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# Understanding and Managing Public Organizations, 4th Edition

By Hal G. Rainey



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**Understanding and Managing Public Organizations, 4th Edition** By Hal G. Rainey

*Understanding and Managing Public Organizations* provides a comprehensive analysis of research and practice on public organizations and management. In this fourth edition of his award-winning best seller, Hal Rainey reviews topics including organizational goals and performance, decision making and strategy, leadership, motivation, organizational structure and design, organizational change, and others. He analyzes effective and ineffective practices, with suggestions for managing contemporary and classic challenges in public organizations, and with illustrative vignettes and examples. Carefully revised and updated, this edition of *Understanding and Managing Public Organizations* extends previous editions with deeper coverage of collaboration and networks, public values, public service motivation, managerial strategy, performance assessment, innovation and organizational change, and recent trends in public sector management.

## Praise for the Previous Editions

"The third edition of the classic text provides a comprehensive, up-to-date analysis of research on public organizations and management. Drawing on a review of the most current research about government organizations and managers, this important source offers specific suggestions for managing these challenges in today's public organizations."

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"A masterful textbook, as well as an important and original contribution to the public organization theory literature ? both comprehensive in its treatment of organization theory and decidedly 'public' in its perspective."

?Public Administration Review

"A tremendous contribution to the field. Rainey's ability to synthesize research streams from a variety of fields?such as political science, public administration, public policy, business administration, psychology, sociology, and others?is outstanding."

?Jeffrey L. Brudney, Albert A. Levin Chair of Urban Studies and Public Service, Cleveland State University



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### **Review**

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### **Review**

#### **Best Book Award, Public and Nonprofit Sectors Division of the Academy of Management**

"A masterful textbook, as well as an important and original contribution to the public organization theory literature. Rainey's book is the only one available that is both comprehensive in its treatment of organization theory and decidedly 'public' in its perspective . . . the book is not simply appropriate for courses on public management and organization theory, it is the best book available."

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"Comprehensive, coherent, and exceptionally thorough . . . a masterful work."

— Public Productivity and Management Review

"This book is outstanding and the best single source book available for the topics it addresses. I assign it to my Human Resources Management and Organization Theory seminars and I ensure that all my doctoral students read it for comprehensive exams."

— Patricia W. Ingraham, Distinguished Professor of Public Administration, Maxwell School of Citizenship and Public Affairs, Syracuse University

"Over the past decade, there have been only a few books that can be used in graduate courses on public organizations. Rainey's book is far and away the best of these books. I know of no other book that manages to provide really serious coverage of the scholarly literature, and at the same time provide practical lessons for public managers. It is the best out there."

— Barton Wechsler, professor and director, Truman School of Public Affairs, The University of Missouri

"A tremendous contribution to the field. Rainey's ability to synthesize huge research streams from a variety of fields such as political science, public administration, public management, public policy, business administration, management, psychology, sociology, and others is outstanding."

— Jeffrey L. Brudney, professor of public administration and codirector of the Institute for Nonprofit Organizations, The University of Georgia

### **From the Inside Flap**

This book offers a comprehensive integration of research on management and organizations, along with numerous real-life vignettes and examples, to provide an authoritative view of the key issues facing public organizations.

## **Users Review**

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