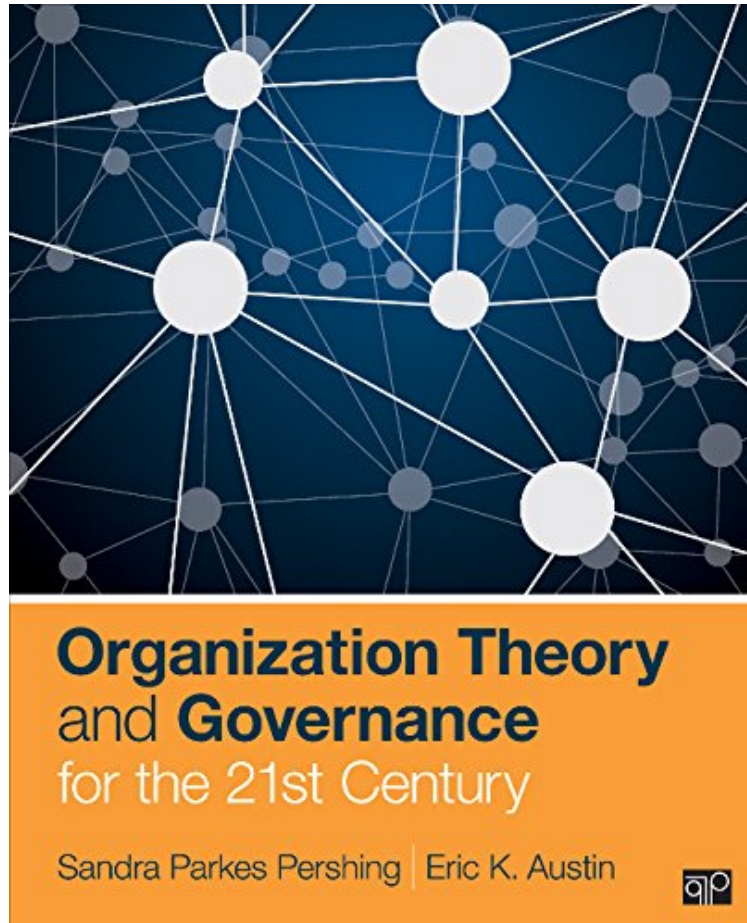


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Organization Theory and Governance for the 21st Century

Sandi Parkes Pershing, Eric K. Austin
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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.

"This book provides a breath of fresh air when discussing organizational theory and practice, and one that students will appreciate. The inclusion of organizational ethics is not only topical and relevant in today's society, it also promotes and reinforces 'ethics across the curriculum,' a vital component of any public administration program. The material in Chapter 7, Affecting Organization Change: The Management Attribute, provides an excellent foundation for students, practitioners, and elected officials alike in the topic of change, an area that few people have received education or training in, yet is such a significant part of organizations and our lives. In fact, the material in this chapter was so impressive I found myself wanting to share it with the non-profit organization I volunteer with in light of their current situation and interaction with the city. Being able to relate real-life scenarios to material in the text, and wanting to use this material to better understand and improve these scenarios is powerful." -- Marcie Delmotte

"Organization Theory and Governance for the 21st Century provides an accessible discussion of a wide range of organizational theories and illustrates how these different perspectives enhance our understanding of the complex management and governance challenges in modern public organizations. The book will make an exciting new addition to the book shelf of students and scholars alike." -- Mark T. Imperial

"While there are many fine texts on organization theory, Pershing and Austin's Organization Theory and Governance for the 21st Century stands out among them. The authors provide the standard overview of the various theories of organization and treat them in enough detail to be useful. Where they shine is in their excellent discussion of Berger and Luckmann's social construction as well as subsequent diverse theories in Chapter 4 that offer a solid contextual framework for the overall subject. Going beyond theory, in Part II the writers delve into more practical action-oriented material that both current and future practitioners can benefit immensely from. Overall, this is a superb textbook that exceeds expectations and can be easily used for undergraduate, graduate, or professional venues." -- Shawn Schooley

About the Author
Dr. Sandra Parkes Pershing is the Assistant Vice President of Engagement, and a professor in the Master of Public Administration program at the University of Utah. Her work focuses on organizational behavior, leadership, and change. Dr. Pershing also works as an organizational consultant and trainer to public and non-profit organizations, and has co-edited Classic Readings in Organizational Behavior (2008) with J. Steven Ott and Richard Simpson, and Classics in Public Administration (2003) with Jay Shafritz and Albert Hyde. Dr. Eric K. Austin is an Associate Professor of Political Science and Coordinator of the Master of Public Administration program at Montana State University, where he teaches organization theory, public management, administrative ethics and other courses. His research focuses on inter- and intra-organizational processes of decision-making in contentious environments, and his work has appeared in Public Administration and Management, Administrative Theory and Praxis, The Journal of Public Affairs Education and elsewhere. Dr. Austin has managed program units in both public and non-profit organizations, and continues to work as a trainer and consultant for organizations both large and small.