in public and nonprofit organizations, as well as the way they interact with one another and with the private sector. Broadened coverage of issues related to ethics and diversity offers you a broader perspective on the important issues to consider, such as the examination of implicit and explicit bias, generational differences, and power and privilege. Additional discussions of collaboration, inclusion, and participation, both within the organization and with external constituencies, show you the value rationale for engagement and its practical effects. Revised and updated information on emerging technology illustrates to you how an increasingly digital, connected, and networked environment affects our ability to manage public and nonprofit organizations. New cases, examples, self-assessments, and exercises cover recent developments in research and practice to offer relevant ways for you to practice and improve your management skills. Citizenship and Management in Public Administration is an exciting journey into the nexus between two separate but close worlds: citizenship orientations and citizenship behavior as reflected in political science theory on one hand, and organizational sciences, work studies, management, and public administration on the other. The authors have combined theoretical thinking with empirical findings to support their theories, and the data presented has been collected over almost a decade of field studies and surveys of public organizations. Dealing with the nature and meaning of citizenship, this book looks at behavior and involvement in modern public worksites. The interdisciplinary studies are all concerned with achieving better integration of the theories and ideas on citizenship and bureaucracies, which are more frequently treated as independent domains in the social sciences. However, the authors suggest that they are closely related and should be analyzable, in a relationship to one another. This unique book will appeal to academics of management and
organizational behavior, public administration and those involved in researching the not-for-profit, or third, sector. 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&M University “This is the bible for public management scholarship. It is the first place to turn when looking for an accessible but rigorous analysis of research on basic aspects of organizational life in the public sector, such as how culture, leadership, and motivation matter. The interdisciplinary array of research on public management has become so voluminous as to seem overwhelming at times. Rainey’s extraordinary curatorial prowess allows him to turn these fragments of work into a coherent and insightful body of knowledge. Anyone interested in how research can inform governance should start with this book.” —Donald Moynihan, professor of public affairs, Robert M. La Follette School of Public Affairs, University of Wisconsin—Madison “This is the Encyclopedia Britannica of public management; if you want to find out what has been written, and what is collectively said about the practice and theory of 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 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 Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government. This edition offers a public sector perspective of core topics, such as communication, decision-making, leadership, management ethics, motivation, organizational change, participation and performance appraisal. Contemporary Psychology called this book “skillful and comprehensive There is a need for a text like this the device of juxtaposing theory and application is a sound one.” The authors discuss such topics as communication, decision making, worker participation and total quality management, organizational change, management systems, information, computers and organization theory in public management. Many people have always believed that more can be accomplished when government, business, and the general public cooperate with a common goal in mind. Unfortunately it has taken the recent manifestations of two of humankind’s oldest scourges—terrorism and disease—to bring the point home. To handle potential future attacks and outbreaks of disease, as well as to maximize the results of collaboration when times are good, it is imperative for citizens, the private sector, and government agencies—especially at the local, regional, and state levels—to learn how, when and why they should share information, knowledge, and resources to get things done. Collaboration is the real challenge facing free democracies in the future, and the success of modern societies will hinge upon our meeting this challenge. Compiled by three of the most influential authors in the field, CLASSICS OF ORGANIZATION THEORY is a collection of the most enduring works in organization theory. The text helps students grasp important themes, perspectives and theories by describing what organization theory is, how it has developed, and how its development has coincided with events and changes in other fields. This text is not simply a retelling of the history of organization theory; its evolution is told through the words of the distinguished theorists themselves. The readings in this edition have been thoroughly reviewed and updated. Copyright code: f446c2c4410b17b875655908e2328b3f