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# Paradoxes de la gestion publique

David Giauque



# Paradoxes De La Gestion Publique

**Jean-Michel Eymeri-Douzans, Jon Pierre**



## **Paradoxes De La Gestion Publique:**

**Paradoxes de la Gestion Publique** Giaque|Emery,2005      Paradoxes de la gestion publique Yves Emery,David Giaque,2005 Les institutions politico administratives des pays occidentaux ont connu des bouleversements importants durant ces 20 derni res ann es Souvent accus es d inefficience et d inefficacit elles ont t soumises des r gimes manag riaux drastiques Les nouvelles m thodes et outils de management public ont eu pour mission de soigner les principaux maux des organisations publiques en les soumettant une logique marchande et financi re Avec quels r sultats et quels impacts plus long terme Cet ouvrage s efforce d valuer les impacts des r formes au crible de quatre dimensions la capacit de pilotage de l action publique le fonctionnement organisationnel la culture organisationnelle la l gitimit interne et externe Mettant l tre humain au centre du questionnement et accordant une attention particuli re l interface entre politique et administration ce travail d veloppe une lecture conceptuelle et empirique des mutations en cours permettant de mettre au jour de nombreux paradoxes de la gestion publique Les auteurs d veloppent finalement des recommandations pratiques pour rem dier aux contradictions identi fi es

**Paradoxes de la gestion publique** Yves Emery,      **Gérer les ressources humaines** Yves Emery,François Gonin,2009-01-01 Depuis une vingtaine d ann es la gestion des ressources humaines GRH a consid rablement volu et s est professionnalis e Elle fait ressortir en pleine lumi re le r le central du personnel dans l efficience et la qualit tant des entreprises priv es que des services publics et donc l importance de mettre en oeuvre une gestion des ressources humaines coh rente r solument moderne et rigoureuse La vision globale adopt e par les auteurs permet de traduire la GRH en un concept int gr par processus compatible avec les normes de qualit actuelles et mis en oeuvre dans de nombreuses organisations Cet ouvrage en expose les l ments essentiels partant des concepts pour aboutir des outils directement op rationnels t l chargeables sur le site Internet de l diteur c est donc un manuel polyvalent la fois approfondi au niveau th orique et tr s pratique La pr sentation des processus de GRH est structur e pour chacun d eux de la m me fa on probl matiques et enjeux du processus vue d ensemble tapes cl s gestion du processus avec des fligrammes ainsi que les l ments importants retenir par la hi rarchie et une s lection de r f rences bibliographiques les plus actuelles Ce livre s adresse un large public de sp cialistes en GRH ainsi qu aux cadres charg es de diriger des quipes Il s adresse aux tudiant e s et enseignant e s en GRH en gestion d entreprise et en management public souhaitant d couvrir une approche originale et op rationnelle de la gestion du personnel

Manager les paradoxes dans le secteur public David Giaque,2018-12-19T00:00:00-05:00 La presse professionnelle se fait r guli rement l cho de paradoxes qui traversent le management dans le secteur public Les paradoxes apparaissent au c ur des probl matiques des managers comme une des formes centrales de management de ces structures Peu de travaux de recherche ont port sur l analyse des paradoxes dans les organisations publiques Cet ouvrage collectif se propose de regrouper les r flexions et analyses des chercheurs et des praticiens sp cialistes de cette question Pour analyser ces paradoxes cet ouvrage proc de en deux temps d une part nous

centrons la pr sentation des probl matiques auxquelles sont confront s les managers en les situant dans leurs contextes historiques sociologiques et organisationnels d autre part nous proc dons une compr hension fine du ph nom ne tudi travers des exemples de paradoxes analys s dans des contextes multiples d organisations publiques h pitaux collectivit s territoriales secteur de la culture etc Ce second temps est un compl ment indispensable l analyse de ces contradictions qui ancre les illustrations dans les pratiques des managers Nous montrons la dimension contradictoire du management la fois en tant que moyen de g rer les paradoxes de ces organisations p ex mise en place d un nouveau mod le d organisation visant la r duction des tensions qui maillent les situations du travail et en tant que processus cr ateur de paradoxes p ex pr ner le pilotage en renfor ant le contr le d velopper des dispositifs de d sadministration g n rant la mise en place d un dispositif administratif complexe

Public Policy Resources Knoepfel, Peter, 2018-08-14 Building on Knoepfel s previous book Public policy analysis this book offers a conceptually coherent view of ten public policy resources force law personal money property rights information organisation consensus time and political support The book demonstrates the interplay of the different resources in a conceptually coherent framework and presents numerous illustrations of ways of mobilising the resources and managing them in a sustainable way resource exchanges and the role of institutions governing the interrelationships between actors and resources The book will be valuable to postgraduate students as well as those working in policy programming and implementation across both public and private sectors and in non governmental organisations

*Socio-Economic Approach to Management Treatise* Henri Savall, Veronique Zardet, 2023-05-01 The result of half a century of research and experimentation in economics and management this Treatise is intended for management practitioners Socio economic management SEAM makes the demands of humanism in professional life and sustainable economic prosperity compatible It is illustrated with numerous cases from 2 150 companies and organizations from a wide variety of sectors and presents observed and measured results Most of these chapters are written jointly by managers or executives of companies and organizations and scholars or consultants involved in the pilot actions This book is the work of 193 authors from 16 countries and 4 continents practitioners or academics in management sciences and management This reflects the diversity of national and sectoral contexts of SEAM applications Some chapters situate this concept in relation to the major currents of current thought Each chapter is preceded by abstracts in French English and Spanish The prefaces signed by Herman Aguinis and Rene Ricol show the scope of socio economic theory and management beyond the borders of the company The book illustrates the international influence 48 countries of the innovative and robust methods created and developed by the ISEOR team Socio economic theory constitutes a breakthrough innovation both in terms of its conceptual contribution and the practical methods and tools of its applications This holistic approach touches on the different functions of the company and its multiple problems It provides a structured change management method focused on stimulating Human Potential and on self financing the development of the company or organization through the periodic recycling of hidden costs

*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 International Handbook on Social Innovation* Frank Moulaert, 2013-01-01 The challenges of poverty and social exclusion cannot be fully resolved through conventional public sector policies and market led innovation The case studies in this Handbook capture some of the key success factors of socially innovative action in different socio economic contexts This Handbook will inspire readers as it highlights the creativity and commitment of diverse enterprises and movements working for social innovation Anna Kajumulo Tibaijuka Minister for Lands Housing and Human Settlements United Republic of Tanzania and retired UN Under Secretary General immediate former Executive Director of UN HABITAT Social innovation may not be a new idea but it is clearly an idea whose time has come not least because the traditional models of innovation narrowly framed technical models have run their course and no longer resonate in a world of societal challenges This Handbook has two great merits it brings conceptual rigour to the debate and it provides compelling narratives of social innovation in practice Kevin Morgan Cardiff University UK In an era where social innovation is re emerging as an important policy framework for bringing social transformation this volume is a significant contribution to the theory and practice of social innovation The incremental discussion from concepts to theory to practice and then to social innovation research is supported by cases literally from all over the globe It moves the discourse from isolated models of neighbourhood engagements and social enterprises to a comprehensive multidimensional approach combining needs social relations and empowerment A must read for academicians learners practitioners and policy makers alike S Parasuraman Tata Institute of Social Sciences Mumbai India Social innovation is an important instrument for understanding how contemporary societies deal with social change and how social practices and policies intended to combat poverty and social exclusion are developed and implemented effectively The Handbook offers a valuable contribution to the development of a clear transdisciplinary and critical understanding of social innovation practices The reader will find an in depth discussion of the most important theoretical approaches to the concept and a thorough exposition of the epistemological and

methodological framework for research in social innovation The volume includes a number of interesting case studies in different areas of social change and issues of policy and governance Enzo Mingione University of Milano Bicocca Italy This enriching Handbook covers many aspects of the scientific and socio political debates on social innovation today The contributors provide an overview of theoretical perspectives methodologies and instructive experiences from all continents as well as implications for collective action and policy They argue strongly for social innovation as a key to human development The Handbook defines social innovation as innovation in social relations within both micro and macro spheres with the purpose of satisfying unmet or new human needs across different layers of society It connects social innovation to empowerment dynamics thus giving a political character to social movements and bottom up governance initiatives Together these should lay the foundations for a fairer more democratic society for all This interdisciplinary work written by scholars collaborating to develop a joint methodological perspective toward social innovation agency and processes will be invaluable for students and researchers in social science and humanities It will also appeal to policy makers policy analysts lobbyists and activists seeking to give inspiration and leadership from a social innovation perspective     Administrative Reforms and Democratic Governance Jean-Michel Eymeri-Douzans, Jon Pierre, 2011-03-21 After a quarter of a century of implementation of New Public Management NPM reform strategies this book assesses the major real outcomes of these reforms on states and public sectors at both the organisational level and a more political level Unlike most previous accounts of reform this book looks at how reform has changed the role of the public administration in democratic governance Featuring case studies on the UK Germany France Norway Ireland Switzerland Scandinavia Post communist states Mexico South Korea Turkey and the European Commission and focusing on two issues this book Examines the significant variations in the trajectories of administrative reform among West European countries on the basis of empirically rooted research on different national case studies Assesses the extent to which these constitutive public policies have affected the institutions of government and the governing processes of our democratic occidental states and ask how have NPM inspired programs with their exclusive focus on managerialist objectives and instruments challenged the political and democratic nature of public administration Looking at the broader issues relating to the current recompositions of democratic states this book will be of interest to students and scholars of all matters relating to public administration and governance within political science management public law sociology contemporary history and cultural studies     **Strategic Management in Public Organizations** Paul Joyce, Anne Drumaux, 2014-06-13 Strategic Management in Public Organizations European Practices and Perspectives offers the first wide ranging survey and assessment of strategic management practices at various levels of government and public service in European countries It shows that strategic management is much more than a management tool imported from the private sector it has become a key element of public management reforms and European governments at all levels are developing strategic state characteristics Written by leading European experts on strategic management in the public sector and in

government this book presents evaluations and analysis based on empirical investigations The book covers strategic management at different levels of government explore the roles of different players and incorporate theory and practice with opening and concluding chapters by the editors that provide an overview of strategic management in the public services and a cross societal discussion of practices reforms and lessons It reflects not only developments in strategic management practices in the European public sector but also the increasing importance of strategic capabilities for the modernization of public governance This book is ideal for students in postgraduate management courses MPA MSc or MBA in Europe and elsewhere

The Politics of Belonging Alain Dieckhoff,2004-01-01 The Politics of Belonging represents an innovative collaboration between political theorists and political scientists for the purposes of investigating the liberal and pluralistic traditions of nationalism Alain Dieckhoff introduces an indispensable collection of work for anyone dealing with questions of identity ethnicity and nationalism

Strategic People Management and Development Gary Rees,Ray French,2022-12-03 Strategic People Management and Development maps to the CIPD Level 7 module People Management and Development strategies for performance It focuses on the need for evidence based and outcome driven practice in the people profession and explains how HR and Learning and Development L D professionals can create value and drive performance in an organisation It provides a thorough grounding in the theory and practice of how to lead and manage employees and effectively develop a workforce as well as extensive coverage of how to ensure professionalism and ethical behaviour in the people function This book also includes discussion of organisation development and how high performance work practices drive positive organisational and employee outcomes This book also includes practical advice on key HR activities including recruitment job design and reward Fully updated throughout this book includes case studies to help students see how the theory applies in practice reflective practice activities to help them think critically about the content and self test their learning progress as well as explore further boxes to encourage wider reading Online resources include an instructor s manual lecture slides and sample essay questions

**Leading, Managing and Developing People** Gary Rees,Raymond French,2016-04-15 Leading Managing and Developing People is critical reading for all those studying the CIPD Level 7 Advanced module in Leading Managing and Developing People as well as all HR and L D practitioners It provides extensive coverage of the aims objectives and contribution of HRM such as the scope and nature of human resources HR s role when organisations grow and how to ensure professionalism and ethical behaviour when managing people This book also includes discussion of major contemporary themes in leading managing and developing people including leadership development flexibility agile working and the psychological contract This ensures that readers are fully prepared to lead manage and develop staff in the new world of work With rigorous academic underpinning and clear theoretical exploration Leading Managing and Developing People also includes practical advice on key activities including recruitment job design performance management motivation and reward Supported by online resources including an instructor s manual lecture

slides international case studies example essay questions and annotated web links this is an indispensable guide for both students and practitioners

*Secrets d'États? 2e édition* Nelson Michaud, 2019-12-06T00:00:00-05:00 L'état est au cœur de notre quotidien. Il essuie sa part de critiques trop lourde, trop coûteuse, trop présente. Mais si nous allons un peu plus en profondeur, que connaissons-nous vraiment de l'état? Avant de considérer certaines de nos institutions comme tant d'obsolescences que savons-nous de leur évolution pour nous éviter de reprendre des expériences qui ont disparu demain? Pour laborer et répondre à ces questions, les auteurs font appel à l'intelligence du lecteur, son expérience et ses intuitions. Ils s'efforcent de tous les éléments nécessaires pour l'amener à construire les solutions aux interrogations que nous avons toutes au sujet de l'état.

*Secrets d'États ?* Nelson Michaud, 2015-06-04T00:00:00-04:00 Cet ouvrage de référence a pour objectif de répondre aux principales questions que nous nous posons quant au rôle de l'état, aux principes à partir desquels il est organisé, son fonctionnement, ses valeurs et aux grands enjeux contemporains auxquels il doit faire face. Conçu d'abord pour celles et ceux qui veulent faire l'apprentissage de ce que sont nos institutions politico-administratives, cet ouvrage apportera aussi à ceux qui s'intéressent à l'administration publique, ses composantes et ses acteurs, de nouvelles connaissances tout en suscitant une réflexion de qualité. Fruit de la collaboration d'une imposante équipe d'analystes et de praticiens parmi les plus chevronnés dans leur domaine, cette contribution est importante. Une époque où les États modernes sont interpellés pour relever des défis constants et où l'efficacité, la transparence, l'éthique et la saine gestion des fonds publics sont plus que jamais des paramètres incontournables. Les experts qui nous font partager ici leur approche de ces questions nous aident à les considérer comme faisant partie d'un tout qui a évolué pendant plus de 700 ans pour nous offrir aujourd'hui des institutions qui modèlent notre société et qui répondent à nos choix collectifs.

**The Role of Public Administration in Alleviating Poverty and Improving Governance** Jak Jabes, 2005 This publication is the first of a series from The Network of Asia Pacific Schools and Institutes of Public Administration and Governance NAPSIPAG, a network of professionals formed to encourage the continuing development of public administration theory and practice through research and other initiatives and foster cooperation and collaboration between and among the members in pursuit of related and common interests.

**Fantasmagories, mythes, non-dits et quiproquo** Rodolphe Oder, 2010-01-01 Ces contributions plongent au cœur du paradoxe que propose le langage entre ombre et lumière, entre ce qui est réel et ce qui doit être compris, la recherche du sens souvent masquée derrière les signes. Appliquée au management, le courant discursif ne peut donc plus être séparée d'une analyse de type binaire positif/négatif, ce qui est dit/ce qui n'est pas dit, ce qui est compris/ce qui n'est pas compris. La richesse des méthodologies et des approches présentes dans le courant discursif constitue à la fois une force et une faiblesse.

*Le service social du travail à l'épreuve de la GRH* Dominique Paturel, 2010-07-01 La fonction sociale est intimement liée à l'histoire de la fonction. Personnel et des entreprises françaises, surintendantes d'usines, assistantes de service social, fonction RH. À partir de l'analyse de situations individuelles difficiles, cet ouvrage cherche à comprendre comment sont construites les réponses actuelles sur la gestion des situations tout en prenant en compte le discours institutionnel sur la GRH.



**Finances publiques et réforme de l'Etat : le cas du Maroc** Mohamed Harakat, 2020-09-21 Quel est l'apport des finances publiques dans la conduite de la réforme de l'Etat Pourquoi la gouvernance des finances publiques est-elle accusée de se complaire dans des généralités sans pertinence et sans portée concrète d'impact sur le développement de la société En quoi consiste le passage du paradigme de responsabilité traditionnelle de l'Etat au paradigme de responsabilité sociale de l'Etat plateforme dans la conduite de la réforme Partant de ces questions l'auteur explique les raisons des insuffisances de l'étude et de la pratique des finances publiques dans les pays africains et au Maroc en particulier Le but ultime est d'adopter une nouvelle approche de réforme de l'Etat la lumière des 17 objectifs de développement durable ODD des Nations Unies 2030 et de l'Agenda 2063 de l'Union Africaine

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