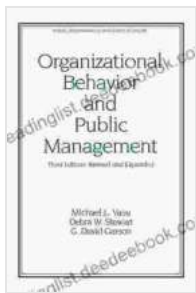


Organizational Behavior And Public Management: Revised And Expanded Public

Organizational Behavior And Public Management: Revised And Expanded Public is a comprehensive guide to the field of organizational behavior and public management. This book provides a thorough overview of the core concepts and theories of organizational behavior, as well as their application to the public sector.



Organizational Behavior and Public Management, Revised and Expanded (Public Administration and Public Policy Book 68) by Debra W. Stewart

★★★★☆ 4.1 out of 5

Language : English

File size : 27305 KB

Screen Reader : Supported

Print length : 430 pages

X-Ray for textbooks : Enabled



The book is written by a team of leading scholars in the field, and it is packed with case studies and examples that illustrate how organizational behavior concepts can be used to improve the performance of public organizations.

Core Concepts of Organizational Behavior

The core concepts of organizational behavior include motivation, leadership, communication, conflict, and decision-making. These concepts

are essential for understanding how organizations function, and they can be applied to any type of organization, regardless of its size or sector.

Motivation

Motivation is the process that energizes and directs behavior. It is a key factor in determining how well employees perform their jobs.

Theories of Motivation

There are a number of different theories of motivation, including:

- Maslow's hierarchy of needs
- Herzberg's two-factor theory
- McGregor's Theory X and Theory Y

Each of these theories provides a different perspective on what motivates employees. By understanding the different theories of motivation, managers can better understand how to motivate their employees and improve performance.

Leadership

Leadership is the process of influencing others to achieve a common goal. It is a key factor in the success of any organization.

Theories of Leadership

There are a number of different theories of leadership, including:

- Trait theories
- Behavioral theories

- Contingency theories

Each of these theories provides a different perspective on what makes a good leader. By understanding the different theories of leadership, managers can better understand how to lead their organizations to success.

Communication

Communication is the process of exchanging information between two or more people. It is essential for the effective functioning of any organization.

Types of Communication

There are a number of different types of communication, including:

- Verbal communication
- Nonverbal communication
- Written communication

Each of these types of communication has its own advantages and disadvantages. By understanding the different types of communication, managers can more effectively communicate with their employees and achieve their goals.

Conflict

Conflict is a natural part of any organization. It can occur between individuals, groups, or even organizations. Conflict can be destructive, but it can also be constructive if it is managed effectively.

Sources of Conflict

There are a number of different sources of conflict, including:

- Differences in goals
- Differences in values
- Differences in perceptions

By understanding the different sources of conflict, managers can better prevent and manage conflict in their organizations.

Decision-Making

Decision-making is the process of choosing between two or more alternatives. It is a key part of management. Decision-making can be complex, and there are a number of different factors to consider.

Types of Decision-Making

There are a number of different types of decision-making, including:

- Programmed decision-making
- Non-programmed decision-making
- Group decision-making

Each of these types of decision-making has its own advantages and disadvantages. By understanding the different types of decision-making, managers can make better decisions for their organizations.

Application of Organizational Behavior Concepts to the Public Sector

The core concepts of organizational behavior can be applied to any type of organization, regardless of its size or sector. However, there are some unique challenges and opportunities that public sector organizations face.

Challenges of Public Sector Organizations

Public sector organizations face a number of challenges, including:

- Political constraints
- Public scrutiny
- Limited resources

These challenges can make it difficult for public sector organizations to operate effectively. However, by understanding the challenges and opportunities of the public sector, managers can better overcome these challenges and achieve their goals.

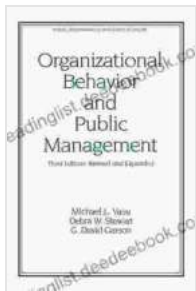
Opportunities for Public Sector Organizations

Public sector organizations also have a number of opportunities, including:

- The opportunity to make a difference in the world
- The opportunity to work with a diverse group of people
- The opportunity to learn and grow

These opportunities can make working in the public sector a rewarding experience. By understanding the challenges and opportunities of the public sector, managers can better position their organizations for success.

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