

Sous la direction de
Thibaut Davillier, Jean-Louis Genard,
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La motivation au travail dans les services publics

Préface d'Alain Eruly


L'Harmattan
LOGIQUES DE GESTION

La Motivation Au Travail Dans Les Services Publics

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La Motivation Au Travail Dans Les Services Publics:

LA MOTIVATION AU TRAVAIL DANS LES SERVICES PUBLICS Jean-Louis Genard, Alexandre Piraux, Thibaut Duvillier, 2003-02-01 Face la d shumanisation du travail la parcellisation des t ches ou encore au d veloppement de l appareil administratif et bureaucratique la motivation au travail et donc la n cessit de prendre en consid ration le facteur humain dans les mod les d organisation du travail est devenue une priorit dans la r alisation d une politique de gestion des ressources humaines Dans ce contexte il nous semblait n cessaire de mieux comprendre les sources conditions et cons quences de la motivation au travail au sein de ce milieu particulier que sont les services publics *La motivation au travail dans les services publics* Thibaut Duvillier, Jean-Louis Genard, Alexandre Piraux, 2003 Face la d shumanisation du travail la parcellisation des t ches ou encore au d veloppement de l appareil administratif et bureaucratique la motivation au travail et donc la n cessit de prendre en consid ration le facteur humain dans les mod les d organisation du travail est devenue une priorit dans la r alisation d une politique de gestion des ressources humaines Dans ce contexte il nous semblait n cessaire de mieux comprendre les sources conditions et cons quences de la motivation au travail au sein de ce milieu particulier que sont les services publics Reforming the Public Sector Giovanni Tria, Giovanni Valotti, 2012-06-13 Many countries are still struggling to adapt to the broad and unexpected effects of modernization initiatives As changes take shape governments are challenged to explore new reforms The public sector is now characterized by profound transformation across the globe with ramifications that are yet to be interpreted To convert this transformation into an ongoing state of improvement policymakers and civil service leaders must learn to implement and evaluate change This book is an important contribution to that end Reforming the Public Sector presents comparative perspectives of government reform and innovation discussing three decades of reform in public sector strategic management across nations The contributors examine specific reform related issues including the uses and abuses of public sector transparency the Audit Explosion and the relationship between public service motivation and job satisfaction in Europe This volume will greatly aid practitioners and policymakers to better understand the principles underpinning ongoing reforms in the public sector Giovanni Tria Giovanni Valotti and their cohorts offer a scientific understanding of the main issues at stake in this arduous process They place the approach to public administration reform in a broad international context and identify a road map for public management Contributors include Michael Barzelay Nicola Bell Andrea Bonomi Savignon Geert Bouckaert Luca Brusati Paola Cantarelli Denita Cepiku Francesco Cerase Luigi Corvo Maria Cucciniello Isabell Egger Peitler Paolo Fedele Gerhard Hammerschmid Mario Ianniello Elaine Ciulla Kamarck Irvine Lapsley Peter Leisink Mariannunziata Liguori Renate Meyer Greta Nasi James L Perry Christopher Pollitt Adrian Ritz Raffaella Saporito MariaFrancesca Sicilia Ileana Steccolini Bram Steijn Wouter Vandenabeele and Montgomery Van Wart *Management des organisations publiques* Denis Proulx, 2008 Le management d une organisation est intrins quement li aux fonctions propres la gestion comme comprendre l organisation d cider diriger les

individus qui y vivent valuer leur performance reconnaître le type de structure qui convient le mieux et contrôler ce qu'on y fait ainsi que comment on le fait De plus on attend du manager qu'il fasse preuve d'un certain leadership qu'il travaille en équipe et que ses employés soient motivés même si en pratique tout cela reste ambigu De plus toutes ces questions doivent être traitées d'une façon particulière quand on les aborde en tenant compte des aspects politiques et des exigences administratives des organisations publiques Le manager public doit quotidiennement agir dans le cadre de lois très précises et affronter les critiques du public la fois client et propriétaire du système D'ailleurs le citoyen est-il un client ou un usager par rapport lui Quelle différence cela peut-il faire Cet ouvrage analyse les différents types de leadership value les problèmes de communication et précise l'importance des contrôles Il présente les théories traditionnelles de motivation et aborde la question de la motivation au sein du service public Il expose enfin des théories de management dans un contexte public et des réflexions sur des expériences concrètes pour aider le lecteur mieux comprendre les enjeux du management public

Managing Social Issues Peter Leisink, Paul Boselie, Dian Marie Hosking, Maarten van Bottenburg, 2013-09-30 Western societies face complex social issues and a growing diversity of views on how these should be addressed The traditional view focuses on government and public policy but neglects the initiatives that non profit and private organizations and local

Politiques du marché du travail et service public de l'emploi OECD, 2001-02-01 Actes de la Conférence de Prague Juillet 2000 Les partisans d'une politique active du marché du travail s'attribuent aujourd'hui en partie le mérite des baisses significatives du taux de chômage structurel enregistrées dans certains pays de l'OCDE

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International Labour Documentation International Labour Organization. Central Library and Documentation Bureau, 1997-08 **Observing Government Elites** R. A. W. Rhodes, Paul 't Hart, Mirko Noordegraaf, 2007-11-21 The behaviour of politicians and public servants often strikes outside observers as erratic inconsistent and sometimes foolish One way of understanding their behaviour is political anthropology This book focuses on the everyday life of ministers and senior public servants in different countries describing their world through their eyes It analyses how such practices are embedded in political and administrative traditions It explores how their beliefs practices and traditions create meaning in politics and public policy making It provides unique data on the everyday life government elites and practical advice on how to conduct such fieldwork

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actuellement face de nouvelles conditions d'emploi et manières de travailler ayant pour objectif de rendre le service public davantage performant Avec quels impacts sur leurs identités et leurs motivations au travail Voici les résultats d'une recherche réalisée en Suisse *Les Services publics au défi de l'Europe* Pierre Bauby, Jean-Claude Boual, 1993 Reflexión sobre el futuro de los servicios públicos centrada sobre todo en los servicios públicos que tienen un carácter comercial e industrial **Livres hebdo**, 2007 **Canadiana**, 1985 **Recueil Annuel de L'Université Jagellonne Du Droit Du Travail Et de la Politique Sociale**, 1997 *Industrial Relations*, 1987 **Recueil Dalloz**, 1998 L'actualité juridique, 2004 Services publics et usagers dans les quartiers en difficulté France. Direction générale de l'administration et de la fonction publique, 2001

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