



## Track 15: Public organizations challenges: back to the theory ?

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### Abstract

In recent years studies on Public organizations have been more and more relevant to the field of managerial disciplines. Complex and diversified arrangements of public organizing were relentlessly undertaken, ranging from public administrations/enterprises, top down large initiatives, to bottom-up, local level efforts. Yet, only in a few cases has this trend succeeded in improving structures and strategies, allowing an increase in the efficiency and effectiveness in service provision. This evidence has brought about a healthy skepticism on the New Public Management (NPM) discourse as a tool to achieve significant enhancements within the public sector domain. As a consequence, an increasing number of scholars have called for a major rethinking of studies on public sector, urging attention to organizational issues.

In this track we aim at rediscovering the neglected issues of organization theory applied to public organizations. We welcome studies on the implementation of managerial tools in a variety of public oriented contexts, as well as on the broader governance mechanisms of public networks and systems.

In accordance with the general theme of the conference, we will particularly appreciate those papers able to highlight to what extent current evolution of public organizations studies are able to signal elements of continuity (or discontinuity) if compared with previous decades' experiences.

The track will be articulated around the following themes:

- Managing people in public sector organizations: we aim at addressing the contemporary problems faced by public organizations managers in dealing with human resources.
- Analyzing managerial processes to enhance organizational innovation: we are particularly concerned with moving on from the broad theme of organizational change in public contexts, towards going in depth on the missing link between the 'as is' and the 'to-be' dimensions of organizational analysis.
- Assessing public organizations performance: we are aware that the relationship between governance effectiveness and performance measures in public contexts is a controversial topic,

and thus we aim at rediscovering the meaning of such issues in a number of public sector domains facing on-going transformation.