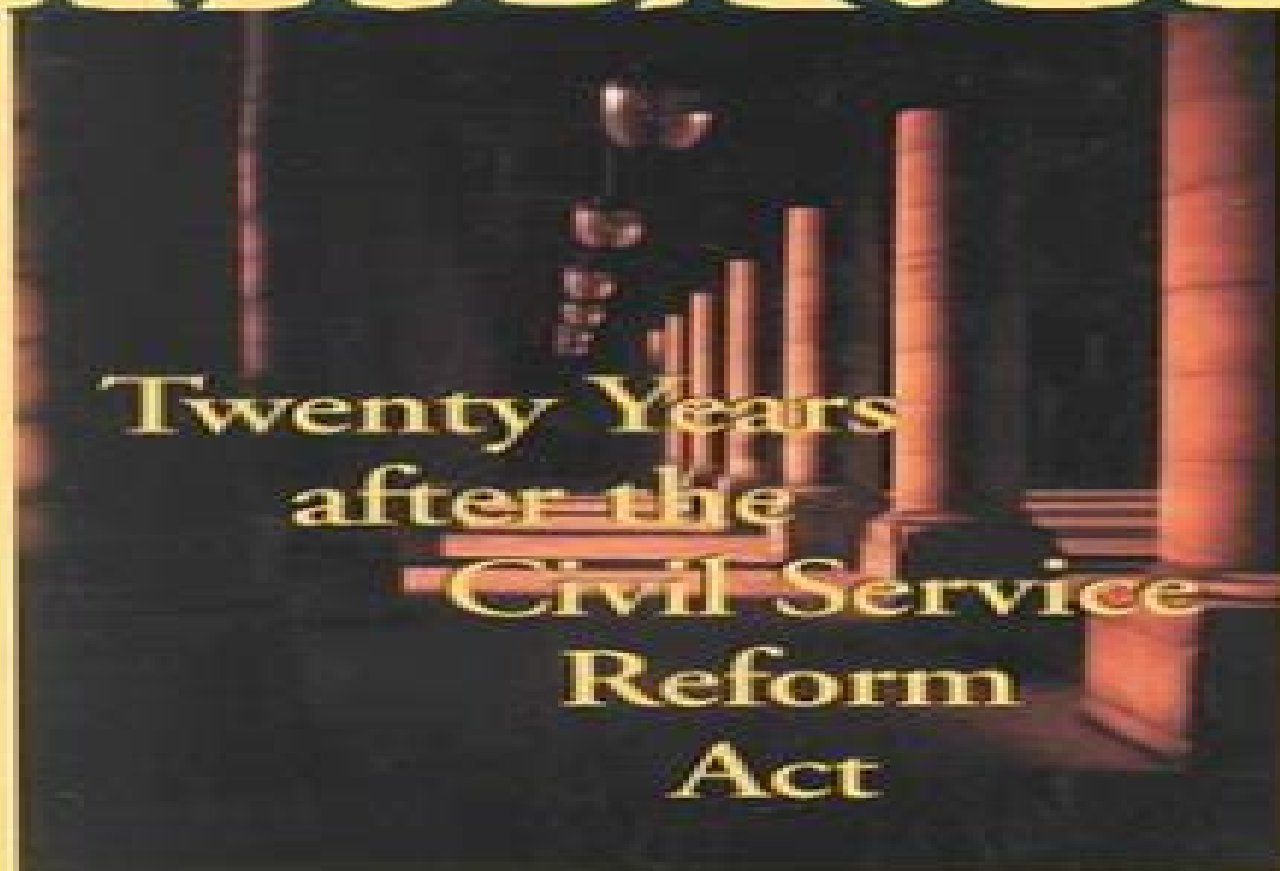


The Future of MERIT



Twenty Years
after the
Civil Service
Reform
Act

Edited by
James P. Pfiffner and
Douglas A. Brook

Future Of Merit 20 Years After The Civil Service Reform Act

RS Peters



Future Of Merit 20 Years After The Civil Service Reform Act:

An Exploration of Effectiveness in the Regulation of Federal Depository Institutions, 1989-2008 Mike

Potter, 2013-09-19 Financial services regulators are tasked with balancing the conflicting roles of empowering and policing their regulated communities In order to be effective agencies must be able to accomplish both tasks This analysis examines several determinants of effectiveness among U S bank regulators Using statistical and narrative analyses it examines factors that have contributed to the regulatory effectiveness of the National Credit Union Administration Office of the Comptroller of the Currency and Office of Thrift Supervision The study focused on the relationships between regulatory ability to prevent failures and influences including agency longevity ability to manage complexity appointee and staff qualities mission stability regulatory style and resources Agency longevity and resources had the greatest impact on effectiveness among the cases that were examined Additionally this study proposes a typology that suggests that more effective regulators are able to balance information from their regulated communities with a public interest orientation This allows them to have current information regarding emerging regulatory issues but also to avoid becoming too reliant on their supervised institutions for information By not being overly reliant or out of touch with their regulated communities agency can better foster regulatory resiliency

Rethinking the Administrative Presidency William G. Resh, 2015-12 The first book to explore the tension between presidents and federal agencies from the perspective of careerists in the executive branch Winner of the Herbert A Simon Book Award of the American Political Science Association Why do presidents face so many seemingly avoidable bureaucratic conflicts And why do these clashes usually intensify toward the end of presidential administrations when a commander in chief s administrative goals tend to be more explicit and better aligned with their appointed leadership s prerogatives In Rethinking the Administrative Presidency William G Resh considers these complicated questions from an empirical perspective Relying on data drawn from surveys and interviews Resh rigorously analyzes the argument that presidents typically start from a premise of distrust when they attempt to control federal agencies Focusing specifically on the George W Bush administration Resh explains how a lack of trust can lead to harmful agency failure He explores the extent to which the Bush administration was able to increase the reliability and reduce the cost of information to achieve its policy goals through administrative means during its second term Arguing that President Bush s use of the administrative presidency hindered trust between appointees and career executives to deter knowledge sharing throughout respective agencies Resh also demonstrates that functional relationships between careerists and appointees help to advance robust policy He employs a joists vs jigsaws metaphor to stress his main point that mutual support based on optimistic trust is a more effective managerial strategy than fragmentation founded on unsubstantiated distrust

Human Resource Management in Public Service Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2012-03-28 Effective human resource management is a critical function in today s public workplace and this book provides students and practitioners with the tools

to succeed in public sector management **Foundations of Public Service** Douglas F. Morgan, Richard T. Green, Craig W. Shinn, Kent S. Robinson, Margaret E. Banyan, 2021-09-30 Designed to serve as a basic text for introductory courses in public administration this pioneering work provides students with a clear eyed understanding of the vital management functions covered in most standard textbooks with two important differences First it is written to address the needs of both the experienced practitioner and the entry level public servant Case examples bridge the content rich environment of practitioners with the principles of public administration sought by pre service students Second the discussion of management practices is grounded in the political and ethical tensions inherent in the American constitutional form of governance This innovative approach reflects the authors belief that public administration operates as an integral part of the country s political traditions and thereby helps define the political culture Key themes in this third edition include an emphasis on the ways in which public administration and their agents play a critical role in ensuring legal and political accountability of the political system an exploration of local public administration as the backstop of American democracy requiring a close working partnership between part time elected officials and career administrators careful examination of the ways in which the American political economy requires administrators who are skilled at co producing the common good with voluntary associations businesses nonprofit organizations and other governmental entities an understanding that public administration plays a critical role with its prudential judgments in balancing the competing values necessary to secure a regime of ordered liberty Every chapter has been thoroughly updated with particular attention paid to chapters on budgeting and revenue e government and the digital divide shared power and the rise of wicked problems and the future of public administration in the United States amidst deep polarization Foundations of Public Service 3rd Edition provides a framework for understanding American political traditions and how they inform public administration as a political practice It is required reading for all introductory Public Administration courses with an emphasis on practice and real world applications

Congress Wresting with the Rise of the Administrative State During the 20th Century Mordecai Lee, 2025-02-05 American government was quite modest at the beginning of the 20th century Then tectonic events like the Great Depression World War II and the Cold War led to the rise of big government Congress sought to preserve its power over this burgeoning bureaucracy It created its own management bureau criminalized agency lobbying closely monitored presidential management limited agency PR and strengthened legislative liaison duties of cabinet departments These initiatives weren t always successful In the 21st century conservatives have challenged this administrative state They argue bureaucrats have too much power and want Congress and the Supreme Court to re assert control This book provides the historical context for this controversy Whether readers approve or disapprove of the rise of American bureaucracy this book recounts how things got to this point This book relates to political science American history and public administration It is intended for use as a textbook by researchers and for academic libraries *Reforming (Transforming?) a Public Human Resource Management*

Agency Ronald R. Sims, 2010-06-01 This book offers a first hand look at the importance of human resource management HRM processes to not just one public agency but a large group of public administration entities that rely on a public HRM agency the Personnel Board of Jefferson County for its HRM processes More specifically the book describes a more than three year effort undertaken by the author as a federally appointed court receiver to reform or what some have referred to as transform a public HRM agency from a model of inefficiency to one now considered best in the business The book provides the details of the reform or transformation effort in addition to offering suggestions on how to bring about similar civil services and HRM reform in particular and government agencies in general The book is intended to fill a gap in the current literature while serving as a key work that highlights the importance of bringing about change in a public HRM entity Timely and topical the book will be of great interest both to public administration personnel in general and others in the fields of HRM and public sector management and to management practitioners and others keen to inform their ability to bring about successful change

Administrative Renewal Ronald C. Moe, 2003 From the Keep Commission of 1905 to the National Partnership for Reinventing Government of 1997 a series of commissions and committees have been convened by the executive branch of the U S government and charged with the mandate of reorganizing administrative management The author examines each o

The Evolving Physiology of Government O. P. Dwivedi, Byron M. Sheldrick, Tim A. Mau , 2009-06-20 Canadian public administration has provided a rich ground for examining the changing nature of the state Currents of political change have rippled through the administration of the public sector often producing significant alterations in our understanding of how best to organize and administer public services This volume brings together some of the leading Canadian and international scholars of public administration to reflect on these changes and their significance Providing a historical perspective on public administration in Canada the volume examines the shift from a traditional model of administration to newer forms such as new public management and governance and explores current debates and the place of Canadian public administration within a broader comparative perspective

Modernising Government The Way Forward OECD, 2005-09-15 This book takes stock of the past two decades of public sector modernisation in OECD countries It assesses failures and successes and identifies challenges ahead It includes comparable data and tables comparing systems across countries

Revisiting Waldo's Administrative State David H. Rosenbloom, Howard E. McCurdy, 2006-05-22 The prevailing notion that the best government is achieved through principles of management and business practices is hardly new it echoes the early twentieth century gospel of efficiency challenged by Dwight Waldo in 1948 in his pathbreaking book *The Administrative State Asking Efficiency for what* Waldo warned that public administrative efficiency must be backed by a framework of consciously held democratic values *Revisiting Waldo's Administrative State* brings together a group of distinguished authors who critically explore public administration's big ideas and issues and question whether contemporary efforts to reinvent government promote privatization and develop new public management approaches constitute a coherent

political theory capable of meeting the complex challenges of governing in a democracy Taking Waldo's book as a starting point the authors revisit and update his key concepts and consider their applicability for today The book follows Waldo's conceptual structure first probing the material and ideological background of modern public administration problems of political philosophy and finally particular challenges inherent in contemporary administrative reform It concludes with a look ahead to wicked policy problems such as terrorism global warming and ecological threats whose scope is so global and complex that they will defy any existing administrative structures and values Calling for a return to conscious consideration of democratic accountability fairness justice and transparency in government the book's conclusion assesses the future direction of public administrative thought This book can stand alone as a commentary on reconciling democratic values and governance today or as a companion when reading Waldo's classic volume

Hearings on Military Posture and H.R. 6495 (H.R. 6974) ... Before the Committee on Armed Services, House of Representatives, Ninety-sixth Congress, Second Session United States. Congress. House. Committee on Armed Services, 1980 *New Public Governance*

Douglas F. Morgan, Brian J. Cook, 2014-05-20 Written by scholars who have been at the forefront of the NPG debate as well as by scholar practitioners this book provides lessons learned from experience on how networked contract based and partnership centered approaches to government can be undertaken in ways that preserve the values at the center of the American constitutional and political system

Big Ideas in Collaborative Public Management Lisa Blomgren Bingham, Rosemary O'Leary, 2014-12-18 The world of public management is changing dramatically fueled by technological innovations such as the Internet globalism that permits us to outsource functions anywhere in the world new ideas from network theory and more Public managers no longer are unitary leaders of unitary organizations instead they often find themselves convening negotiating mediating and collaborating across borders Big Ideas in Collaborative Public Management brings together a rich variety of big picture perspectives on collaborative public management The chapters are all original and written by distinguished experts Designed for practical application they range from examinations of under what conditions collaborative public management occurs to what it means to be a collaborative leader The contributors address tough issues such as legitimacy building in networks and discuss ways to engage citizens in collaboration They examine the design of collaborative networks and the outcomes of collaboration Detailed introductory and concluding chapters by the editors summarize and critique the chapters and frame them as a reflection of the state of collaborative public management today

The People Factor Linda J. Bilmes, W. Scott Gould, 2009-08-01 Successful businesses have spent the past two decades retooling and rethinking how to manage their people better Most big companies that have survived and prospered in the 21st century view employees as a vital strategic asset In comparison the U S federal government is a Stone Age relic with its top down bureaucracy stovepiping of labor and responsibilities and lack of training and investment in its own public servants The inevitable result is a government not keeping up with the complex demands placed on it In *The People Factor*

Linda Bilmes and Scott Gould present a blueprint for reinvigorating the public sector in order to deliver results for America. Their premise is that the federal government can achieve the same gains as the best private sector and military organizations by managing its people better. Their new vision for public service is based on The People Factor, a set of management tools drawn from best practices in successful companies, the military, and high performing government agencies. Part One of The People Factor book shows why the U.S. personnel system needs reform, revealing the high price of inaction. Part Two lays out the specific steps that must be taken to achieve the necessary gains. Part Three focuses on how to implement the People Factor and make the authors' vision a reality. They argue that the next president needs to turn this issue into a top priority and use political capital to push reform. Highlights of the book include: Extensive original survey research; Case studies from government and the military; Interviews with leading thinkers on strategic human capital; A number of specific proposed innovations; A detailed proposal for a nationwide effort to train and revitalize the public service.

New Public Governance Douglas Morgan, Brian Cook, 2015-01-28. Written by scholars who have been at the forefront of the NPG debate as well as by scholar practitioners, this book provides lessons learned from experience on how networked, contract-based, and partnership-centered approaches to government can be undertaken in ways that preserve the values at the center of the American constitutional and political system.

Review of Public Personnel Administration, 2008

Public Service Marc Holzer, 2018-03-05. This volume includes perspectives on public service selected from six decades of major public administration journals. Recurring themes include motivations to enter the public service; positive and negative images of public servants; and of government conflicts between loyalty to the organization and loyalty to the public; morale, burnout, and turnover. The volume also includes cross-national analyses of the public service in other systems; proposals for rethinking public service systems and questions as to the future of the public service. It recaptures a long continuing debate as to the health of the public service and in so doing suggests agendas for university research and administrative action.

Strategic Public Personnel Administration Ali Farazmand, 2006-12-30. The history of public personnel administration is as old as human civilization itself. Persia, China, Assyria, Egypt, and Rome all practiced strategic personnel management, some systematically and others unsystematically. But despite the longstanding practice of strategic public personnel administration, the systematic study of this field is a fairly new development in the modern world. Today the need for strategic thinking in public personnel administration and human capital development is more urgent than ever before. Managing and coping with the challenges of transworld migrations of capital and labor, cyber employment, and virtual workplaces, and relentless global pressures for results-oriented performance all require the development of human capital as a key asset of modern governments and private organizations. Governments and public administration organizations must confront these challenges if they are to survive and thrive in the 21st century. Strategic Public Personnel Administration provides a comprehensive analysis of the past development and current function of the field so as to give a clearly balanced picture of public personnel administration in

both theory and practice Today strategic public personnel management is a central component of strategic governance and administration in public and nonprofit organizations Strategic personnel administration aims to lead organizations along the right paths with the necessary people on hand to achieve strategic goals and objectives in modern governance and public administration This two volume set fills a major gap in the current literature and it will serve as a key work that addresses the history knowledge policy management process and culture of public personnel administration with a strategic perspective

Report of Secretary of Defense ... to the Congress on the FY ... Budget, FY ... Authorization Request, and FY ... Defense Programs United States. Dept. of Defense,1980 **Report of Secretary of Defense ... to the Congress on the FY ... Budget, FY ... Authorization Request, and FY ... Defense Programs** United States. Department of Defense,1981

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