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Frederick C. Mosher

**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 manager, 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.

*Local Autonomy as a Human Right* Joshua B. Forrest, 2021-08-27 This interdisciplinary study argues that local control represents a universal social value that ought to be codified in international law as a human right.

**Gender Equality in Public Services** Hazel Conley, Margaret Page, 2014-11-13 The provision of state funded and democratically accountable care services represents one of the most potentially transformative advances in gendered social relations and equality for women by 'defamilizing' care and providing paid work. But the cost of providing these services, which women have access to them and how they should be provided are always at the forefront of debate, especially during economic crises. Socially funded and publicly accountable care services are therefore a key site of feminist activity, but also the frontline for spending cuts and 'reform' during times of austerity. Gender Equality in Public Services analyses how gender equality work in British public services is changing in response to factors including: equality legislation; the erosion of local democracy, privatisation of public services and new forms of feminist activism and leadership. It also assesses the challenges and opportunities for promoting women's equality in producing and using public services. Impacting upon developed and developing economies, the arguments in this challenging book explore the potential of equality and feminist activism and leadership for radical and transformational change. It will appeal to advanced students, researchers and practitioners interested in social policy, feminist organization theory, equal opportunities and gender mainstreaming practice.

**Democracy and the Public Service** Frederick C. Mosher, 1982 This revised edition, like the original, concerns the problems of harmonizing effective governmental administration with the requirements of a democracy. It features a new chapter on the impact of management and theories of management upon public personnel administration, including discussion of the Model Public Personnel Law of 1940, the Watergate scandals and President Carter's personnel reforms of 1978

Global Governance of Labour Rights Axel Marx, Jan Wouters, Glenn Rayp, Laura Beke, 2015-11-27 Stories and images of collapsed factories, burned down sweatshops, imprisoned migrant workers, child workers and many other violations of internationally recognized labour rights continue to spread across the globe. This highly topical book examines the different instruments which are intended to protect labour rights on a transnational scale, and asks whether they make a difference. With perspectives from law, management, sociology, political science and political economy, the topics discussed include the protection of international labour rights in a globalizing economy, the EU's social dimension in its external trade relations, Asian and US perspectives on labour rights in international trade agreements, the role of (trade) unions in global labour governance and the transformative capacity of private labour governance regimes. Academics and advanced students from different disciplines will benefit from the up-to-date empirical material in this study. Policymakers, NGOs and Unions will find the discussions of the instruments used to protect labour rights of great value to their work.

**Collaborative Governance Regimes** Kirk Emerson, Tina Nabatchi, 2015-10-02 Whether the goal is building a local park or developing disaster response models, collaborative governance is changing the way public agencies at the local, regional, and national levels are working with each other and with key partners in the nonprofit and private sectors. While the academic literature has spawned numerous case studies and context- or policy-specific models for collaboration, the growth of these innovative collaborative governance systems has outpaced the scholarship needed to define it. Collaborative Governance Regimes breaks new conceptual and practical ground by presenting an integrative framework for working across boundaries to solve shared problems, a typology for understanding variations among collaborative governance regimes, and an approach for assessing both process and productivity performance. This book draws on diverse literatures and uses rich case illustrations to inform scholars and practitioners about collaborative governance regimes and to provide guidance for designing, managing, and studying such endeavors in the future. Collaborative Governance Regimes will be of special interest to scholars and researchers in public administration, public policy, and political science who want a framework for theory building, yet the book is also accessible enough for students and practitioners.

**Earnings and Other Characteristics of Organized Workers, May 1977** United States. Bureau of Labor Statistics, 1979

*What Workers Want* Richard Barry Freeman, Joel Rogers, 1999 How would a typical American workplace be structured if the employees could design it? According to Richard B. Freeman and Joel Rogers, it would be an organization run jointly by employees and their supervisors, one where disputes between labor and management would be resolved through independent arbitration. Their groundbreaking book--based on the most extensive workplace survey of the last twenty years--provides a comprehensive account of employees' attitudes about participation, representation, and regulation on the job. More than anything, the authors find, workers want their voices to be heard. They desire a greater role in the workplace (but doubt management's willingness to share power), and have strong ideas about how their involvement could improve not just their lot but also their companies' fortunes. Many nonunion workers favor the formation of unions, and virtually all union workers strongly support their union. Most employees support the creation of labor-management committees--to which workers would elect their representatives--to run the organization and settle conflicts. And, contrary to commonly held assumptions, workers (including those in unions and those wishing to be) do not like dissension with their supervisors; they overwhelmingly prefer cooperative relations. The authors also report on the views of the supervisors, who confirm their wish to retain exclusive authority to make decisions, but demonstrate a willingness to listen more actively to labor's concerns by giving employees a more substantial voice on advisory committees. Freeman and Rogers present their findings within a broader picture of the evolving structure of

labor and management in the United States. Their detailed description of their survey--how it was constructed and conducted--provides a model for workplace research in our time. And the results allow the voices of employees to be heard on matters profoundly affecting their jobs, their lives, and, ultimately, the state of the American economy.

**Works Councils** Joel Rogers,Wolfgang Streeck,2009-05-15 As the influence of labor unions declines in many industrialized nations, particularly the United States, the influence of workers has decreased. Because of the need for greater involvement of workers in changing production systems, as well as frustration with existing structures of workplace regulation, the search has begun for new ways of providing a voice for workers outside the traditional collective bargaining relationship. Works councils—institutionalized bodies for representative communication between an employer and employees in a single workplace—are rare in the Anglo-American world, but are well-established in other industrialized countries. The contributors to this volume survey the history, structure, and functions of works councils in the Netherlands, Germany, France, Spain, Sweden, Italy, Poland, Canada, and the United States. Special attention is paid to the relations between works councils and unions and collective bargaining, works councils and management, and the role and interest of governments in works councils. On the basis of extensive comparative data from other Western countries, the book demonstrates powerfully that well-designed works councils may be more effective than labor unions at solving management-labor problems.

**Strategies for Governing** Alasdair Roberts,2020-01-15 With the fields of public administration and public management suffering a crisis of relevance, Alasdair Roberts offers a provocative assessment of their shortfalls. The two fields, he finds, no longer address urgent questions of governance in a turbulent and dangerous world. Strategies for Governing offers a new path forward for research, teaching, and practice. Leaders of states, Roberts writes, are constantly reinventing strategies for governing. Experts in public administration must give advice on the design as well as execution of strategies that effective, robust, and principled. Strategies for Governing challenges us to reinvigorate public administration and public management, preparing the fields for the challenges of the twenty-first century.

**Legislative Style** William Bernhard,Tracy Sulkin,2018-01-18 Legislative style and congressional careers -- Measuring legislative style (with Daniel Sewell) -- The styles -- Explaining freshman styles -- Transitions in style -- The electoral consequences of legislative style -- Styles, lawmaking, and legislative success -- Career advancement and legislative styles -- Legislative styles and evaluations of Congress

**Personnel Economics in Practice** Edward P. Lazear,Michael Gibbs,2014-11-03 Personnel Economics in Practice, 3rd Edition by Edward Lazear and Michael Gibbs gives readers a rigorous framework for understanding organizational design and the management of employees. Economics has proven to be a powerful approach in the changing study of organizations and human resources by adding rigor and structure and clarifying many important issues. Not only will readers learn and apply ideas from microeconomics, they will also learn principles that will be valuable in their future careers.

**Women in Public Administration** Maria D'Agostino,Helisse Levine,2011-04-21 Women in Public Administration: Theory and Practice provides a comprehensive exploration of the gender dimension in public administration through a unique collection of writings by women in the field.

**Culturally Mindful Communication** Masami Nishishiba,2017-07-06 7. Working in a multicultural team -- Communication challenge -- Multicultural team and team processes -- Benefits of multicultural teams -- Key considerations for culturally mindful communication in a multicultural team -- Chapter summary -- Questions for discussion and written assignments -- References -- 8. Working with multicultural stakeholders in the community -- Communication challenge -- Engaging multicultural stakeholders -- Framework for culturally mindful community engagement -- Chapter summary -- Questions for discussion and written assignments -- References -- 9. Leading with culturally mindful communication -- Communication challenge -- Culturally mindful communication skills and leadership -- Becoming a culturally mindful communicator -- Chapter summary -- Questions for discussion and written assignments -- References -- Index

**Cultural Competency for Emergency and Crisis Management** Claire Connolly Knox,Brittany "Brie" Haupt,2020-03-27 Disasters are complex and dynamic events that test emergency and crisis professionals and leaders – even the most ethical ones. Within all phases of emergency management, disasters highlight social vulnerabilities that require culturally competent practices. The lack of culturally respectable responses to diverse populations underscores the critical need for cultural competency education and training in higher education and practice. Using a case study approach that is both adaptable and practical, this textbook is an accessible and essential guide on what makes teaching effective in emergency and crisis management. Key Features An in-depth understanding of cultural competence makes it well suited for teaching effectively in emergency preparedness Expert guidance from leading authorities ensures a fresh perspective in various aspects of emergency and crisis management National and international emergency and crisis management case studies containing ground rules, a scenario, roles/actors, guiding questions, facilitator questions, and resources Pedagogy and andragogy theories that drive design and implementation Pre- and post-tests for each case study allow faculty and trainers to empirically measure the participants' learning outcomes Short case study structure can be easily implemented in a course as a group discussion, group assignment, or individual assignment With unparalleled resources to reach every participant and facilitator, Cultural Competency for Emergency and Crisis Management offers educators a roadmap for successfully engaging participants in various aspects of cultural competency knowledge, skills, and abilities.

**Discovering American Regionalism** David Miller,Jen Nelles,2018-07-17 Regions are difficult to govern – coordinating policies across local jurisdictional boundaries in the absence of a formal regional government gives rise to enormous challenges. Yet some degree of coordination is almost always essential for local governments to effectively fulfill their responsibilities to their citizens. State and local governments have, over time, awkwardly, and with much experimenting, developed common approaches to regional governance. In this revolutionary new book, authors David Miller and Jen Nelles offer a new way to conceptualize those common approaches: Regional Intergovernmental Organizations (RIGOs) that bring together local governments to coordinate policies across jurisdictional boundaries. RIGOs are not governments themselves, but as Miller and Nelles demonstrate, they do have a measure of political authority that allows them to quietly and sometimes almost invisibly work to further regional interests and mitigate cross-boundary irritations. Providing a new conceptual framework for understanding how regional decision-making has emerged in the U.S., this book will provoke a new and rich era of discussion about American regionalism in theory and practice. Discovering American Regionalism will be a future classic in the study of intergovernmental relations, regionalism, and cross-boundary collaboration.

**Union Representation Elections** Julius Getman,Stephen Goldberg,Jeanne B. Herman,1976-11-10 Provides the first major effort to test the rules and regulations that underlie current practices in union elections and, at the same time, explores the role played by the National Labor Relations Board in regulating these elections. The book reports the findings of an empirical field study of thirty-one union representation elections involving over 1,000 employees to determine their pre-campaign attitudes, voting intent, actual vote, and the effect of the campaign on voting. It focuses on campaign issues, unlawful campaigning, working conditions, demographic factors, job-related variables, and other topics.

**Ethics and Integrity of Governance** L. W. Huberts,Jeroen Maesschalck,Carole L. Jurkiewicz,2008-01-01 The book is a welcome contribution to the literature on ethics as it provides a broader horizon of investigation than most familiar works in recent years. Jamil E. Jreisat, International Journal of Public Administration This book provides critical, up-to-date reviews on the field of ethics and

integrity of governance, along with fresh future perspectives. Focusing on Europe and the US, it addresses the key dimensions of public service values, the integrity and rationality of governance, ethics management, and the ethics of governance politics. In each of these four areas, leading international scholars tackle the main issues and controversies facing the world today. The final chapter synthesizes these views and provides an ambitious and critical outline for future work in the field of ethics and integrity of governance. Emanating from the much heralded transatlantic dialogue , this study integrates both the European and American perspectives into a common voice for action. Ethics and Integrity of Governance will appeal to academics, researchers and practitioners in the areas of leadership and organisation, public policy and public administration, and public values and ethics.

*The Spectrum of Factitious Disorders* Marc D. Feldman,Stuart J. Eisendrath,1996 Factitious disorder presents one of the most challenging variants of psychopathology in medicine. The Spectrum of Factitious Disorders is the first book for professionals to offer a comprehensive overview of current thinking about patients who feign or induce illness -- in themselves or others -- to accrue the intangible benefits of the sick role. Attempts to influence factitious patients' behavior have been largely unsuccessful. This volume covers innovative techniques for treating such patients, stressing the need to treat them with acceptance and understanding. First-person accounts are used to illustrate the intense feelings mobilized in friends, family members, caregivers, and patients themselves as factitious disorders play out. The book also presents a management approach that emphasizes respect for the patient, no matter what the symptomatology. Using abundant case material, this revolutionary work aids mental health practitioners in understanding the phenomenon of disease-forgery and addresses its inherent management challenges. Notable contributors provide relevant information on ethical and legal issues in factitious disorders. The clinical features, detection, and management of factitious disorder by proxy are explored, along with comprehensive psychosocial assessment and legal issues in such cases.

*The Nonprofit Human Resource Management Handbook* Jessica K. A. Word,Jessica E. Sowa,2017-06-26 Cover -- Title Page -- Copyright Page -- Table of Contents -- List of Figures -- List of Tables -- Notes on Contributors -- Acknowledgments -- 1 Introduction -- PART I Working in the Sector -- 2 Theories of the Nonprofit Sector -- 3 Trends in Nonprofit Employment -- 4 Legal Aspects of Nonprofit Employment -- PART II Building an HRM Infrastructure in a Nonprofit Organization -- 5 Strategic Human Resource Management -- 6 Recruitment and Selection for Nonprofit Organizations -- 7 Succession Planning and Management in Nonprofit Organizations -- 8 Talent Management -- 9 Compensation Practices in Nonprofit Organizations: Examining Practices Adopted by High Performing Nonprofits -- 10 Labor Relations in Nonprofit Organizations -- 11 Engagement, Satisfaction, and Nonprofit Organizations -- 12 Volunteer Management: It All Depends -- 13 Training and Development in Nonprofit Organizations -- 14 Making Nonprofits More Effective: Performance Management and Performance Appraisals -- PART III Emergent Challenges in Nonprofit Human Resource Management -- 15 Interchangeability of Labor: Managing a Mixed Paid and Volunteer Workforce -- 16 Managing Human Resources in International NGOs -- 17 Managing Generational Differences in Nonprofit Organizations -- 18 Diversity and Diversity Management in Nonprofit Organizations -- 19 Technology and Human Resource Management in Nonprofit Organizations -- 20 Conclusion: Toward a Research Agenda for Nonprofit Human Resource Management -- Index

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